

FSAC Meeting Minutes

Thursday, August 30, 2018

Members Attending:

Rita Premo, Chair

Deborah Roberts, AVP Faculty Affairs

Andy Collinsworth, Music

Elaine Newman, CFA Rep

Paula Lane, School of Ed

Richard Whitkus, Biology

Angelo Camillo

Eric Williams, Criminal Justice

Sandra Feldman, English

1. Approval of Minutes

2. Reports

Chair Report (Premo)

- No report from ExComm, other to say that big focus this year will be on Strategic Planning

AVP Report (Roberts)

- 10 TT searches (3 started already)
- Roberts is acting as chair of search for Social Science
- RTP- meeting held for 2nd year candidates
- On-base is now available to access off campus
- Training for RTP candidates and committees commencing
- Lists are posted online
- 1st wave of new salary commitments to 15th percentile or base of \$70K (higher amount) will be seen beginning Oct. 1
- Reminder to committees that they represent their Schools: mentioned importance for members to convey info from committee meetings to respective departments
- Contracts for Unit 11 students (TA, GA, ISA) are getting started

CFA Report (Newman)

- Success w/budgeting for CSU with Governor's office
- Resulted in increase in faculty hires; diversity, quality of hires
- November elections- Gavin Newsom has advocated for CSU in past
- SB 968 just passed- waiting for Gov signature ensures student to counselor ratio of 1500:1
- Equity and anti-racism issues are paramount issues for CFA. Unconscious Bias Workshop Sept 21st 11:30-4:00 pm Schulz Library (3001)

- Faculty Social at Lobos Wed. Sep 28, 5:00-7:00 pm

BUSINESS ITEMS

Subcommittee Liaison assignments

URTP- chair to come talk to committee

Professional Development (PDS) Paula Lane

FSSP Richard Whitkus (Fridays)

Academic Freedom (AFS) Andy Collinsworth (Wed 12-1)

FSAC Final Report (handout)

FSAC needs to have any departmental proposed revisions to RTP by the 2nd week of spring semester.

On-Going Business Items

LMS Access policy- will be on agenda for a future meeting: possible

Emeritus faculty policy

- 10 years' service, retiring faculty get "Distinguished Emeritus" status
- Whitkus suggested to make sure policies regarding faculty are in line with CSU faculty- there are discrepancies
- Whitkus stated a full report exists from a prior revision in 2014 (to be put up on Canvas)

Inclusive Process for RTP (more to come next meeting)

- Elaine Newman- proposed rewrite of description of excellence in teaching in RTP reports (SETE scores tend to be biased).

SETE revisions

- Questions on how to address issues related to SETEs in RTP. Need to examine changing the way the SETEs are used in the evaluation process.
- Lane, Whitkus, Williams volunteered to be a task force to reexamine SETEs

Excellence in Teaching Award criteria/committee composition

- Looking at existing criteria
- Process for nomination (not self-nominating)
- Current committee makeup: 2 former recipients; 1 student
- Roberts: HR and FA have been charged to make celebration of award significant on campus
- Williams volunteered to head a task force to examine needed changes.

Department Chairs Job Description

- Need for written job descriptions (nothing existing)
- Roberts will send ideas from other CSUs to Premo
- Course releases for chairs vary in departments (1 or 2 course release)
- Are only 2 12-month chairs currently on campus

Faculty Handbook/Statement of Professional Responsibilities and Faculty Bill of Rights

- Last update was in 1973
- Elaine Newman to look at policy
- FSAC to make necessary revisions
- Roberts stated need to examine policy for lecturers

Discussion:

Whitkus: Some grants allow faculty to buy out of teaching responsibilities. Q- how much buy-out time can faculty use for applying for grants? Expressed concern about report that an administrator (provost) denied a faculty member's request because it "won't be good for RTP" (won't have taught enough classes to be evaluated). Mixed signals seem to be sent to newer faculty regarding ability to continue research vs. teaching responsibilities. Consistent messaging needed.

Lane: discussion needed to clarify RTP expectations for junior faculty

Newman: Who are we? Are we a teaching college or something different?

Premo: should FSAC write a statement clarifying policy for faculty regarding buy-out time. Right now it's been a case-by-case basis.

Newman: CBA states that departments determine RTP requirements.

Lane: concerns about criticisms of unequal representations of teaching, service, scholarship

Roberts: others CSUs have a percentage of time expected for teaching in place in RTP process.

RTP policies shared with candidates during interview process. Faculty should prioritize expectations. Gaps (weaknesses) in RTP letters opportunities to mentor faculty. Constructive feedback needed.

Camillo: in business, split is 60/40 teaching and research.

Premo: how to move forward?

Newman: invite provost, deans, others to share thoughts.

Feldman: Last year's FSAC deferred to individual departments when revising department RTP policies.

For future meetings:

Christina Baker to give report

AVP for Research

Subcommittee for revising how RTP guidelines should address SETEs

Emeritus policy report

Excellence in Teaching Awards

Department Chair Job Descriptions