

MINUTES

Commission on Faculty Affairs

March 27, 2026

10:30 AM – 12:00 PM

330E Burruss and Zoom

Present – J. Hawdon (presiding), R. Emmett (AP Senate), J. Warfford (Faculty Senate), D. Agud (Faculty Senate), M. Ryan (Grad Senate), J. Lahne (Faculty Senate), K. Pitts (Dean, COS), L. Learman (Dean, VTCSOM), R. Jin (Faculty Senate), J. Warfford (Faculty Senate), A. Hagan (Staff Senate), R. Emmett (AP Senate), M. Ryan (Grad Senate), E. Roshioru (Undergrad Senate), V. Buechner-Maxwell (Faculty Senate)

Absent with Notice: R. Fricker (ex officio), K. Benson (Faculty Senate), J. Allen (Faculty Senate), R. Weaver-Hightower (Faculty Senate), R. Miles (Faculty Senate)

Absent:

Guests: S. Kalmar (Provost's Office), A. Myers (Governance), R. Gabriele (Provost's Office), J. Walz (Collegiate Faculty)

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

1. Adoption of Agenda

A motion was made and seconded to adopt the March 27, 2026 agenda. Motion carried without objection.

2. Approval of minutes of February 27, 2026.

A motion was made and seconded to approve the February 27, 2026 minutes. Motion carried without objection.

3. Reports

- A/P Faculty Senate – R. Emmett: Second reading of motion to revise constitution and structure of AP faculty senate
- Staff Senate – A. Hagan: Hokie Wellness visit discussing health benefits, robust discussion on pain-points for staff members participating in governance to evaluate support needs.
- Undergraduate Student Senate – E. Roshioru: ADA and Title IX discussions, upcoming meeting with President Sands. First strategic plan wrapping up to be presented.
- Graduate Student Senate – M. Ryan: Discussed impacts of BOV membership transitions this summer.
- Faculty Senate – J. Lahne: Second reading for CGSP on graduate student policy, presentation from University Libraries and University Integrity on ORCID IDs.

4. Unfinished Business

Second Read CFA 2025-26H Resolution

J. Hawdon presented the CFA 2025-26H Resolution on P&T guidelines for non-tenure track faculty for second reading and made a motion to approve. The motion was seconded. Commission members briefly discussed how this would facilitate guidelines being created and maintained at both the departmental and college level. A vote was taken on the motion, and the motion passed with 12 votes for and 0 votes against.

Second Read CFA 2025-26I Resolution

J. Hawdon presented the CFA 2025-26I Resolution on part-time faculty for second reading and made a motion to approve. The motion was seconded. No discussion arose, and a vote was taken on the motion, and the motion passed with 12 votes for and 0 votes against.

Second Read CFA 2025-26L Resolution

J. Hawdon presented the CFA 2025-26L Resolution on VT employment time requirements for promotion in clinical faculty for second reading and made a motion to approve. The motion was seconded. No discussion arose, and a vote was taken on the motion, and the motion passed with 12 votes for and 0 votes against.

Second Read CFA 2025-26J Resolution

J. Hawdon presented the CFA 2025-26J Resolution on additional compensation caps for second reading and made a motion to approve. The motion was seconded. Commission members discussed language defining when additional compensation is appropriate across faculty groups. A slight language modification for applicable duties for compensation was made during discussion. A vote was taken on the motion, and the motion passed with 11 votes, 0 votes against, and 1 abstain.

Second Read CFA 2025-26D Resolution

J. Hawdon presented the CFA 2025-26D Resolution on application of the Collegiate Faculty series for second reading and made a motion to approve. The motion was seconded. Commission members discussed the definitions of non-tenure track faculty as well as special cases of transitions between faculty series. Discussion ran to session time, and the commission agreed to continue discussion at the next session.

5. New Business

Discussion on Graduate Grievance Policy

J. Hawdon presented a discussion on working group in GPSS policy for filing grievances against supervisors and instructors. Commission members agreed for Graduate School to outline execution of grievance infrastructure and work with respective faculty senates as needed.

6. Adjournment

There being no further business, a motion was made to adjourn the meeting at 12:02 PM.