

# MINUTES

## Commission of Faculty Affairs

October 31, 2025

10:30 AM – 12:00 PM

Burruss Hall 330 and Zoom

**Present:** J. Hawdon (Chair), R. Fricker (ex officio Faculty Affairs), R. Emmet (AP Faculty Senate), D. Agud (Faculty Senate), R. Gaines (Faculty Senate), J. Lahne (Faculty Senate), R. Weaver-Hightower (Faculty Senate), E. Roshioru (Undergrad Senate), K. Benson (Faculty Senate), K. Pitts (Dean), A. Hagan (Staff Senate), A. Bukvic (Faculty Senate), L. Learman (Dean), M. Ryan (Grad Senate), R. Kim (Faculty Senate), R. Miles

**Absent with Notice:** V. Buechner-Maxwell (Faculty Senate)

**Guests:** S. Kalmar (Faculty Affairs), A. Myers (Policy & Governance), C. Hutchison (Faculty Affairs), R. Gabriele (Faculty Affairs), R. Miles (Faculty Senate)

J. Hawdon called the meeting to order at 10:32 AM. A quorum was present (50%+1 of current membership=9).

### 1. Adoption of Agenda

The agenda of October 31, 2025 was approved without objection.

### 2. Approval of minutes of October 3, 2025.

The minutes of October 3, 2025 was approved with amendment for correcting the date in the header of the minutes.

### 3. Reports

- A/P Faculty Senate:
  - Recent meeting had several presentations (e.g., auxiliary parking services)
  - Continuing to work on structure for reps of the senate
  - Philanthropic feature of senate for the food pantry on campus
- Staff Senate:
  - Senate meeting - professional development opportunities available for staff
  - Undergraduate Senate:
    - Dean of students & auxiliary services presentations
    - Office of sustainability, climate action commitment
    - Policy 80.12 updates, Hokie-effect updates
    - Reviewing CFA resolutions E & F
- Graduate Senate:
  - Issues for increase in athletic fees
  - Speaker from office of transportation to discuss parking passes and associated costs for upcoming years
  - Getting the lay of the land for fees for next year
- Faculty Senate:
  - Voted down a resolution about foreign language requirements at admission
  - Concerns with student resource accessibility and IT changes driving admissions criteria

- Questions posed at the first reading were not addressed by the second reading

#### **4. Unfinished Business**

##### **CFA Resolution 2025-26A**

J. Hawdon led the second reading of the CFA 2025-26A Resolution to revise the Faculty Handbook section on appeals of probationary non-reappointment decisions. Commission members reviewed the notes from the first reading, specifically the amendment of language to include the provost on all decisions for final approval. The resolution as amended was taken to a vote, and passed with 13 in favor, and 1 not in favor.

##### **CFA Resolution 2025-26C**

J. Hawdon led the second reading of CFA 2025-26C Resolution to revise the formal grievance procedure in the Faculty Handbook. Commission members reviewed the major changes made from the first reading, such as an informal mediation session prior to formal grieving, determination of grievance eligibility by the faculty senate review committee, hearing panel requirements, and response times and deadlines. Amendments were made regarding the ordering of the sections in the handbook to put definitions before processes, as well as language for when supervisors are subject to grievance. The resolution as amended was taken to a vote, and passed with 14 in favor, and 1 not in favor.

#### **5. New Business**

##### **CFA Resolution 2025-26E**

J. Hawdon led the first reading of CFA 2025-26E Resolution to revise the Faculty Handbook section on instructor ranks. Commission members discussed changes to language for eligibility criteria for promotion and possible barriers for these requirements in practice.

##### **P&T Working Group**

J. Hawdon created a sub-committee on P&T. The working group would investigate the state of funding and grant allocation in science and academia to make recommendations on considerations for P&T and thresholds for changing existing standards. K. Benson, R. Fricker, and A. Bukvic volunteered for this working group.

##### **Unvisited Business**

Due to time constraints, J. Hawdon was unable to lead the first reading of CFA 2025-26F Resolution to revise the Faculty Handbook section on appeals, as well as discussion on the CFA 2025-26B Resolution to defer tenure cases with legal entanglements. Time constraints also prevented R. Gabriele from leading the discussion on the cap on compensation.

#### **6. Adjournment**

There being no additional time for further business, a motion was made to adjourn the meeting at 12:05 PM.