

FSAC – April 30, 2020, 1-3pm, Zoom meeting

Present: Stefan Kiesbye, Mary Wegmann, Richard Whitkus, Tom Whitley (recorder), Paula Lane (chair), Deborah A. Roberts, Emily Clark (CFA), Emily Twisselmann (AS)

Convened: 1:00pm

Agenda: Approved

Minutes: Approved

Standing Reports:

Chair (Lane)

- At ExComm, the Provost discussed a number of items on the agenda, all of which are publicly reported
- Karen Moranski will take over as Interim Provost when Lisa Vollendorf steps down
- Campus is currently occupied by ~200 students in student housing
- The budget and load for next year look dire
- A question was asked about Karen Moranski's current load, and who might take those on – Dr. Roberts responded that it is still being considered

AVP (Roberts)

- At the last senate meeting a resolution was passed that included three things that affect FSAC: 1) How to use Spring SETE results, 2) offering an extension of the probationary year for RTP for candidates who need it, and 3) the weighting of peer evaluations taken during this semester.
- CFA and AVP are to have a meeting soon (not yet scheduled) to discuss how to implement these items.
- We do not yet know about Fall semester teaching and learning regarding face-to-face, etc.
- The Faculty Center this summer will offer ~150 slots in training for using digital resources for teaching.
- Faculty hires are currently set for next year.
- Reviews of ~12 lecturer pools are currently underway.
- Finishing up cumulative evaluations of three-year contracted lecturers
- Sabbatical applications are currently being reviewed
- Whitkus asked about the whether the extended probationary year would require approval by the Chancellor's Office. Roberts responded: Yes. The idea has been floated by several other campuses, and has also been approved by the CSU.

AFS (Lane in place of Camillo)

- AFS has received the documents submitted to the committee by Dr. Watt.
- They are currently working on establishing a new committee chair.

FSSA (Whitkus)

- Meeting May 1 to review the excellence in RSCA awards

PDS (Wegmann)

- No meeting since our last FSAC meeting, next one is on Monday, May 4

CFA (Clark)

- Email came out for CFA elections at SSU, today is the last day to vote
- CFA is concerned about the budget and how CARES Act money will be expended
- CFA is also concerned about safety when the campus re-opens
- Lobbying was difficult this year, due to Covid-19
- Nationwide elections occurred
- There is supposed to be one more CFA happy hour this semester, but the date and time may shift

Old Business

- FSAC should probably not employ a joint-chairship for the committee, however Mary Wegmann has agreed to take on the role of secretary of the committee to help with the challenges of running it including the shared drive and organization of materials
- A motion was made, and vote was taken, on assigning Mary the role of Committee Secretary – the motion was approved
- There is an accepted idea by faculty that SETE response rates and comparisons are biased, Paula Lane proposed that we assign a subcommittee to review the SETE policies and determine if there are ways in which to make them less biased, and how we might revamp them for use at SSU. Rich Whitkus suggested that we bring Matthew Paolucci-Callahan to FSAC to discuss his research findings on the accuracy and precision of SETEs. Dr. Roberts commented that what we have in place right now, has been researched on reliability and validity.
- We are going to review our existing FSAC data and research, and at our next meeting we will make a decision about the next step(s) in this process.
- AFS/PDS joint statement was reviewed at ExComm, Laura Watt summarized it, and now it is in the hands of AFS
- RTP document revision considerations – Rich Whitkus presented a summary of where we are at this point in the revisions. At our last meeting, FSAC endorsed a major re-write to take place next year. Our more immediate change is to for the phrase “full-time” be removed from the document in respect to RTP committees.
- Comments on current draft – discussion ensued regarding recent committee and faculty comments on the document: 1) Grandfather clause for probationary faculty having the option to apply the RTP version which was in effect during their first RTP cycle, or the most recent one for subsequent cycles. Contrast between this policy as university-wide vs. departmental. University policies relate to scheduling and nature of the process, whereas departmental policies relate to the criteria themselves. We would need to clarify how this change would be applied and implemented. 2) Department RTP committee membership. The current language says “three or more” members. Change the text to say that a “minimum of three” would be required. Do we need to assign an upper limit? There could be problems in large departments with too many committee members, where dissenting opinions might be forthcoming.

