

Committee on Faculty Affairs  
Minutes (prepared by Gary Dickinson)  
November 10, 2021

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

**Excused:** None

1. CFA delivered memos (via email on November 3, 2021) on suggested changes to Disciplinary Standards (DS) to the chairs of Counselor Education and Communications Studies. Fisher drafted memos based on comments CFA members made on each DS, and all members reviewed and commented on memos outside of CFA meeting times.
2. Minutes from October 27, 2021 meeting approved with revisions suggested by Fisher.
3. CFA discussed the memo on suggested changes to the DS of the Creative Writing Department at depth. Topics from the discussion that may be broadly relevant outside of this specific DS include:
  - a. What constitutes “high quality”? Is this synonymous with “peer reviewed”? Do we need to define “high quality” if “peer reviewed” alone is sufficient for tenure and promotion decisions?
  - b. DS should not include discussions of timing of promotion ahead of tenure, since these matters are contractual and covered in the college-wide Reappointment and Promotions Document.
  - c. How do we balance the flexibility of allowing candidates to include a combination of scholarly/creative items while maintaining consistency of expectations across candidates?
  - d. Is there a rationale for excluding excess scholarly/creative works achieved prior to promotion to Associate from counting towards promotion to Professor?
4. Working groups for each of the pending charges provided updates on their activity since the previous CFA meeting.
  - a. SOSA: The SOSA working group, including members of the SOSA council, met twice and continues to assess pathways towards a revised recommendation.

- b. Assessment of Advising: The group is drafting a preliminary recommendation and plans to solicit feedback within an open forum and via a Qualtrics survey in early December.
  - c. Student Feedback: The group has continued to revise feedback instruments for both a mid-semester check-in and end of semester feedback. The group will consult with AFT to determine if mid-semester feedback will be covered by MOA #98 or if a new MOA would be needed..
5. Fisher noted that CFA received a new charge on “Interim Policy on Use of Copyrighted Materials”. CFA members were asked to review the charge, which will be discussed at the next CFA meeting (Dec. 8, 2021).

Adjourn 2:50 pm.