

# **FSAC**

## **Minutes**

9/14/2006

**Present:** C. Ayala, C. Blackshire-Belay, S. Hayes, G. Skinner (recorder), S. Tiwari, B. Warner, H. Wautischer,

Convened at 1:02 pm with introductions

**Agenda** approved with items 1 & 2 switched

**Minutes** approved with

- Clarification to Chair's report on retention (H. Wautischer will help revise)
- Correction in Item 2: Dan Crocker presented Animal Care Policy
- Item 4 (Cost Sharing Policy) stricken (item tabled)

## **Reports**

### **1. Chair of FSAC – C. Ayala**

- Chair reported:
  - Status of documents from FSAC
    - Animal Care Policy in Senate, 9/14/06
    - SETE proposal – Ex Com approved pilot as presented and will include in report to Senate
  - Senate:
    - Much discussion on 4-unit conversion
    - Resolution introduced for B&N bookstore boycott
    - No new update on Cost Sharing Policy

### **2. Faculty Affairs– C. Blackshire-Belay**

- YRO underway – begins summer 2007. C Blackshire-Belay noted that funding will come from schools, not Ext. Ed, but instructors will receive a similar stipend rather than counting as a regular course. YRO was initially seen as a money-making operation, but is actually a drain. Offerings primarily upper-division courses; summer 2007 will look like summer 2006. Deans will decide whom they can afford as instructors
- CFA contract extension ends Sept. 2006
- RTP workshops have gone well
- Temporary faculty workshops have also gone well. Only 1 pending grievance

### **3. Academic Freedom Subcommittee**

- H. Wautischer reported that AFS asked whether another member of FSAC should serve as liaison since both Wautischer and Skinner are elected members and AFS is a small committee. The Committee agreed that having an elected member serve as liaison was not problematic as long as potential conflicts of interest were acknowledged.

### **4. Professional Development Subcommittee**

- Noted that S. Hayes is no longer liaison, but she reported that there would be an informational meeting on 9/15 for new faculty and argued that professional development must be included in RTP revision

## **Agenda**

The agenda reflects items to be addressed this year

### **1. Sabbatical Leave Policy**

- C. Ayala suggested that policy was ready to return to Ex Com
- Questions:
  - 2.8: Should school respond? C. Blackshire-Belay University Leave Committee reviews; school should not respond. C. Ayala: strike bold text in 2.8 and 2.9
  - 2.5: Do applicants recuse themselves if they are on a reviewing committee? S. Hayes noted that URTP replacement procedures stipulate infill by most recent to longer past members in such a case.
  - 2.11: Should explicit language addressing “no action” be included? Committee discussed fact that leaves cannot be carried forward and wondered if that should be stated in policy. C. Blackshire-Belay noted that it is already covered in letter.
- S. Hayes wondered if acceptance deadline should be moved up to course scheduling date. C. Ayala suggested a need to get feedback from faculty
- C. Ayala will present changes to Ex Com on 9/19.

## 2. HERI Faculty Survey

Rose Bruce presented summary of the HERI Faculty Survey 2004-05 with a focus on RTP issues. Committee discussed results and S. Hayes pointed out that questions were different than what SSU faculty would ask themselves. Several questions came up over language and analysis of numbers; the Committee suggested that R. Bruce might take the numbers and do her own analysis.

## 3. RTP

- C. Ayala asked Committee for direction on how to proceed. He noted that he hadn't yet received comments from Provost Ochoa yet. S. Hayes suggested creating a mission/vision statement as an internal working document.
- C. Ayala asked why have a policy? Answer is that there are great differences in departmental expectations. C. Blackshire-Belay noted that many departments and schools lack policies and current document is too general. The aim of the document is to support, encourage and provide direction to faculty hires so they can succeed. The entire process needs to be tightened up, which will help reviewers know what to expect and give more guidance to departments.
- Specifics:
  - Balance administration and HR component with succeeding in tenure track
  - Aim toward support for strengths and providing feedback for problems/weaknesses
- 1<sup>st</sup> step in moving forward: C. Ayala will reformat document to include concerns from spring open meeting and other feedback (inserted in appropriate sections)

Meeting was adjourned at 2:55 pm