

Faculty Standards & Affairs Committee
Minutes
May 18, 2017

Present: Steven Winter (Chair /Sci & Tech), Armand Gilinsky (Bus & Econ), Viki Montera (Educ), Rita Premo (Library), Sandra Feldman (A&H), Deborah Roberts (Assoc Vice Provost), Matthew Paolucci Callahan (Soc Sci), and Elaine Newman (CFA).

Absent: Emily Hinton (AS rep), SSP (no rep),

Meeting Recorder – Steven V. Winter

Approval of Minutes from 4/6/17 & 5/4/17 approved with no revisions

Agenda Adopted.

Standing Reports:

URTP (Gilinsky)

- Liked the revision of tenure and promotion process to occur at same time
- Discuss the problem of low response rates on SETE's
- Early Promotion to rectify problem of hiring at lower rank
- FSAC consider policy changes to not require URTP to rank promotion recommendations
- FSAC consider policy changes to not require URTP to rank sabbatical applications versus forward as highly recommend / recommend / not recommended

Business Items: (items discussed in boldfaced type)

16-17:3 Revision of RTP Policy Regarding SETE Data

Executive Committee on 5/11/17 decided to ask FSAC to withdraw the policy revisions from the Academic Senate agenda today. They would like FSAC to look at rewriting the whole Teaching Effectiveness section.

16-17:9 Departmental RTP Criteria — ELSE, Sociology, GEP, Philosophy and Counseling

FSAC had a general discussion about Departmental RTP Criteria and FSAC's role in their approval.

- Discussed the past practices of this committee in reviewing these documents.
- Discussed the appropriate timing for FSAC to be able to potentially review and approve a document before the end of an academic year (minimum of two FSAC meetings maybe more / maybe deadline at end of Fall to allow all of spring to have discussion).
- Discussed the implications that changes in a department's RTP policy has on tenure-track personnel already in the process (revisions would be applied to all old and new faculty).

- Discussed scholarship creep in the department RTP documents that are coming forward (need to discuss as scholarships place at SSU).
- Discussed FSAC developing a Statement of Clarity regarding department RTP criteria.

A. Educational Leadership & Special Ed. [Guests, Emiliano Ayala and Jennifer Mahdavi]

- For 2nd reading deleted section about submitting RTP documents and capitalized the word outline in the term Course Outlines.
- FSAC was concerned about the numeric cut off scores for SETE's. Guests answered that the scores were much lower than the normal scores seen in the department and the school.
- FSAC was concerned about the scholarship requirements. Guests answered that these were reasonable for current promotions.
- FSAC Approved ELSE Departmental RTP Criteria

B. Sociology [Guest, Melinda Milligan]

- For 2nd Reading changed deadline for submission of materials to candidate's file by adding a second bullet. Cleaned up bullet 5 regarding meeting with department RTP committee. Presented FSAC two versions of the number of SETE's to be in the document in case the Academic Senate approved a new 2 SETE limit.
- FSAC discussed using all SETE's versus only 2 SETE's. With reliable and valid SETE's multiple sources of evidence is okay.
- FSAC Approved Unanimously Sociology Departmental RTP Criteria

C. GEP [Guest, Caroline Christian]

- For 2nd Reading indicated that Geography has had a policy but ENSP has never had a policy; with the merging of the departments a policy is needed. Deleted the sentence about SETE scores being comparable to department, school and University norms. Stuck section about 2-year appointments. Clarified language about the number of scholarship products needed.
- FSAC was concerned about the different levels of requirements for the director. Guest indicated this was to ensure more productivity due to being given release time.
- FSAC was concerned with a heavy amount of scholarship. Guest indicated that faculty members did not see a problem.
- FSAC decided to continue discussion of this document next academic year. Guest indicated that Jeff Baldwin would be the future contact person

D. Philosophy

Postponed till next academic year

E. Counseling

Postponed till next academic year

16-17:15 Course Outline Policy

No time for Discussion at this meeting

16-17:19 FSSP Policy Revisions No Time for Discussion at this meeting

- A. Animal Care and Use**
- B. Cost Sharing**
- C. Misconduct in Research and Creative Activity**