

Report of the BFA Faculty Affairs Committee (FAC) for AY 2024-2025
Submitted by Kelly A. Parkes (chair)
April 29, 2025

For 2024-2025, the committee consisted of myself (as chair), Melissa Cantrell, Andy Martin, Matt Reichenbach, Dan Schwartz, and Jen Stewart.

At the front of this report, it is important to note that this committee does not have all seats filled and we will have another member rotating off at the end of this year. We first want to state that we cannot represent faculty if faculty across the campus are not encouraged by their unit chairs to discharge their duties as faculty and contribute to this work as part of important university service. The FAC is a vital standing committee for the BFA and a full complement of committee members is requested for the next academic year. The roster was not finalized until the end of October 2024 and several technical issues with the roster accuracy prevented the use of the roster to contact committee members. Several members did not receive notice of meeting agendas in advance of meetings. This meant the already small committee did not fully realize its potential until mid-way in the Fall semester.

The committee met monthly from this point onward during the academic year, over Zoom, to accommodate the schedules of the members. As our priority, and as suggested in the 2022-2023 FAC report, we spent a large portion of the academic year on updating the FAC charge, as it had not been updated since 2020 and contained several outdated areas of focus. As of the submission date of this report (April 29, 2025), the new charge has been accepted by the BFA Executive Committee (Ex. Comm.) and will be shared with the full BFA on May 1st 2025 to introduce the new charge and to give notice of motion. We hope to have the new charge voted on early in the Fall of 2025 after the period of open review has been met.

In the Fall 2024 semester we also considered, with thoughtful discussion during our meetings, the affordances and constraints of a potential merge with the Teaching Faculty Affairs Committee (TFAC). I met (as FAC chair) with the TFAC chair Glenda Walden to discuss our perspectives and we reported to the BFA Chair, and to the BFA Ex. Comm., that while we were both open to the idea, we would need to consult with our respective committees. Discussion in both committees was extensive throughout the Fall semester; however, it was ultimately agreed that while there is at times overlap, there are enough distinct issues to warrant the committees remain separate. Both committees have reworked their charges and propose to include language that specifies the chairs of each committee will periodically work with the other standing committee chairs (TFAC/FAC/GAC) on matters of interest that concern these branches of the core faculty.

It was decided this year by the BFA chair that the FAC chair would not meet directly with FAC Administration Liaison, Michele Moses, Vice Provost and Associate Vice Chancellor for Faculty Affairs, but instead meet with Assistant Director of Faculty Relations in the Office of

Faculty Affairs, Burke Hilsabeck. Burke was added to the FAC [information page](#) to indicate his co-liaison status for 2024-25.

I, as chair, met with Burke in this capacity alongside the chair of the TFAC, Glenda Walden, at several points during the year. Once to discuss the potential merge of the two standing committees, then another instance to discuss the approach the Office of Faculty Affairs was taking with the Lecturer APS 5060 compliance issue, both with Dr. Walden. I met once separately with Burke to discuss and seek clarity on how the creation of a new title for current lecturers would resolve the compliance issue without concomitantly creating flow-on effects for tenure track and teaching faculty load, merit pay, and curriculum planning. The FAC continues to hold reservations about (a) the term “Instructional Associates”, (b) commensurate salary, and (c) the loss of institutional knowledge every three years when individuals lose their 3-year contract.

Additionally, the issue of equity in the area of service remains of interest for the FAC to pursue in 2025-26 because, anecdotally, we are hearing that pre-tenure and some associate rank individuals, women, and colleagues of color shoulder disproportionately heavy service burdens across the university.

In addition, throughout the year the committee considered other issues as they arose. First, how to support the BFA Chair’s agenda proposed in September. We were interested in the use of AI and in faculty wellness but the subsequent creation of the Faculty Working Group for AI and the targeted initiative from the Office of Faculty Affairs around Wellness took on that work at a campus level. Second, we sought and provided information for the BFA Chair, when requested, around the issue of best practices for inclusive mentoring (sharing the already in-place initiative with CTL). Third, we raised the issue of over-compliance, with respect to the secure computing surveillance, to the BFA Executive Committee. This prompted a move to establish working group in place to continue the work of addressing technology compliance.