

Committee on Faculty Affairs End-of-Year Report 2024-2025

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CFA had a highly productive 2024-2025 academic year. During the year, the committee sought campus community feedback, completed work, and submitted final recommendations to Steering on three charges, reviewed and approved the Sabbatical RFP for 2026-2027, and reviewed seven revised Disciplinary Standards (approving five and awaiting additional feedback from two departments).

Steering Charge - RPD review to include NTTPs: CFA reviewed the Reappointment and Promotions Document in light of changes made in MOA #149 to provide a pathway for faculty with Non-Tenure Track Position (NTTP) appointments, pathways for promotion. CFA's final recommendation to Steering allows for faculty with NTTP appointments to sit on department and college-wide promotion committees when evaluating promotion for other NTTPs; establish eligibility criteria for participation in the selection of committee members; and provide deans with general criteria that can be applied across all schools for determining the calculation of prior years of professional experience for Clinical Specialists and Lecturers to ensure equity in establishing promotional timelines for NTTPs. The committee also restructured the RPD to be more inclusive and clear by integrating the criteria for reappointment and promotion for Tenure Track faculty, Librarians, and NTTPs within each section of Teaching/Librarianship - Scholarly/Creative/Professional Activity - and Service.

Steering Charge - Faculty and Staff Representation to the Board of Trustees Policies

Review: CFA was charged by Steering with reviewing both the Faculty and the Staff Representation to the Board of Trustees Policies. The Committee recommended revisions after receiving feedback from the Council of Deans. Final recommendations for policy revisions were sent to Steering in these two cases, including clarifying language to amend all instances of "faculty" to "faculty/librarians" to enshrine the inclusion of librarians in matters that relate to faculty and librarians as is evidenced in other policies such as the RPD and the Faculty Senate Constitution. The revised policies both replaced the term "appointees" to "representatives" in all instances to align with the process of representative selection. CFA also recommended that the policy explicitly require faculty and librarian representatives to the Board of Trustees also serve on the Faculty Senate Executive Committee. This echoes the Faculty Senate Constitution membership requirements.

Steering Charge - FPAF and LPAF review: After a final charge by Steering, CFA also reviewed the Faculty Professional Activities Form (FPAF) and Librarian Professional Activities Form (LPAF) and considered revisions that could increase the usefulness of these forms in terms of tracking the completion of faculty and librarian research goals. CFA sought testimony from all

tenure-track faculty and librarians, the local AFT leadership, Academic leaders, Faculty Senate, and Council of Deans.

CFA determined that no change needs to be made to the processes or forms. However, many of the open comments received from stakeholder feedback noted confusion and frustrations with the Interfolio's Faculty 180 online system, "Faculty Process." As a result, CFA recommended a number of enhancements to the functionality of the Faculty Process system and also increased training and guidance for faculty/librarians and Deans to navigate the system.

Disciplinary Standards reviews: The standing work of the committee also includes reviewing and approving and reviewing Disciplinary Standards. CFA reviewed a total of seven new Disciplinary Standards during the year. The departments were sent a detailed memo outlining requested revisions. Five promptly responded to those revisions and CFA formally approved them and sent them to Academic Affairs. Two departments were sent memos requesting further revisions and CFA is awaiting revisions.

1. Marketing and Interdisciplinary Business: Memo requesting revisions from CFA delivered (10/11/2024); (CFA approved on: 10/23/2024); finalized and sent to Academic Affairs (10/30/2024)
2. Art Ed: Memo requesting revisions from CFA delivered (10/30/2024)
3. Integrative STEM Education: Memo requesting revisions from CFA delivered (10/18/2024)
4. Kinesiology and Health Sciences: Memo requesting revisions from CFA delivered (11/24/2024); (CFA approved on: 02/26/2025); finalized and sent to Academic Affairs (03/03/2025)
5. Library: (CFA approved on: 03/12/2025); finalized and sent to Academic Affairs (03/14/2025)
6. Public Health: Memo requesting revisions from CFA delivered (04/9/2025); (CFA approved on: 04/23/2025); finalized and sent to Academic Affairs (04/23/2025)
7. Psychology Department: Memo requesting revisions from CFA delivered (05/20/2025); (CFA approved on: 05/27/2025); finalized and sent to Academic Affairs (05/29/2025)