

Academic Faculty Affairs Committee

Annual Report 2023-2024

Chair: Dr. Kevin B. Sheets

Members: Lisa Czirr, Drs. Joseph Rayle, Moataz Emam, Genevieve Birren, Caroline Kaltefleiter

All meetings were held via Webex.

1. Personnel Policy Reviews:

This academic year, AFAC reviewed and approved the following department personnel policies:

1. Biology
2. Foundations and Social Advocacy
3. Literacy
4. Sport Management

We also reviewed the following department policies, but we are awaiting revisions. These policies will be reviewed again and approved during the Fall 2024 semester:

1. Art and Art History
2. Economics
3. Modern Languages
4. Political Science

2. AFAC also sponsored two workshops for department chairs and chairs and members of department personnel committees to review policies and procedures for personnel review. These workshops were well attended and included the three deans and the provost. Kevin Sheets was also asked by the Diversity Faculty Fellows Mentor committee to participate in a personnel portfolio workshop for DFF this spring.

3. AFAC completed its review of Article 220.07 and submitted to Faculty Senate a formal proposal for a major revision to this article. The proposal included new language related to promotion to professor and librarian, which emphasized leadership in service. Also included was a reorganization of the article to give clarity to the evidence academic faculty could use to demonstrate effectiveness in teaching, scholarship, and service. Finally, the proposal recommended moving academic advising from teaching to service. AFAC successfully steered its proposal through Faculty Senate. In preparation for the vote, the committee felt compelled to write a justification for its recommended changes related to academic advising to respond to a White Paper drafted and shared by some members of academic affairs. This resulted in a robust discussion at Faculty Senate, and ultimately the proposal's passage.

4. Finally, AFAC elected chair Kevin Sheets to another one-year term commencing with the 2024-2025 academic year. We also said goodbye to our long-serving colleague Dr. Joseph Rayle. We look forward to welcoming our incoming member Dr. Anne Burns Thomas.

Respectfully submitted,

Kevin B. Sheets
Chair, AFAC