

Committee on Faculty Affairs  
Minutes (prepared by Gary Dickinson)  
October 13, 2021

**Present:** Tim Clydesdale, Gary Dickinson, Christopher Fisher, Lakshmi Gurram, Carolina Marques-Borges, John Marshall, Amanda Norvell, Manish Paliwal, Monisha Pulimood, Susan Ryan, Michael Smith

**Excused:** Brenda Ghitulescu; Linda Dempf

1. Minutes from Sept. 22 meeting approved after minor corrections.
2. CFA welcomed two new members, Monisha Pulimood (2022) and Susan Ryan (2023)
3. Vice-chair Dickinson provided a report on comments received at Steering Meeting (Oct. 6, 2021) on CFA work. Steering asked CFA to prioritize SOSA charge; Steering asked CFA to provide faculty very clear guidance on when and how feedback can be provided once revised recommendation has been completed and to provide faculty with data that supports the recommendation.
4. Fisher provided an update on open topics from previous academic year.
  - a. Nothing new to report for Disciplinary Standards for Sociology and Anthropology or Biomedical Engineering.
  - b. Modification of scholarly expectations for Associate Professors because of Covid – no comment or official charge from Steering.
5. Continuing charges - to facilitate progress on multiple continuing charges, Fisher proposed forming working groups that would meet the weeks CFA does not meet. Each group will report out to CFA at regular meetings. Four working groups were formed, and Fisher summarized the status and work of each group:
  - a. SOSA: Preliminary recommendation written spring 2021. Feedback has been received, and follow-up data provided to Faculty address feedback. Question at hand is: do we still support preliminary recommendation? Public testimony and feedback needed.
    - i. Membership: Dickinson (convener), Clydesdale, Paliwal, Pulimood
  - b. Assessment of Advising: Preliminary recommendation written. Need to review, solicit feedback, and revise recommendation as necessary.

- i. Membership: Norvell (convener), Marshall, Ghitulescu
  - c. Student Feedback: Writing of preliminary recommendation currently underway. Group needs to review instruments for midsemester and end of semester feedback (standing charge on effectiveness of student feedback and consistency with national standards) and combine this with subsequent charge on consistency with best practices in DEI. Previous working group put together instruments (feedback form) and created mid-semester feedback instrument. Plan for open testimony soon.
    - i. Membership: Fisher (convener), Gurrarn, Marques-Borges, Ryan
  - d. RPD Service Requirements: Work has not started and will need to build from the ground up. Questions need to focus on how we reward people for service.
    - i. Membership: Clydesdale (convener), Dempf, Smith
- 6. Discussion of CFA past-chair (Wund) visit to Sept. 22, 2021 meeting. Focused on the goals of the preliminary SOSA recommendation (to both support continuing scholars and new or re-engaging scholars, while making application and review process more efficient), difficulties in terms of making previous award recipients accountable, changes in the number of SOSA applicants, and the plusses and minus of award scenarios. Major questions include how we define “competitive” and “inclusive”.
- 7. Fisher noted Oct. 27 CFA meeting would begin with review of outstanding disciplinary standards:
  - a. English
  - b. Creative Writing
  - c. Communications Studies
  - d. Criminology
  - e. Counselor Education

Adjourn 2:49 pm.