

Faculty Standards and Affairs Committee  
Minutes  
March 15, 2018

**Members in Attendance:** Sandra Feldman, Maureen Buckley, Rita Premo, Elaine Newman, Deborah Roberts, Steven Winter

**Excused:** Emiliano Ayala, Armand Gilinsky

**Meeting Recorder:** Maureen Buckley

1. Approval of Minutes
  - a. Minutes for March 1, 2018 approved
2. Standing Reports
  - a. Chair (Gilinsky): No Report
  - b. AVP (Roberts):
    - i. . Deborah attended an AVP meeting and the topic of student comments on teaching evaluations was discussed (particularly inappropriate ones). The overwhelming opinion was that the comments must remain anonymous due to the CBA. Elaine expressed a belief that CFA would be very open to a change on this. We discussed anonymous vs. confidential, as well as including some "limits of confidentiality" statement in SETES. Potential limits include statements of threats of harm to self or others; or cases of hate speech or inappropriate sexual comments.
    - ii. Searches are going well
    - iii. There are a number of staffing changes in the AVP office.
  - c. AFS (Premo):
    - i. The issues on the table here are those from last week
  - d. FFSP (Premo):
    - i. They are planning the faculty symposium April 17 and they encourage people to register as current registration is low.
  - e. PDS (Premo):
    - i. Will meet next week to discuss grants for innovative learning (9 applications); they will also look at the trigger warning policy and the issue of faculty mistreatment of one another/code of conduct. Deborah discussed various possible approaches to this latter issue. Elaine noted the value of having an Ombudsman on campus.
  - f. URTP (Gilinsky): No Report
  - g. ASI (No Representative at Present): No Report
  - h. CFA (Newman):
    - i. April 4 CFA is having a rally at the capital regarding funding. All are encouraged to attend. There will be a bus. The goal is to get 1,000 faculty and students from throughout the state.
3. Discussion Items:
  - a. Request to reconfirm status of teaching award comments
    - i. An individual contacted Laurel and wanted to make a comment on a nominee but keep it confidential.
    - ii. Elaine noted Article 15 paragraph 17 indicates that student feedback outside regular evaluation process is not confidential. Article 11, section 3, comments regardless of

source to be placed in WPAF – although Teaching Award comments do not go in WPAF.

- iii. We decided that the best way forth is to keep policy in line with other evaluative processes and require that comments be signed.

4. Business Items:

a. Educational Experience Enhancement Award

- i. We discussed the committee's evaluation of applicants
- ii. Rita moved to approve the rankings as presented, Maureen seconded. All voted to move forward.

b. Revision to Periodic Evaluation of Temp Faculty Policy

- i. This was kick backed by Ex Comm due to the word "coach", and a few other issues. It will be a first reading at the Senate today. Elaine advocated for pulling this from Senate as well, bringing them back as a package later.

c. Periodic Evaluation of Unit 3 Coaches

- i. This is on the Senate agenda for today.
- ii. Ex Comm has been asked to postpone the second reading due to changes by new director
- iii. Elaine made some comments about consistent language throughout related to degree requirements and Steven concurred.
- iv. A major change is having a Sport Supervisor write an evaluation for Head Coaches
- v. Elaine pointed out some issues with timelines. Why 38 days? Steven said it was modeled after RTP and a new 7 days for each rebuttal. Elaine recommended the inclusion of a flow chart. Deborah noted possible complication due to different timing of various sports. Ways to consider this and do a flow chart were discussed and possible solutions generated. Deborah called for specific language indicating that the Athletic director must notify candidate of the end of season date ASAP. This will be a new II under Evaluation Procedures.
- vi. Elaine noted p. 6 items 4 & 5 issues. Steven clarified the reasoning behind Elaine's questions. Deborah noted some language changes for item 5. Steven accepted this language.
- vii. On page 5, items 1-3 Steven noted some additional changes. Under item 2 Deborah and Elaine finessed some language which was accepted. The title of "Senior Director" must also be changed throughout.
- viii. Elaine wondered if, for Assistant and Head Coaches – should there be different evaluation processes clarified?
- ix. Steve wonders if it should be removed from the Senate agenda if this many changes were being made. Elaine agreed it could be tabled until April 19, which would put it back to a first reading.
- x. Deborah wondered about the utility of using Google Docs to move this process along, but it was shot down. There were questions about the ability to track changes on this platform.

d. FSAC Chair 2018-2019

- i. No resolution at this time.