

## FACULTY STANDARDS & AFFAIRS COMMITTEE

### Minutes October 29, 2015 1:00 – 3:00pm, Sue Jameson Room

Meeting Recorder  
Eric Williams

Ed Beebout, Kyuho Lee (for Karen Thompson), Viki Montera, Eric Williams, Paula Hammett, Melinda Barnard, Adam Rosenkranz, Carmen Works, Steve Winter

Adopt Agenda

Approve Minutes of 10/15/15

**Standing reports:**

Chair (Beebout)  
Senate to discuss a resolution supporting campus based equity program to bring up faculty to "average" levels.

AVP (Barnard)  
Nothing until information item is discussed.

AFS (pending) and FSSP (pending)  
Will be coming to FSAC to give a report and answer questions. Steve volunteered to be our liaison to FSSP

PDS (Beebout)  
No meeting until Monday 11/2

ASI (Rosenkranz)  
Looking for a faculty member to sit on election committee.

CFA (Works)  
It has been difficult getting movement on RTP policy, but it doesn't appear that the members of the exec board here are comfortable with the change of dates. They are concerned that a faculty member might not have time to get a new job, even though this has never happened.

**Information items:**

1. Ex-Com request for FSAC review: Release time policy  
Questions about release time for university service. Release time understood to go directly to the department, but does not. It goes to the school. ExComm wants us to come up with a policy to address this, but we're not sure if it's within our purview.

AVP Barnard feels we should gather data on what is happening across the university. Not easy to pull data on release time, but she is going to try to see if Peoplesoft can do it with a query. Money gets moved around in a complicated manner. She will try to bring in the data, so we can see if FSAC can make a recommendation or a resolution, but may not be up to the senate to create a policy. But it is an important issue for discussion. Question about "buy out," but that is dealt with differently as well. Paula brought up

issue of how librarians are dealt with in these situations since it isn't equitable at the present time given the difference in their responsibilities. We can also find out what other campuses do in these situations.

**Business Items:**

1. RTP macro changes/second reading  
We got feedback from Dean's and schools.

Concerns about the 5<sup>th</sup> year being a short review, so we are discussing putting back an option for a full review based on request of department or candidate. Decided to leave the policy as is.

Putting in requirement self-assessment and peer observations for periodic evaluations in addition to CVs and SETEs.

In agreement about policy on question 3-7

SETE question. We are moving away from the number of SETEs and all will be included in a grid-like thing generated by IR.

Q9, CFA said no, so that is out.

Q10 and 11- no changes

Q12- Added a note in the intro

Q13- Getting rid of document review committee.

Concern about no school level review for periodic evaluation. We added that level back into the policy.

Motion to Approve by Winter, second by Williams, approved unanimously.

2. RTP revised document/first reading

Discussion of how to bring policy forward to Senate. Ed B is going to sit down with Chair Senghaus and Paula H. to discuss how this will proceed with the Macro and the Policy. Based on his advice, we will determine how to proceed.

Some discussion of changes for digital processing purposes.

Paula H. will go back through policy and put comment boxes where the changes are.

Some discussion of where the language and changes from the summary shows up in policy itself.

Changes of the dates based on CFA will be done in next version.

Motion to move to second reading Eric W, Ed B seconds, discussion follows. Question about seeing a strike-through version, but Paula H said this would be exceptionally confusing. Concern that senate will want that version, but we don't know yet until conversation with the chair takes place. Question about whether we need to see document again in a meeting. We are going to do it by e-mail instead. Approved pending email review.

Motion to call the question by Paula H, seconded by Ed B. Approved unanimously, pending e-mail review.

Meeting Adjourned at 2:35