

Faculty Affairs Committee - Minutes

Monday, April 20, 2026

3:00pm – 4:00pm

Lincoln Room – Memorial Union

Members Present: Danny Wade (ex-officio), Tonya Ricklefs, Shaun Schmidt, Miguel Gonzalez-Abellas, Marguerite Perrett, Eric Moiser, Jayme Burdick, Madeline Lambing, Lara Rivera

Members Not Present: Amber Dickinson, Matt Bender

1. Call to Order at 3:00pm by Tonya Ricklefs
2. Approvals - None
3. Old Business – None
4. New Business
 - a. Esteemed Lecturer Promotion proposal from Faculty Handbook
 - i. Shaun Schmidt made a motion to approve the proposal. Lara Rivera seconded the motion.
 - ii. Miguel Gonzalez-Abellas noted there was a formatting issue in 5. Then also commented on the Amendment of Processes section, A. the language in the last sentence on the first page regarding “and other defined responsibilities”.
 - iii. After a lengthy discussion on the correct language to use, Miguel Gonzalez-Abellas made a motion to amend the wording to “and may include”. Jayme Burdick seconded the motion. After further discussion, the committee was in consensus that the sentence should read, ...performance in teaching and service, (and other defined responsibilities as applicable).
 - iv. There was no further discussion on that topic. Motion carried.
 - v. The committee then had discussion on whether time taken for sabbaticals would still count for length of service time to qualify for the lecturer promotions. Danny Wade reviewed the Faculty Handbook guidelines on sabbaticals and indicated that the sabbatical time does not count against length of service.
 - vi. Shaun Schmidt moved to include a sentence at the end of paragraph B. stating “Pursuant to the Faculty Handbook, Section: 5.C.2.4., Sabbatical policy provides that faculty continue to accrue years of service.” Tonya Ricklefs seconded the motion. There was no further discussion. Motion carried.
 - vii. Shaun Schmidt then makes a substitute motion to approve the Faculty Handbook Section 1.III – Lecturer promotion proposal from Faculty Handbook be approved with the modifications approved by the

committee. Miguel Gonzalez-Abellas seconded the motion. Motion carried.

5. Discussion

- a. Faculty Grievance Policy (Appendix 9) – Tonya Ricklefs shared concerns that the current policy has not been updated in many years and suggests that the language in some areas allows for “loopholes” regarding what items faculty might bring forward. Shaun Schmidt also shared the current structure does not fit the university’s current structure. It is not possible for this discussion to be submitted to Faculty Senate prior to the end of this academic year but would like to move it forward in Fall 2026.
- b. In summary, Tonya Ricklefs summarized the discussion stating the current policy needs to be updated as it does not fit current organizational structure with opportunities for faculty to be heard. It is not possible for this discussion to be submitted to Faculty Senate prior to the end of this academic year but would like to move it forward in Fall 2026.

6. Adjournment

- a. With no further business to discuss, Tonya Ricklefs moved to adjourn the meeting and Miguel Gonzalez-Abellas second. Meeting was adjourned at 3:50pm.

Notes taken by Beth Mathews