

FSAC Meeting Minutes

Thursday Oct. 11

Members Attending:

Rita Premo, Chair

Deborah A. Roberts, AVP Faculty Affairs

Andy Collinsworth, Music

Elaine Newman, CFA Rep

Paula Lane, School of Ed

Richard Whitkus, Biology

Angelo Camillo, Business & Economics

Tom Whitley, Anthropology

1. Approval of Minutes

Minutes from 9-27 approved.

2. Reports

Chair- Premo

- Sent letter to Monica Lares at PDS
- Sabbatical Policy is on horizon
- Excellence in Teaching Award: Roberts volunteered to be on committee to revise. Premo suggested that FSSP process might be modified for the Teaching Award. Concern that there is a lot of work for the nominee to complete. How can we make it easier for the nominees?
- Roberts- other campuses have a more robust award system (teaching, scholarship, service, etc.)

AVP- Roberts

- TT Searches continuing
- Great success with Job Elephant partnership
- RTP- several meetings completed;
- Team is meeting with chairs for continued training, spring scheduling
- 7 chairs being sponsored to state training chancellor's office in Long Beach
- 20 lecturers eligible to apply for range elevation; could result in 5% pay raise
- Lane expressed concerns regarding technical issues with OnBase. Roberts responded with the need for RTP candidates to attend trainings to acquire Multi-Factor Authorization (MFA).
- Collinsworth asked to please look into possibility for candidate to remove documents that are uploaded to OnBase. Currently, only Vanessa Poblano can do this.

AFS- Collinsworth

- Concern was expressed regarding RTP deadlines and the use of OnBase.
- Turn-around time between the training and due dates was too short for some candidates
- There was some confusion on due dates (according to Ajay, different dates published)

- Also, turn-around for some School RTP committees was one week.
- What can be done in the future?
- Can training sessions for continuing faculty be held in spring, in anticipation of fall semester?
- Chair report: frustration with Faculty Center director's non-response to email; after several attempts, finally heard that the earliest they could give us a venue for forum for Academic Freedom is March or April. Go to chair of Professional Development Subcommittee (Monica Laris).
- Suggestion that AFS attends a new faculty CFA event Oct. 24th.
- Elaine Newman suggested Irma Jean Simms, President of CFA would be interested in doing a joint workshop.

AFS Complaint Procedure in progress

Professional Development- (PDS) might be able to collaborate on new faculty trainings for AFS.

FSSP- Whittkus

- Scholarship & Research
- Review of RFP. Available funds not available yet; \$52K to come from chancellor's office; no word yet if provost's office can contribute. Same awards as last year? More awards at lower levels?
- Could there be funding for release time for RSCAP Research Scholarship and Creative Activities Program.

PDS- Lane

Nothing to report yet.

URTP- Premo

Nov. 8: Chair will be attending FSAC meeting.

CFA- Newman

Elections- CFA endorsing Gavin Newsom (Governor) and Tony Thurmond (Superintendent of Public Instruction). Supe sits on CSU Board of Trustees. Phone banks next Wednesday 10/17 at Tim Wandling's home; 10/24 in CFA office.

BUSINESS ITEMS

1. Inclusion RTP Proposal

- Strategic Planning Process; filter down?
- Newman suggested that FSAC take an active role. She said in conversations with junior faculty that there is widespread support for Inclusive RTP.

- Supporting faculty who are experimenting with innovative pedagogical approaches that appeal/ have positive affect with students of color. This matters to junior faculty and millennials.
- Concerns expressed that some academic disciplines may have difficulty incorporating such a policy in RTP. If end goal is to change practice, RTP policy may not be the best way to achieve changes in teaching practice.
- Roberts cited Pomona RTP criteria from their website regarding inclusion. Suggested that we investigate what other CSU's are doing.
- Whitkus: It's important to include language that expresses we value different learning aspects from a diverse student body.
- Newman: achievement gaps with students of color exist in STEM classes.
- PDS workshops would be helpful (some already happening in science and tech).
- Roberts: There are many ways to evaluate a good teacher. At CSUEB, SETE's are one measure of teaching effectiveness; there are 13 areas. At SSU, we lean a lot on SETE's in the RTP process. If we had other areas (advising, etc.).
- Whitkus: If we have 13 areas, this may be difficult for faculty to accomplish in a timely fashion. Maybe RTP process should be simpler and include more faculty training sessions?
- SETEs are misused on this campus, in part because faculty won't/don't have the time to create a robust evaluation mechanism. We can't say we're going to do something if no one has the time. Why do this if it's just going to be ignored?
- Newman: One option for simplifying the RTP process is to say "here are the ways that we value effective teaching" and use language that gives candidates and committees a template. Include Matthew Paolucci Callahan.
- Lane: We had previously agreed to get the procedures out of the policy, but isn't this process such high stakes that they should be together.
- DR: Often hard to discern policy from procedure; document follows the CBA plus other cumbersome things that we have imposed on ourselves.
- The policy can note that the attached procedures also have to be vetted through faculty governance.
- Perhaps instead of quick fixes done fast, in this case perhaps we should take a good time with the process and engage with the task. Real change will be in the conversations to be had, as we as a university think about teaching and support for student learning.
- RW recommends getting feedback from committee members and others (e.g., past URTP chairs) at the outset because we need to know what we want, what areas need change or need to be massaged.
- Perhaps set up Google forums soliciting feedback.
- Question raised about trying to coordinate student feedback; answer is a resounding no: This is a faculty process, and the student evaluation is their opportunity to weigh in.
- Questions to ask: Why do we have RTP, what is the main intent of evaluating anyone? (First response: quality assurance)
- Noted that SSU's RTP process has many more levels than other CSUs.