

FSAC Meeting Minutes- Feb. 4, 2021

In attendance: Paula Lane (chair), Mary Wegmann (recorder), Victor Madrid, Stefan Kiesbye, Richard Whitkus, Deborah Roberts, Angelo Camillo, Thomas Whitley, Emily Clark

- Meeting called to order at 1pm
- Approval of agenda and 12/10/2020 meeting minutes
- Welcome back Stefan, A&H rep and AFS liaison
- Minutes for the semester
 - 2/8- Rich
 - 3/4- Angelo
 - 3/18- Stefan

Standing Reports

- Chair
 - Paula was approved for a sabbatical in spring 2022. She is happy to chair FSAC in the fall. FSAC members should consider chairing in the spring.
 - Virtual FSAC meetings
 - FSAC would like to continue to have Zoom meetings in 21/22. Paula will report back to Structure and Functions.
- AVP- embedded in items below.
- AFS
 - Stefan wasn't able to attend the meeting this week but has been in touch with Ajay.
- FSSA
 - Rich will continue as liaison.
 - Carmen is the new chair
 - FSSA reviewed the excellence in RSCA award criteria, discussed next steps for the position statement, and reviewed upcoming work plan for the semester.
- PDS
 - Tom attended the first meeting. PDS is interested in changing their name to the Teaching and Learning Subcommittee. They are also interested in taking responsibility for evaluating the EEEA and Excellence in Teaching Awards. They worked on their yearly calendar, want to send a survey to faculty, and want to formalize their CTET and CCE partnerships in some way.
- CFA
 - CFA spring kick off is Feb 5 & 6. Email Erma Jean if you are interested in attending.
 - EEP- There are potential concerns with what is being offered. CFA reps will take the concerns to their meeting with the administration.

- Interrupting racism workshop- This is a statewide initiative and Aja LaDuke is coordinating on our campus. CFA members should have received an email about participation.
- There is a new intern for Students for Quality Education named Aracely Gonzalez who will be helping with student activism and engagement at SSU.
- COVID relief accommodations expired in 2020. CFA is negotiating for this on a statewide level.
- Lecturer jobs and range negotiations- there is organizing going on with the CFA and department chairs to discuss the role of chairs and how they can support lecturers.
- Emily is leading a junior faculty meeting on 2/11.
- Campus repopulation is on the agenda for the next CFA meeting.
- Faculty Affairs and CFA will host an RTP workshop in April.
- Associated Students
 - The spring election is coming up.
 - There is discussion about separating the school senators into a different group. Victor will be attending an advisory council meeting to discuss this possibility.

Old Business:

- URTP Revisions
 - Paula has not received feedback on the revisions she presented at the last Senate meeting.
 - Paula will remind Senators to provide feedback.
 - FSAC will move forward with final edits.
- Retreat Rights
 - Many MPPs in Academic Affairs negotiate for retreat rights when they are hired. Many CSUs have a formal process for the affected department to meet with the candidates and provide feedback to the Provost. SSU does this informally and inconsistently. Do we want to propose a formal process to the Senate?
 - Discussion
 - The following policy currently exists on the University Policies page:

Representation on Administrative Appointment Committees
 Tenure and Faculty Appointment for Academic Administrators
 Tenured faculty who assume academic administrative assignments shall continue to hold their rank and shall retain rights to their faculty appointment.
 A faculty appointment may be granted to new academic administrative appointees only after consultation with the appropriate department.
 The President may award faculty tenure to a person whose assignment is in an administrative position at the time of appointment. Appointments with tenure shall be made only after an evaluation and positive

recommendation by the Re-appointment, Tenure and Promotion Committee of the faculty member's home department.

- A policy like this should come from both the Senate and Administration because it involves hiring.
- It is currently unlikely that MPPs who don't meet faculty department requirements would be approved for retreat rights.
- Our current process could be more organized and give affected departments more time to consider.
- MPPs are allocated a semester to prepare to return to teaching. What does this look like? Should this be clearer in the policy?
- Paula, Deb, Mary, and Rich will meet to review other similar policies and draft something for FSAC's review.

New Business

- RTP issues
 - There are departments in which one person serves as the department chair, chair of the RTP committee, and writes a peer evaluation. Is this too much for one person to do?
 - This is not against policy as long as the chair does not write a chair letter.
 - There are some departments that are so small that this is difficult to avoid.
 - Does this give one person too much authority?
 - Department committees are balanced by School committees
 - FSAC will keep this concern in mind when reviewing the RTP policy for revisions. Academic Affairs can also address this with departments directly when it comes up.
- AFS statement
 - AFS would like FSAC and the Senate to approve their statement so it can be posted on the SSU website.
 - Paula previously brought the statement to Ex Comm and it was not approved to move forward to the Senate.
 - FSAC agrees that this statement is important and will suggest edits based on Ex Comm's feedback and FSAC's discussion. Stefan will bring it back to AFS for revision before Paula takes it back to Ex Comm.
- PDS statement
 - Postponed
- Teaching in Excellence Award
 - PDS would like to review the EEEA and Excellence in Teaching awards
 - FSAC supports asking PDS to be the body that works with the Senate and oversees these awards.
 - Points to consider:
 - PDS might ask the FSAC student rep to join them in when reviewing awards for student input.

- The EEEA is a contractual award. Paula will check with Deb to make sure that there is no issue with PDS taking on this award.
- Paula will talk to Suzanne and Laurel about transferring this responsibility from FSAC to PDS.
- RTP revisions
 - Paula will work with Laurel to send out a memo that department RTP revisions are due to FSAC by April 1, 2021.

Meeting adjourned at 2:50pm.