

MINUTES

Commission on Faculty Affairs September 19, 2025 10:30 am – 12:00 pm Burruss Hall 330 and Zoom

Present: J. Lahne (presiding), Ron Fricker (ex officio Provost's Office), J. McGlothlin (Faculty Senate), V. Buechner-Maxwell (Faculty Senate), D. Agud (Faculty Senate), K. Pitts (Dean), R. Jin (Faculty Senate), K. Benson (Faculty Senate), A. Bukvic (Faculty Senate), A. Hagan (Staff Senate), R. Emmett (AP Senate)

Absent with Notice: J. Hawdon (chair), L. Learman (Dean)

Absent without Notice: R. Gaines (Faculty Senate), R. Hester (Faculty Senate)

Guests: Sam Kalmar (Provost's Office), April Myers (Policy and Governance)

J. Lahne, presiding in the absence of chair J. Hawdon, called the meeting to order at 10:32 AM. A quorum was present (50%+1 of current membership=8).

1. Adoption of Agenda

The agenda of September 19, 2025, was approved without objection.

2. Approval of minutes of September 5, 2025

The minutes of September 5, 2025 was approved without objection.

3. Reports

- A/P Faculty Senate:
 - No updates
- Staff Senate:
 - No updates
- Undergraduate Senate:
 - No reps yet, no updates
- Graduate Senate
 - No reps yet, no updates
- Faculty Senate
 - President Sands visited Faculty Senate last week
 - Movement to discuss representatives on committees and commissions from the senate

4. Unfinished Business

None

5. New Business

J. Lahne led discussion on the CFA 2025-26A resolution to revise the faculty handbook section on appeal on non-reappointment decision during the probationary period for tenure-track faculty for reasons other than performance. Commission members further discussed policy revision to incorporate a second-level supervisor (e.g., Dean or other supervisor beyond the Head or Chair) review process for non-renewal decisions of tenure-track faculty in the cases when non-renewal is not for performance reasons.

J. Lahne led discussion on the CFA 2025-26C resolution to revise the faculty handbook section on formal grievance procedures. Commission members discussed more realistic timelines for grievance responses and including more steps between the initiation of the grievance and the hearing of the grievance by the relevant Faculty Senate committee to ensure appropriate processes are utilized prior to reaching the provost. Better defining language in the handbook and including clarifying graphics to streamline the process were suggested.

J. Lahne led discussion on section 5.1.5 Collegiate Faculty Series of the faculty handbook. Commission members discussed providing informed guidance for appropriate faculty obligations and recognition across departments and faculty types. The possibility of inviting Tracy Rutherford (ALCE) to discuss her findings on Collegiate Faculty work assignments was discussed.

J. Lahne led an open discussion on overall changes or items of importance for the commission moving forward. Commission members discussed the possibility of addressing the general non-tenure track faculty series and clarifying their differentiation.

6. Adjournment

There being no further business, a motion was made to adjourn the meeting at 11:57 AM.