

MINUTES

Commission on Faculty Affairs

December 12, 2025

10:30 AM – 12:00 PM

Burruss 330E and Zoom

Present: J. Hawdon (presiding), D. Agud (Faculty Senate), J. Johnson (Faculty Senate), J. Lahne (Faculty Senate), E. Roshioru (Undergrad Senate), K. Pitts (Dean, COS), J. McGlothlin (Faculty Senate), A. Hagan (Staff Senate), R. Emmett (A/P Senate), L. Learman (Dean, VTCSOM), R. Gaines (Faculty Senate), K. Benson (Faculty Senate), Molly Ryan (Graduate & Professional Senate), V. Buechner-Maxwell (Faculty Senate)

Absent with Notice: R. Jin (Faculty Senate),

Absent: A. Bukvic (Faculty Senate)

Guests: S. Kalmar (Provost's Office), R. Fricker (ex Officio), R. Gabriele (Provost's Office), L. Miner (Research and Innovation), A. Myers (Governance)

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 December 12, 2025 was approved without objection.

2. Approval of minutes of November 11, 2025

The minutes of November 11, 2025 was approved without objection.

3. Reports

- A/P Faculty Senate:
 - Meeting 11/19/25 – presentation from HR
 - Nothing yet finalized for search committee training
 - Training for faculty searches still recommended as best practice for all searches
- Staff Senate:
 - November meeting – session on difficult conversations
 - December meeting – youth protection policy
- Undergraduate Student Senate:
 - Meeting 12/2/25
 - Wrapping up legislation workshop
 - Strategic planning ad hoc committee for next spring to cover next 3-5 years
 - RFP funding for next year
- Graduate and Professional Student Senate:
 - Most recent meeting - grievances to faculty and other graduate students (title IX issues)
 - CFA asked to endorse the grievance policy
 - Pay concerns also being discussed
- Faculty Senate:
 - Most recent meeting

- Funding issues (budgets)
- Black caucus members – concerns about campus climate
 - Students and faculty concerned with changes going on at VT and across the nation – feeling unheard and marginalized
 - Large decisions being made on campus without consulting the groups being directly impacted

4. Unfinished Business

Discussion of Research Faculty Leveling Project

L. Miner, Assistant Vice President Chief of Staff, presented the Research Faculty Leveling Project that discusses infrastructure changes to research faculty descriptions and qualifications at Virginia Tech. A request was made during the presentation to revise faculty handbook language to incorporate the new structure. Commission members discussed concerns about job security and efficacy of faculty restructuring.

Second Read CFA 2025-26B Resolution

J. Hawdon presented the CFA 2025-26B Resolution to defer tenure cases with legal entanglements for second reading and made a motion to approve. The motion was seconded. Commission members discussed the nature and expectations for the timeline of extension requests, as well as language clarifying the generalizability of the policy. A vote was taken on the motion, and the motion passed with 13 votes for and 1 vote against.

5. New Business

First Read CFA 2025-26F Resolution

J. Hawdon presented the CFA 2025-26F Resolution to revise the faculty handbook section on appeals for first reading. Commission members discussed language changes that involve notification of negative decisions on appeals and their timing. The resolution will move to first read in Faculty Senate.

First Read CFA 2025-26G Resolution

J. Hawdon presented the CFA 2025-26G Resolution to revise the faculty handbook section on sanctions for first reading. Commission members discussed adjusting the criteria for sanctions to match existing handbook language, outlining procedures for minor sanctions, timelines for review, and committee decisions with sanctions. The resolution will move to first read in Faculty Senate.

6. Open Discussion

- Suggestion to extend workshop on Teaching in Turbulent Times that is currently being offered in CLAHS to the university level.
- Faculty Senate and Faculty Affairs have provided syllabus language that is optional for stating that students may not distribute material from classes as intellectual property protections
- Thanks and appreciation for the work of the commission were shared

7. Adjournment

There being no further business, a motion was made to adjourn the meeting at 11:58 AM.