

MINUTES

Commission on Faculty Affairs October 3, 2025 10:30 am – 12:00 pm Burruss Hall 330 and Zoom

Present: J. Hawdon (chair), Ron Fricker (ex officio Provost's Office), J. McGlothlin (Faculty Senate), J. Lahne (Faculty Senate), V. Buechner-Maxwell (Faculty Senate), M. Ryan (Graduate Senate), A. Bukvic (Faculty Senate), Amber Hagan (Staff Senate), K. Pitts (Dean), K. Benson (Faculty Senate), R. Jin (Faculty Senate), D. Agud (Faculty Senate), R. Weaver-Hightower (Faculty Senate), R. Gaines (Faculty Senate), D. Musick (rep for L. Learman), J. Davis (rep for R. Emmet)

Guests: S. Kalmar (Provost's Office), R. Gabriele (Provost's Office), R. Miles (University Libraries), A. Myers (Policy and Governance)

J. Hawdon called the meeting to order at 10:34 AM. A quorum was present (50%+1 of current membership=8).

1. Adoption of Agenda

The agenda of October 3, 2025, was approved without objection.

2. Approval of the minutes of September 19, 2025

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

3. Reports

- A/P Faculty Senate:
 - Transportation, parking, and mail services will be discussed
- Staff Senate:
 - CSPA working on proposal for bereavement leave
- Undergraduate Senate:
 - No rep, no update
- Graduate Senate:
 - Working group on academic bullying has been making good progress
 - Reporting findings to GPSS
 - Raised athletic fees primary topic of note

- Faculty Senate:
 - Presentation from government liaison (VP for government and community relations)
 - Transportation also presented
 - Discussion on foreign language requirement being forced upon admissions
 - Used to admit people without having met foreign language requirements and then have them complete foreign language while there were here
 - New resolutions are coming

4. Unfinished Business

None

5. New Business

R. Fricker led discussion on probationary appointments as mentioned in the Faculty Handbook. Commission members discussed the possibility of adding language to contract terms regarding appointment renewal periods. The aim of adjusting this language is to ensure contracts are in fact renewed and that periods of renewal are being completed with evaluations to track faculty progress and discuss career development.

J. Hawdon led further discussion of the 2025-26A Resolution to revise the section of the Faculty Handbook concerning the appeal of probationary non-reappointment decisions. The commission revisited the discussion on whether to notify the individual subject to the non-reappointment the reasoning for non-reappointment. The inclusion of a review process was confirmed. The committee agreed to consult university legal services before passing the language to the Faculty Senate for first reading.

J. Hawdon led further discussion of the 2025-26C Resolution to revise the formal grievance procedure in the Faculty Handbook. Commission members addressed the major changes to the language, focusing on the committee review of grievance eligibility and the notification of the person being grieved against. Members discussed the identification of the ruling entity to the grievance process, and platform for aggregating information and created shared deadlines to prevent evidence alterations during the process.

J. Hawdon led the discussion on the section 5.1.5 Collegiate Faculty Series of the Faculty Handbook. The commission discussed the use of the clinical faculty series as a template in adjusting collegiate faculty series language, as well as inviting Tracy Rutherford to review survey data from collegiate faculty to inform necessary language adjustments.

Due to time constraints, J. Hawdon could not lead the discussion on 2025-26B Resolution to defer tenure cases with legal entanglements.

6. Adjournment

A motion was made to adjourn the meeting at 12:02 PM. The motion carried.