URTP: Members of the URTP committee began attending the Zoom meeting at approximately 2:08. Others began to arrive over the next few minutes.

Attending from URTP: Mary Gomes, Lauren Morimoto, Kelly Estrada, Kim Hester-Williams, Carmen Works

URTP sought to get FSAC input on several topics:

- How we can be sensitive to the issues that faculty are facing going through RTP
- RTP issues from Covid-19 – In the case of a candidate who chooses to keep their RTP clock where it is, to what extent will alterations be made, and who decides that? Where does the decision-making happen? All should be on the same page. Increase outreach to departmental RTP committees, so that they can be updating their own criteria. Consistency in communicating the standards. This ties in closely with the issue with Dean transitions. Whitkus suggested a joint-statement from FSAC/URTP that in light of Covid-19, all committees, at all levels, should be sensitive to these issues, that there has been a significant impact to the RTP process and policies. Kiesbye brought up that departments also have to be proactive in this regard to informing their faculty of these issues/changes. A two-pronged approach; from the top and from the bottom. Lane added that the lack of middle level faculty has added to the RTP problems. There is a missing understanding of what new faculty should be doing in regard to RTP tasks, such as observations, etc. Estrada suggested that departments should be strongly encouraged to develop more effective criteria. Gomes – URTP is putting together statement to departments on why it is important to update and revise their criteria. Also, pursue this with the fall meetings with the Deans. Morimoto – part of this requires a culture change from vagueness being preferable, to one where that is no longer an effective approach.
- Provost issues – are there ways that we could take some of these practices that were going in a non-beneficial direction to see if we can bring it back to something more collaborative?
- SETEs and increasing RTP feedback – URTP is trying to get SETEs input directly into OnBase. They asked if it was still on FSAC's agenda to get that taken care of. Lane responded that we have been discussing issues related to SETEs, but the concept of getting them input directly into OnBase has fallen off the radar. FSAC will put that back on the agenda, and think about how to move forward on all of the SETE issues next year. Lane and Works remembered that Dr. Roberts had asked Sean Johnson about tabulating SETEs, and that it was not possible.
- URTP is planning on beginning the process of asking to be expanded to seven members. This will require approval from FSAC. Lane asked if the committee was amenable to having one member from all schools. URTP responded, yes.
- One issue with how a sabbatical application was treated. It came late to the committee because it was lost. Provost's office letter was mistaken, that the URTP and Provost had judged the application insufficient. A subsequent letter was sent out that turned the applicant down because he was crucial to the process of an upcoming program review. URTP thought this entire process was troubling and a better tracking method be developed.

- SUMMARY POINTS ON PRESENTATION AND DISCUSSION BY AND WITH URTP COMMITTEE:
 1. FSAC and URTP will create a joint statement to send out to all faculty underscoring the difficulties of the past year including fires and Covid-19. This statement will help RTP Dept. and School Committees with being sensitive to the difficulties experienced by many faculty in relation to writing, presenting, data collection, publications, and research in general as well as teaching to students struggling with the same environmental challenges.
 2. FSAC and URTP will write a reminder to Deans of the policies at SSU for RTP starting with the emphasis on Department criteria as the basis for determining eligibility of a faculty member to be promoted and receive tenure.
 3. URTP will proceed with the various steps to increase the number of members on their committee from 5-7 with a desire to also have representation from every school.
 4. URTP will write a reminder to all departments asking them to review their Dept. RTP Criteria to ensure the policy is as they truly wish it to be, update if needed and to consider changes as they see fit so the document can be vetted thru FSAC for approval.

Meeting adjourned at 3:03pm.