

Minutes
Commission on Faculty Affairs
February 19, 2021
10:30 am – 12:00 pm
Videoconference

Present: Bob Hicok (presiding), M. Abbas (Faculty Senate), S. Barrett (Faculty Senate), R. Blythe (Dean), A. Bond (CAPFA), J. Finney (Provost, ex officio), D. Givens (Dean), J. Hawdon (Faculty Senate), A. Nelson (Faculty Senate), T. Schenk (Faculty Senate), R. Sebek (Staff Senate), A. Shew (Faculty Senate), C. Thompson (Graduate Student Assembly), R. Weiss (Faculty Senate).

Vacancy: SGA

Not in Attendance: D. C. Myers (Faculty Senate)

Guests: B. Hanson, Graduate School Ombuds, D. Musick (VTCSOM), L. Miner (OVPRI), A. Myers (Governance), E. Plummer (Provost's Office)

B. Hicok called the meeting to order at 10:30 a.m. A quorum was present (50%+1 of current membership = 8).

Note: CFA did not meet on February 5, 2021 a university spring break day.

1. **Approval of Agenda.** Members of the commission moved and voted unanimously to adopt the agenda.
2. **Approval of Minutes.** Members of the commission moved and voted unanimously to approve the minutes of the January 22, 2021 meeting.
3. **First Reading of CFA 2020-2021E: Resolution to Amend Faculty Senate Operations.** Members of the commission reviewed the resolution and had no concerns.
4. **First Reading of CFA 2020-2021F: Resolution to Approve the Awarding of Tenure in the Virginia Tech Carilion School of Medicine.** D. Musick, VTCSOM, provided some additional information on the school's desire to award tenure and made clear that only those faculty members employed by the university will be eligible for tenure.
5. **Discussion of Graduate School's proposed Action Plan for Departmental Commitments to Disrupting Academic Bullying.** B. Hanson, graduate school ombuds, provided information on the graduate school's desire to improve the university's prevention of and response to bullying in academic settings and situations. The commission on graduate and professional students and policies and the Faculty Senate have reviewed the proposal and provided feedback. There is interest in establishing a working group that includes faculty members. Can the proposal be expanded to include all types of relationships e.g. faculty members. In

his role as graduate ombuds, it is his responsibility to report trends and patterns of behavior as they pertain to graduate students. Commission members expressed interest in expanding the scope of the proposal to include bullying across and among all relationships within the university. There is interest in making sure there are individuals on a working group who have experienced bullying and harassment. Discussion included successful and unsuccessful experiences with addressing bullying. Commission members provided feedback on the language included in the proposal and the need for clarity. Commission members discussed whether bullying behaviors should be accounted for in evaluations, promotion and tenure processes. Commission members volunteered to serve on a working group to explore these issues. Concerns were raised about how to ensure that working group efforts are productive and not ignored. A question was raised about how this initiative might be embraced as a university-wide effort for shared governance that would result in resolutions that identify possible policy or other recommendations.

6. Other Business.

L. Miner shared the desire of the OVPRI and Office of the Provost to adjust from four to five years the number of years a postdoctoral associate can be employed. A resolution will be provided for the CFA's consideration.

The commission will review the use of SPOT scores and the Faculty Senate's report on teaching and consider recommendations for evaluating teaching.

7. Adjourn.

Next meeting is March 5, 2021 10:30 a.m. – 12:00 p.m.