

Faculty Standards and Affairs Committee  
Minutes  
December 14, 2017

**Members in Attendance:** Armand Gilinsky, Emiliano Ayala, Sandra Feldman, Maureen Buckley, Rita Premo, Elaine Newman, Deborah Roberts

**Excused:** Isabel Briseno, Steven Winter

**Meeting Recorder:** Maureen Buckley

1. Approval of Minutes
  - a. Minutes for November 30, 2017 approved
2. Approval of Agenda
  - a. No changes to December 14, 2017 agenda and agenda approved
  - b. Business items postponed since both items were to be brought forth by Steve Winter
3. Standing Reports
  - a. Chair (Gilinsky):
    - i. Armand shared the report he prepared for Senate (see handout)
  - b. AVP (Roberts):
    - i. Deborah updated committee on faculty searches – they are moving forward as expected
    - ii. Deborah updated committee on the RFP grant proposal she submitted to CSU-CO. She expects an update or notice about the status of the proposal around Dec 18.
    - iii. Deborah updated committee on RTP process – that is also moving along as expected.
    - iv. Deborah updated committee on the Faculty Center. There is quite a bit of activity by Justin Lipp et al – all positive.
    - v. Deborah updated committee on SOURCE activities. There will be a survey soon to collect data on the various research activities across the University.
    - vi. Deborah updated committee on the support/process by Provost to examine all SSU salaries.
    - vii. Elaine noted that other campuses are farther along in addressing these inequities and noted the three areas of priority focus (Equity, Inversion, Compression).
    - viii. Deborah indicated the need to move toward resolution on the Periodic Evaluation of Coaches. This is a time-sensitive issue for the Spring. Deborah requested support from FSAC on how we can support the process.

ACTION: Armand will ask Steve to provide electronic copies of the documents so that he and Deborah can support bring forward a draft on February 1<sup>st</sup> to FSAC.
    - ix. Armand brought up that URTP usually is forced to review files over break periods and wondered if changes were an option. In particular, why could not all levels of review have access all at once? Deborah indicated a belief that if such a change were made, it must go in the policy. She added that faculty affairs does not typically establish policy, but rather follow executive orders, policies and contracts.
    - x. Armand brought up the LMS transition and what level of faculty input is likely to be sought (beyond electronically). He felt this had implications particularly for summer courses. He suggested that FSAC should take a look at this. Committee members agreed.

- c. AFS (Premo): No Report
  - d. FFSP (Premo):
    - i. RSCAP announcement went out before Thanksgiving and is due Feb 2, 2018
    - ii. There was a lot of discussion about the relationship between FFSP and PDS; what is the charge of FFSP?
    - iii. April 17 is the faculty research symposium; the student symposium will be in May; Armand asked if the faculty research awards will be given out then and Rita said different ideas are being considered.
  - e. PDS (Premo):
    - i. No meeting this month
    - ii. They are working on the Educational Innovation Awards
    - iii. They are having conversation about supporting faculty teaching and pedagogy beyond monetary awards.
    - iv. The Excellence in Teaching award winners this year did presentations before the reception.
  - f. URTP (Gilinsky):
  - g. ASI (Briseno): No Report
  - h. CFA (Newman):
    - i. She noted we are a bit behind on faculty salary equity, but had a meeting in which this was discussed and hopefully things will move forward in a concrete way soon.
    - ii. Joint working groups with CSU and CFA are part of the contract extension (e.g salary steps; pathways to tenure).
    - iii. There is some legislation in the works related to mandatory step increases
    - iv. The CFA has an initiative "Free the CSU" to go back to the Master Plan and free education. There will be a rally to protest the upcoming student fee increase at the Board of Trustees.
    - v. Armand asked about faculty intellectual property and its review in joint committee. Elaine said it has been lumped in with academic freedom. If there is no agreement in the working group, the status quo will remain as per contract.
4. Discussion Items:
- a. Comparisons across CSU for Educational Experience Enhancement Awards Obligations
    - i. It is determined by size of the campus
    - ii. Elaine presented data on how the awards were actually distributed
    - iii. A goal of this program was to help deal with "cultural taxation" of groups of faculty – the extra advising load they take on; this is an "exceptional service"
    - iv. The awards went mostly to white females, followed by non-white females.
    - v. Sonoma State had 6 awards, with one going to a non-white faculty member (although the method of information gathering for categories (white/nonwhite; male/female) is unclear).
    - vi. Sandra, Maureen and Armand will read the applications.
  - b. Book orders
    - i. Deborah raised the issue of faculty not getting book orders in to the bookstore
    - ii. Elaine raised the issue of cost inflation at Barnes and Nobles
    - iii. Different impediments were discussed