

## **FSAC Minutes**

**October 7, 2004**

1:00 - 3:00 Sue Jameson Room

**Present:** John Wingard, Carlos Ayala, Catherine Freund, Sue Hayes, Bill Houghton, Geoffrey Skinner, Helmut Wautischer, Carmen Works.

**Meeting began 1:05 p.m.**

**Approval of Agenda:** Added to Business Item 2 (Endowed Chair Policy) TC 2:15 p.m. Eduardo Ochoa and Stuart Jones. Approved.

**Approval of Minutes:** Approved.

### **Reports:**

J. Wingard reports that the course outline policy is currently discussed in the Senate.

No report by B. Houghton.

### **Business Items:**

#### **Item 1, Course outline policy:**

J. Wingard notes that the current Senate debate focused primarily on two issues, the e-mail requirement in item 1, and the entire item 7. C. Works revisits our initial discussion on item 1. Since all faculty receives an e-mail account upon hiring and is expected to submit grades online, and since students are required to use internet and e-mail for official university business, the e-mail requirement appears to be reasonable.

On item 7, J. Wingard reports of concerns in the Senate debate that there might be legal challenges if a policy is not listed in the syllabus. Preface item 7 with "As a reminder to the student, print or provide...." With this added phrase, B. Houghton sees no legal challenge, since the employer refers to various policies at different occasions and no harm can occur by mentioning a policy.

S. Hayes asks what consequences are enforceable if an instructor fails to comply with policy. After a brief discussion we agree that this is a relevant legal matter in need of more thought.

Agreed action: Contact Susan Kashack for information on the students e-mail requirement, add B. Houghton's opening phrase to item 7, and re-submit to Senate.

**Item 3, RTP policy:**

B. Houghton observes that the policy will reduce department-level flexibility and, after the review by the RTP committee, add the provost as a formal level of review. S. Hayes requests the background. It appears to her that the original draft was much longer. B. Houghton states that there has been no administrative review level prior to sending the materials to the president. S. Hayes: The provost as supervisor of deans? B. Houghton: Not necessarily. The provost is the chief executive officer. At many CSU campuses, the president never sees RTP materials, it ends at the provost level.

B. Houghton: As an additional benefit, the policy defines standards within a given department. New faculty is aware of formally expressed levels of expected performance for promotion. It describes what makes “good faculty” for SSU, based on a collective definition by the campus community.

S. Hayes: The preamble has gratuitous verbiage that is a potential source for opposition, especially in the context of collective bargaining (e.g., merit pay). Also, this material needs to be included in the appointment letter, since it clearly specifies expectations of the university.

It is agreed that questions will be addressed at the next meeting.

**Item 2, Endowed Chair policy:**

S. Jones presents his two objections as outlined in an earlier e-mail of 10-6-04: (1) “What does fully-funded mean to the committee? Does it mean, for example, that the endowment earning must cover ALL the items outlined in I.D? Does the policy anticipate the university providing assistance for any of those items?” and (2) related to the issue of tenure.

S. Hayes: We removed references to minimum funding to avoid a ceiling for “expected funding.” S. Jones: Such funding references are usual in development policies and protect the university. E. Ochoa: The current language of the draft has appropriate intent, but does not clearly communicate critical matters. Suggests that the wording needs to be adjusted. For IV A, add “Contingent on completion of the funding level specified in the endowment agreement, a chair ....” Add to II D: “Subject to the terms of appointment, ...” Delete II E.

J. Wingard: Will this policy apply to Rancho Santeria? E. Ochoa: When the policy is adopted, it will be enforced; it is unlikely that it can be retroactively enforced.

**Adjourned 2:35 p.m.**

*Respectfully submitted by Helmut Wautischer.*