

FSAC – Meeting Minutes

September 26, 2019

1-3pm

In attendance: Paula Lane (Chair), Rich Whitkus (SST), Mary Wegmann (Library), Tom Whitley (SSS), Angelo Camillo (SBE), Emily Twisselmann (AS), Carmen Works (CFA), Stefan Kiesbye (A&H)

Absent: Deborah Roberts (AVP)

Minutes by Tom Whitley

Meeting called to order at 1:00pm

- Rick Luttman, Sally Ortado from the Emeritus Faculty Board (EFB) and the Emeritus and Retired Faculty Association (ERFSA) were present and asked to address the committee.
- The EFB was surprised that we had been considering changes to the Emeritus Faculty Policy and wanted to express concerns before the policy is presented to the senate. The EFB reps asked that we hold it back for their review and not submit it to the senate yet.
- Paula Lane stated that we were not aware, as a committee, that we would be consulting with the EFB and ERFSA during our review of the Emeritus Faculty Policy. This committee has been reviewing the policy for over a year and this issue has never arisen, and the EFB/ERFSA did not request a review during that period.
- Paula responded that all of our recommended changes are merely clarifications of definitions and positive with respect to the concerns of the EFB and ERFSA.
- Carmen Works stated that former FSAC chairperson Rita Premo had reported that FSAC was working on these changes several times at the senate last year.
- Additional discussion ensued, with the consensus being that FSAC is committed to the bringing the policy changes forward to the senate as they exist, and did not want to delay them any further.

New FSAC Member

- Stefan Kiesbye (A&H) is the new representative from Arts and Humanities.
- Introductions were made to the other FSAC committee members

Agenda approved

- No additional items were added to the agenda

Sept 12<sup>th</sup> minutes approved

- Corrections: Mary pointed out that there were several repetitions that needed correction
- Minutes were approved under the assumption that those corrections will be made

Standing Reports

- Chair (Lane)
  - At EX Comm the Provost presented a response memo to the resolution regarding the new policy recommendations that FERP faculty cannot serve on RTP committees unless approved by the President. The memo stated that it would have to be officially changed in the RTP Policy revisions being undertaken by FSAC.
  - Discussion ensued regarding the nature of the steps by which FERP faculty are approved for RTP committee service – through the department, the dean, and the administration. Issues of how committees are formed by different departments were used as examples.

- Other EX Comm activity occurred including discussion of Qualtrics surveys, etc.
- AVP (Lane for Roberts)
  - Laura Watt has requested the number of tenure track departures over the last ten years. Deborah Roberts is gathering that information.
- AFS (Camillo)
  - AFS discussed sensitive issues being undertaken by FSAC
  - The AFS discussed in great length the issue of not failing students. This generated some discussion here on whether or not there was pressure being put upon faculty to not fail students. Examples were presented to clarify how this issue touches on academic freedom, and the standards within specific disciplines, and new efforts within LoboConnect to foresee and reduce student fail rates.
  - RTP policies were also discussed and commented on at AFS
  - AFS also brought up the benefits of having an ombudsman, and what the effects on academic freedom were. We discussed whether it was within our purview to ask PDS to look into the issue.
  - AFS discussed the teaching workshops of Matthew Paolucci Callahan and how they may not be applicable to all kinds of teaching environments. There appears to be a lot of unrelated material that cannot be used, and some of it does not coordinate with different expectations of results and academic freedom.
- FSSA (Whitkus)
  - No meeting
- PDS (Wegmann)
  - Mary's first meeting with PDS
  - Faculty Center update – new workshops by Matthew Paolucci Callahan are upcoming, acquisition of YUJA software by the Faculty Center, ALLY software is coming soon (high impact classes priority)
  - Megan McIntyre is facilitating a writing workshop
  - Through the CCE, new workshops are being given for community engagement
  - Professional development survey results – 198 responses
    - Training in teaching effectiveness, institutional racism, etc.
    - Discussion on how these could be carried out
  - Professional development and RTP – completion certificates
  - RTP should be about helping people become better teacher/scholars. Currently feels more like hazing
  - Professional development with regard to scholarship, the PDS was not sure whether it should go to PDS or FSSA.
- CFA (Works)
  - No meeting
- URTP (Works)
  - Vanessa came and did an overview of Onbase and will do individual training
  - Meeting with Deborah Roberts and the Provost to “close the loop” in how the process went last year. There was a disconnect, and they are trying to get that back on track
  - There were 23 sabbatical applications
  - They are getting ready to go into the RTP cycles
- AS (Twisselmann)

- A pre-resolution was passed at the last meeting regarding public space on campus, to make them more open to creative expression. Current policy requires approval to post anything by a student, and they take months to actually get approved and be posted.
- Presentation by the Stevenson design group on the current plans was made to AS.
- Other resolutions are being passed – e.g. ASVP of finance passed a pre-resolution getting more pollinator-friendly bushes by IVES Hall. Another was to get gender-neutral bathrooms into the design for Stevenson on every floor, not just 2 out of 3.

## Business Items

1. URTP Policy
  - a. Discussion of how we could get responses or feedback from our colleagues and the FSAC subcommittees with regard to the proposed changes in the URTP Policy.
  - b. Paula suggested that we set up subcommittees within FSAC that would take on the following topics within the URTP policy:
    - i. Organization (e.g. clarity and sufficiency of the document)
    - ii. Mechanics (e.g. errors, software or physical changes to the process)
    - iii. Critical issues (e.g. SETIs, review cycle, peer obs)
    - iv. New Ideas / Templates / the CBA
  - c. Rich stated that last time the policy was modified, all faculty had electronic access to the draft and that they had the opportunity to look at the topics they had concerns with and were given opportunity to comment on any of those which they wanted. After a few weeks and multiple iterations, the comments were reduced over time, and the final document could be brought to the senate without anyone saying they did not have the chance to comment.
  - d. More discussion ensued about the nature of RTP documents and their subjectivity, and what is FSAC's role in making it less subjective.
  - e. Paula will talk to Laurel about whether/how we should proceed; such as putting documents on a Google drive to allow other FSAC members to make changes.
  - f. She will also have a meeting/discussion with all subcommittee chairs to discuss how to develop a mechanism to get their (the subcommittee) feedback.
  - g. STEP 1 - FSAC members will re-read the current policy by the next meeting and take a first stab at addressing each of the major issues:
    - i. Organization – Rich
    - ii. Mechanics – Tom
    - iii. Critical Issues – Paula
    - iv. Templates – Angelo
    - v. The CBA – Carmen, Rich
2. Joint Statement of Teaching Sensitive Material – this was not included in our packet for this meeting, and everyone did not have a chance to read it.
  - a. Paula gave an overview of the history of this request and the joint statement that arose out of this over two years of discussion between FSAC, PDS, and AFS. Paula asked FSAC members to review it as a First Read

## Other Business

- None

Meeting Adjourned at 2:41pm