

FSAC – February 27, 2020
1-3pm, Wine Spectator Learning Center, C1021

Present: Stefan Kiesbye, Mary Wegmann (acting Chair), Richard Whitkus (recorder), Tom Whitley, Angelo Camillo, Emily Twisselmann (AS)

Absent: Paula Lane (attending conference), Deborah A. Roberts (attending conference), Emily Clark (CFA)

Convened: 1:05pm

Agenda: Business items #2 and 3 deferred to next meeting. Approved

Minutes: Under FSSA report - “Dr. Karp” changed to “Steve Karp”. Under Business Item #1, delete line “h.” Approved.

Standing Reports:

Chair (Wegmann)

- From P. Lane – planning to attend AFS meeting on March 11.

AVP (Roberts) – no report

AFS (Camillo)

- AFS wishes to resolve outstanding issues on Title IX and academic freedom. AFS Chair wishes to meet with FSAC.
- Awaiting decision on AFS/PDS joint statement of teaching sensitive materials.

FSSA (Whitkus)

- Review of RSCAP proposals completed:
 - o Recommended
 - 21 summer fellowships
 - 3 course buyouts
 - 9 mini grants
 - \$179,065 in funding
 - o Not Recommended
 - 11 summer fellowships
 - 5 course buyouts
 - 5 mini grants
 - o Considering drafting a survey for faculty to understand perceptions about RSCAP funding. What would faculty like to see funded? Is there faculty support for different areas? Visibility of awards?

PDS (Wegmann)

- PDS formally accepts FSAC’s offer to be in charge of EEE and Excellence in Teaching awards.
- Instructional Innovation and Student Success Award winners will receive \$1,000 awards and will be required to present their innovations at Campus Research Week (April 27) and at grand opening of Salazar offices for the Center for Teaching and Educational Technology (CTET), Center for

Community Engagement (CCE), and Office of Research and Sponsored Programs (ORSP).

URTP - no report

CFA – report transmitted to M. Wegmann

- CFA social Thursday March 5th at Lobo's from 4-7.
- Continued work on state-wide bargaining strategy.
- Reaching out to various departments on campus for faculty who might be interested in serving as department liaisons.
- Will discuss results of the bargaining survey at local meeting with faculty to insure interests align.
- 6 individuals from SSU going to the CFA Equity Conference on diversity initiatives.

AS (Twisselmann)

- AS working on responses to local/municipal code changes related to noise ordinances.

Business items:

1. URTP policy revision

- Reviewed Canvas/Qualtrics survey data
- On issue of FERP serving on RTP committees, respondents generally in favor.
 - o FSAC recommends FERP serve as long as they are available entire year (FERP fall and spring semesters).
- On issue of number of full (performance) reviews during TT cycle, survey favors 3- and 6-year performance review cycle.
 - o FSAC expressed concerns about faculty coming in with 2 years of service credit and beginning first year at SSU with a performance review. For faculty starting with no service credit, they must wait until 3rd year at SSU to get a full review. Thus, an issue of aligning a 3/6 split with years at SSU and adequate feedback to tenure-track candidates.
 - o If impetus for 3/6 split of performance reviews is workload driven, then can an alternative be found for reducing workload but maintain adequate feedback to candidates?
 - o FSAC recommends keeping current 2/4/6 cycle for performance review, but reduce workload for periodic reviews. To that end, Whitkus will provide a template, similar to that used for periodic review of temporary faculty, to illustrate how to reduce workload to committees and candidates. This will be available for next meeting.
- On issue of SETEs, survey shows general dissatisfaction with SETEs, but mixed response as to usefulness. Solid support in maintaining SETE table, but would like to have easier mechanism of supplying the data.
 - o FSAC will send query to Reporting & Analytics regarding that office supplying summary data table. FSAC recommends keeping the number of SETEs to all (not just 2) per review to provide full picture

of candidate's class performance. Will also look into how other CSU's use SETE data.

- On issue of peer evaluation template, general dislike of requiring a standard template. Different programs have their own approaches to teaching and the evaluation of teaching.
 - FSAC recommends providing links to Faculty Center's resource page on evaluation of teaching and the templates provided therein for suggestions on best practices. Will not add a template for RTP.
- On issue of teaching effectiveness and inclusiveness in teaching, respondents are supportive of review and possible redrafting.
 - FSAC discussed how to best incorporate inclusiveness into RTP document. Clear that self-evaluation of teaching effectiveness should discuss, but how will this be assessed? Need more thought on issue.

2. S&F request for input on revision to Constitution (M. Milligan)

- S&F gathering feedback before going to vote of faculty.
- One item is FERPs serving on RTP committees. Constitution has language that disallows FERP faculty serving on peer review committees. Wishes to harmonize efforts on revising that language with efforts of FSAC on URTP and FERPs.
- FSAC reviews earlier discussion and desire to allow FERPs to serve on RTP committees as long as they are available for the year.
- Language in Constitution could be clarified. Where "peer review" is in the Constitution, CBA uses language of "evaluation" committee. S&F will review CBA language and thanks FSAC for input.

Adjourned: 2:45pm