

## **FSAC Minutes 3/12/15**

Present: R. Whitkus, E. Beebout, K. Brodsky, J. Mahdavi, M Barnard, C. George,

Absent: K. Lee, E. Williams, E. Newman

Agenda approved

Minutes approved

### **Reports**

**Chair Whitkus:** ExCom gave feedback on the report about the EEE awards. Consider the awards as recognition for work faculty do rather than exceptional service. We could make criteria more general, but there will still need to be rankings. Also, by having so more people apply, data could be generated to support the need for more faculty. Today at Senate will be first reading of resolution on CSU resolution to request for a policy on Academic Freedom. CSU Senate Chairs are asking campuses that have used online surveys to report how it is going. Question: what do chairs do with department aggregate scores. Answer: let the departments decide. Be judicious, use to improve faculty teaching.

**AVP Barnard:** AVPs met here this week. CFA whitepaper "Race to the Bottom" and Chancellor came on strong about tenure-track density. So, at this meeting, there was a lot of discussion about how to increase TT density. AVPs think Chancellor White needs to direct money specifically to hiring new faculty; president wants to hire, but doesn't have dedicated budget line to do it. Suggests that FSAC and Senate pay attention to how many TT hires we get for next year. SSU TT density is above average for CSU. Retired statewide faculty ERFA (emeritus retired faculty association) wants to see emeritus faculty have a greater role in university. Not all campuses assign emeritus status in the same way. Celeste is moving along on phases 3 and 4 of the pay increase. Faculty will get email next week about campus wide equity and system-wide equity. Next paycheck will have the increase; retro checks will come later. Campus equity will be paid from January on. Faculty Workload data on the EEE was incorrect; an appeal is on its way. We will need an appeal committee.

**AFS:** R. Whitkus has asked committee how they could reorganize in a nonrepresentational way.

**FSSP Lee:** No report. April 15 is University Research Symposium

**PDS Beebout:** Approved draft outline for "State of Prof Development" report to the Senate. Approved recommendations for orientation procedures for fall. Key: smaller groups, differentiate by people who are familiar with campus or aren't, people with varying levels of instructional experience (4 PDS faculty have committed to being on campus to assist with this)

**URTP:** Finishing the 3-5 yrs retention documents

**ASI George:** Students approved \$3 increase to AS fee. Brandon Mercer will be ASI president. 15% turnout. Approved 2 resolutions: opposition to cyber harassment (Yik Yak, Sonoma State Confessions) with a call for university sponsored educational initiatives. Also, call for student involvement in faculty hiring (provide student forums, student group interviews, but not students on hiring committees)

**CFA Newman:** Barnard says May 1 CFA will present reopeners to contract to Trustees

**Business Items:**

1. Defining Faculty at Sonoma State University: See attachments about how SSU constitution defines SSPs as faculty. CBA and HR do not include SSPs as faculty (they are unit 4), SSPs-AR are unit 3 (counselors, director of writing center).
  - a. Other campuses demonstrate a variety of ways of defining faculty.
    - i. 4 have SSPs as faculty. 2 limit this to SSP III or higher.
    - ii. 9 campus restrict faculty to SSP-AR
  - b. 68 SSPII or above at SSU
  - c. Consider recommending to Senate that SSU Constitution in this way: “1.3 Those individuals who hold written appointments at the rank of student Services Professional, Academic Related II or above.
    - i. This doesn’t kick SSPs off the senate, but would need more changes to constitution.
    - ii. What about the SSPs who are nearly retirement who want the privileges of emeritus faculty? How many years back do we grandfather them in to get those privileges
  - d. Issues and discussion
    - i. Will we hurt feelings?
    - ii. Don’t want to eliminate SSPs from Senate and governance
    - iii. There is cost to having emeritus faculty (library, assigned office space, equipment, services, listings, free parking and performances)
    - iv. Let’s be consistent in terms of definitions and still be respectful of the work that all members of the SSU community do.
  - e. For next time—all members need to review the documents provided by Chair Whitkus to discuss further in our second reading

## Discussion Item

### Assessing Class Climate for Bias/prejudice Key points

1. What do other universities do to address class climate: Don’t look to individual faculty, but perhaps look to school or department level (not university)
  - a. Some preference for looking at department level—better level of analysis, more useful. But, could the department then put that under the rug.
  - b. If we find a problem, what do we do? (PDS may be able to offer)
  - c. Could the data be used to file a discrimination suit? Would it need to be reported to Title IX office?
2. Other CSUs: ??
3. How do we detect subtle bias and how do we deal with it? Real time issues? (Bias response team)
4. Need to work with diversity committees
  - a. These committees provided Program Review with some ways to evaluate these issues in program review. M. Barnard suggests FSAC work with EPC
5. Are there CFA contract issues? What would be the effect on TT faculty who are still junior?
6. Instead, how about talking about how to make things better, instead of searching for what we do wrong?

7. Faculty need training in how not to treat students inequitably. Help faculty identify unconscious bias.
8. What if: chair of department is required to have a focus group with students to discuss these issues as part of program review. What if we have an assessment mechanism that is required each year to be used for department's class climate and to inform program review.
9. Best idea: infuse unconscious bias prevention into curriculum
10. Also need to help students become better self-advocates in the face of bias that they experience
11. Ask AS to weigh in on providing avenues for student feedback on classroom climate and bias issues and what they'd like to see happen on this campus through a resolution or??