

Faculty Assembly Minutes

Tuesday, December 9, 2025, 3:30–5:00

Location: 1019 Miller Hall

<https://cwm.zoom.us/j/6971675720>

Present: Anna Chason, Melanie Dawson, Aaron Griffith, Katherine Guthrie, John Lombardini, Terry Meyers, Nick Popper, Christy Porter, J. C. Poutsma, Josh Puzey, Hannes Schniepp, Mike Seiler, Chelsea Smith, Noelle St. Germain-Sehr, Scott Swan, Andrew Tobolowsky, Cynthia Ward, Jay Watkins, Andrea Wright. Not present: Carrie Dolan, Rob Latour, Stephen Sheehi, Andreas Stathopoulos, Debbie Steinberg

Guests: Josh Burk, Cathy Forestell, Iria Giuffrida, Lisa Keegan, Shelley Lorenzo, Carlane Pittman-Hampton, Katherine Rowe, David Yalof

3:30 – 3:35 Approval of Minutes & Opening Remarks

- Approval of Minutes
- Minutes approved

3:35 – 4:05 Q&A with Lisa Keegan (Vice Provost for Enrollment Strategy)

- The Vice Provost introduced herself and provided an overview of this office, describing her goals, portfolio, and her vision for institutional strategy. She described the national and state landscape for higher education reviewing known challenges and areas for optimism. Questions from Assembly members followed on international student admissions, likelihood of direct undergraduate admissions, faculty roles in supporting enrollment strategy, and plans to work with the Faculty Admissions Subcommittee which reports to Faculty Assembly.

4:05-4:55 Reports & Updates / Old Business

- President Updates:
 - Discussion of *Faculty Handbook* amendment for nontenure eligible faculty. Jay Watkins reported he revised relevant sections of the *Faculty Handbook* to include full time faculty in grievance procures and will next edit to include full time research faculty. Jay reports he has a meeting scheduled with Suzanne Raitt to discuss research faculty. John and J.C. volunteer to assist Jay in drafting a section clarifying to whom non-tenure eligible faculty, teaching faculty, and research faculty may appeal.
 - Discussion of the fitness for duty policy in the *Faculty Handbook*. Cynthia and Anna present their suggestions to revise Section III.H. Accommodation of Requests and Fitness for Duty Evaluations to include on the hearing

committee one member from a faculty member's school, but not the Dean of their school. This increases faculty representation on a hearing committee. This suggestion may require reconciliation with Human Resources policies. Katherine will include Cynthia and Anna in a meeting with Human Resources and Faculty Assembly will vote on changes to this section of the *Handbook* at a later date.

- Academic Affairs: Academic Freedom Statement & Digital Accessibility, AI
 - There is nothing to report on digital accessibility.
 - John met with Alan Meese who suggested that “misconduct” and “neglect of duty” be specifically defined in the Academic Freedom statement.
 - Dave Gilbert met with Academic Affairs to discuss the possibility of standardized policies on AI which could be added to syllabi. Dave says that most Honor cases are now related to unauthorized use of AI.
- COPAR: Research Support for Faculty Survey
 - Josh reports that Rob has incorporated Assembly's comments from the November meeting, wrote a preamble to the survey, and will be able to analyze data according to schools and disciplines. Assembly will vote on the finalized version in January or February meeting and the survey is planned for distribution early in the semester.
- Faculty Affairs: Faculty Survey (covered in COPAR)

4:55 – 5:00 New Business

- Faculty locked out of offices over breaks. Iria will check the policies for permitting faculty to access their offices and labs over breaks.
- Harassment of SJP students. A concern has been raised regarding Conduct hearings brought to bear against students who participated in campus protests.
- The Faculty Senate of Virginia discussed the possibility of joining a Compact for mutual aid and defense at their October Meeting.

Adjourn