

FACULTY STANDARDS & AFFAIRS COMMITTEE

Minutes

April 16, 2015

1:00 – 3:00pm, Sue Jameson Room

Meeting Recorder

Eric Williams

Karen Thompson- proxy for business, Anthony Gallino- Proxy for AS

Adopt Agenda

Added Business Items one and two

Approve Minutes of 4/2/15

Approved

Standing reports:

Chair (Whitkus)

Provost reporting that 6 TT hires for next year. Senate faculty trustee will be at senate today Dr. Stephen Stepanek. Also first reading on proposal to change senate structure-just the senate itself, not the committees. We gave Ex-comm two things, they are sending to S&F the changing in the definition of faculty, so they could make proposed changes to Constitution en mass, instead of piecemeal. Will come back to senate for language changes. No time on recommendation on staff input on chairs, will be dealt with next week.

AVP (Barnard)

Three items

- 1- University research symposium- over 100 posters from 5 groups. Went well.
- 2- RTP Moodle pilot survey. Response rate was problematic (roughly 25%). She wants to bring report so we can give direction. Do we want another push? We didn't see a need at this point. Melinda will bring report in two weeks
- 3- SSU campus equity program will be presented to senate today. Last piece of salary program for this year. First dealt with inversion, in case someone is below the salary of someone of a lower rank. For compression, those below 10th, 25th or 50th percentile depending on time in rank will be moved up based on CSU percentiles for their department. CFA chair is concerned that the 3% salary range adjustment is not included. AVP responded that not everyone got the 3%, so that wasn't going to be included per the chancellor's office.

AFS (pending)

Nothing to report

FSSP (Lee)

No meeting

PDS (Beebout)

No meeting, next one is on Monday, jointly with faculty chair

URTP (Ad Hoc)

Chair will report next meeting

ASI (Gallino)

Budget issues with tutorial center- got an additional \$10,000 to help accommodate students in home stretch.

Having conversations with Provost and AVP of Finance- need better space and tutors that can actually go to the class. Agreed that at the end of registration, look at calendar and rooms and find a classroom that is open to be an additional space for the tutorial center that would change each semester. Quick fix until permanent fix can be found. They have a produce growers grant for insurance, but no one has applied for it. Not sure why, but they don't need the grants. Other resolutions to update policy on student input on administrative appointments, so it is consistent. Going into budget season, so that will be focus. Transition is May 8th. Executive VP is still open.

CFA (Newman)

Main issue is campus based equity. President gave some money, that was very helpful for inversion issue and some faculty who are chronically underpaid. Plan from December has been scaled back, not enough transparency. Plan was presented to CFA last week with no consultation. CFA feels that they had no input on the plan and would like the president to consider proposals for a phase two.

AVP Bernard says there may be something for 3 year lecturers. Much hinges on bargaining in June and July. Also there is a push from staff for an equity program. Chancellor is waiting for bargaining. Not sure how the president will respond. Perhaps there will be peer pressure when other campuses make their plans public.

Business Item:

1. Business School would like to add an open ended question to SETEs

There is concern that there isn't any open-ended feedback. No agreement on wording. Just an open box for comments. Most other departments do. As long as the program approves in accordance with the new SETE policy.

AVP Bernard said that people have been going directly to Sean Johnson. Do we need to see them or as long as they get to Sean in time, are they ok? The SETE policy allows for departments as a whole approve open-ended questions. They do not have to come to FSAC.

2. PDS Report

Ed presented report for 14-15 academic year for our perusal. Follow up on report from faculty retreat. Pages 2-3 is a document prepared by Ann Steckle addressing issues that were brought to her when she came on board. The final part is recommendations for change moving forward. Broken up into 5 categories- technology, stipends, professional development and RTP, increased staffing for professional development related programs and more opportunities for dialogue. Chair wants to bring this report forward to Ex-comm. Motion made by Paula, Jennifer seconded-APPROVED Unanimously

Discussion Items:

1. Assessing teaching effectiveness (M. Paolucci Callahan) TC 2:00

Prof Paolucci-Callahan passed out his recommendations for RTP policy revision- Teaching Effectiveness.

There is a fear that SETE's trump all and lack of clarity in the policy

- 1- More clearly emphasize a multi-method approach (but be more specific).
Includes seven different sources of evidence to look into
- 2- Specify guidelines for relative weight and interpretations of SETE's to inform department criteria
- 3- Revisit the existing criteria
- 4- Provide training to committees on how to employ a multi-method approach in evaluation documents

Discussion of report ensued with the understanding that these are recommendations that we will discuss as we revise the RTP guidelines. Chair recommends that Professor Paolucci-Callahan post this information to the SETE forum, so everyone has access to it.

2. Statement of Professional Responsibility

(<http://www.sonoma.edu/senate/documents/responsibility.html>) review for update and guidance for URTP

Gathering information as we redo URTP policy, it is important to revisit the standards. Although the statement is solid, it is too general. Handout passed out to show that many policies are already in place. There is a rich body of evidence that shows how faculty should act in our field. Some may be relevant to our discussion of URTP guidelines. Some issues are not dealt with at all in the policies, like office

hours, effective advising or even requirements to be on campus for any amount of time. Mostly the policies speak in generalities and clearer guidelines might be needed. Discussion about some of these issues. We are going to figure out what the major issues we need to discuss moving forward next year.

3. Outline major areas for URTP revision

Not discussed

Meeting Adjourned at 2:50