

FSAC Meeting Minutes:  
October 1, 2009  
Sue Jameson Room  
1:00 p.m. to 3:00 p.m.

Present: Paula Hammett (Chair), Melinda Barnard (Vice Provost), Janejira Sutanonpaiboon, Chip McAuley, Richard Senghas, Viki Montero, Victor Garlin, Richard Whitkus (recorder)

Convened: 1 p.m.

Agenda: Approved

Minutes: Amended (R. Senghas) – “does not want to let it die” to “does not wish the issue to be dropped”. Amendment accepted and minutes approved.

## REPORTS

### 1) Chair of FSAC – P. Hammett

Report from Executive Committee:

- Review of the 4-day schedule for the spring 2010 semester
- Updates on the furlough program
- Recommendations from President’s Budget Advisory Committee on potential allocation of \$480,000 of carryover funds
  - Allotment to Schools for Extended Education
  - Cover scholarships to cover lost of funding from reduced revenues from endowment
  - Distribute about \$200,00 for student athletic scholarships
- Conflict of interest questions related to SSU Foundation
- Student Affairs Subcommittee forming an Advisory Committee
- Academic Planning Committee will hold a few joint meetings with the Joint Committee on Academic Planning for items related to academic planning
- Educational Policies Committee
  - Working on a double major/minor policy
  - Working on a discontinuance policy for academic programs
  - Working on new GE assessment plan
  - School of Arts and Humanities switching to all 4-unit classes
  - CSU transfers in upper division may keep upper division GE credits earned at another CSU towards residence upper division GE.
- Executive Committee asked if FSAC would draft response to lost of RSCAP funds

Other items

- WASC site visit next week
- Upcoming townhall meetings for discussing staff furloughs
- Follow up from last meeting about no confidence vote response. Draft started but conditions on campus have changed that no longer match points outlined in draft. Consultation with co-drafter (R. Senghas) led to conclusion that response not deemed necessary at this time.

## 2) Faculty Affairs Report – Vice Provost of Academic Affairs – M. Barnard

### Furlough update

- 4-day week schedule for spring 2010 semester cancelled
- Friday campus closures continue as planned
- Faculty furloughs for spring 2010 still in planning stage with CFA

One request for URTP for furlough extension for RTP review

### Post Promotion Increase , 2<sup>nd</sup> round

- Appeals committee formed for several requested appeals
- October 16 is deadline for appeal requests

## 3) Academic Freedom Subcommittee – V. Montera

### Meeting with Student Affairs on Freedom to Gather/Free Speech Forum

- No time/place/manner policy for free speech forum on campus
- Suggestion for Academic Freedom Subcommittee to draft a response and coordinate with Student Affairs

Faculty Bill of Rights and Responsibilities to be reviewed

Questions were raised about current budget situation effecting decision making process for Deans/Chairs/faculty on class size/scheduling/curriculum, in context of academic freedom. FSAC made request back to Academic Freedom Subcommittee to formulate any concerns in regards to academic freedom.

## 4) Professional Development Subcommittee – J. Sutanonpaiboon

No meeting held, no report.

## 5) URTP update – P. Hammett

### BUSINESS

#### 1) AFS yea-end report

Review of report

#### 2) Review of documents on evaluation of temporary faculty

Chair Hammett requested Vice Provost to summarize issues. V. Barnard provided handout with inconsistencies between SSU policies and the Collective Bargaining Agreement.

Chair Hammett requested feedback from Committee on issues regarding summary.

- Clarification of “appropriate administrator”. For lecturers this is the Dean, the Chair is not an appropriate administrator.

- Question as to whether “peer review by committee” is same as “peer input”. Response was no.
- Question as to who recommends hiring /selection for lecturers. Response was departments choose from pool of available lecturers, recommends selection to Dean, Dean actually makes offer to individuals.
- Idea was raised that the policy should focus on departments and be uniform across the campus. Response was to first clean up the policy and then work on adjusting focus for uniform applicability.
- Question was raised as to how timeline for evaluations is determined. Response is that it is sent out every year.
- Point made that University policy should be in line with CBA. Response was the University policy cannot conflict with CBA but can be more explicit.
- Point raised to clarify difference between Deans and Chairs in policy.
- Request raised for increased clarity in policy as to the goal of evaluations and how they are to be used in terms or rankings.
- Question raised if it is appropriate to take items from the CBA and insert directly into the policy. Response was yes, but to include reference to the specific area of CBA being used.

Chair Hammett requested a subcommittee be formed to draft update of SSU policy on Periodic Evaluation of Temporary Faculty.

- V. Montera, C. McAuley, and P. Hammett agreed to serve
- A meeting of the subcommittee is to be scheduled by late October to work on a draft for further deliberation by FSAC
- Expect to have draft of updated policy ready for Academic Senate by spring 2010

Business – record only motions and procedure or if not using RR, record decisions only. Be sure to note who will do what and if there are any timelines. You can note there was discussion, but there is no need to summarize it.

### 3) RTP and Furlough MOU

- One request out of current pool of eligible faculty has been made
- Deadline for request is June
- Reviewed MOU (handed out last FSAC meeting), specifically 5d.
- Question to committee: What if a request is made for a second year of deferment if the furlough program is extended next year?
  - Committee response: Watch and wait. Current deferment option is not popular so may not become an issue
- Committee still asked to look ahead if/when a new bargaining agreement arises. Committee can provide informal recommendation, but should wait until new bargaining agreement before making formal recommendation.
- Point raised the workload impact and department criteria
  - URTP is cognizant of the issue. Departments expected to make case on impact of furlough and budgetary situation on evaluation of criteria applied to RTP in WPAF.

- Suggestion made that faculty should have only one change to opt out of yearly review. Either this year, or next year (if appropriate), but not both.
- Also recommend that deadline for opting out be made before the review process starts.

4) Response to loss of RSCAP funds

- Statewide Senator R. McNamara requested at Executive Committee a response from FSAC on loss of RSCAP funds.
- Loss of funds can have significant impact, especially on research and creative activity of newer faculty who are establishing themselves professionally.
- Recommendation that priority be given to identifying sources of funds for replacement of lost RSCAP dollars
- FSAC acknowledges efforts of Sponsored Programs to work to back fill RSCAP funds.
- P. Hammett will draft initial response, committee will comment and edit and R. Whitkus will collect all input to draft final response. Draft will be presented at next meeting.

5) Other business

R. Whitkus will forward to committee Biology Policy on Evaluation of Temporary Faculty

Meeting adjourned 2:35 p.m.