



To:	Steven Filling, Speaker of the Faculty
From:	Andy Dorsey, Chair of Faculty Affairs Committee, 2019-2020
Date:	May 6, 2020
RE:	Annual Report of the Faculty Affairs Committee, 2019 - 2020

The Chair would like to thank the committee members for their work to address the many issues that arose during the last year:

Steven Wood, Chair Elect
Augustine Avwunudiogba, Representative from CAHSS
Maryanne Hight, Library Representative
Steven Filling, Speaker of the Faculty
Marla Seacrist, Representative from COS (Fall)
Michael Fleming, Representative from CO (Spring)
Shradha Tibrewal, Representative from COEKSW
Pengtao Li, Representative from COB

FAC addressed the following items during this academic year:

Student Perceptions of Teaching Learning Memorandum

Consistent with the Ad Hoc Committee on Student Opinions of Instruction Survey's recommendations, FAC produced a memo to inform the faculty that the Student Perceptions of Teaching and Learning (SPOT) Survey would replace the current teaching evaluation instrument (IDEA) beginning in the fall of 2019. The memo notifies the faculty that statements and questions to which students would respond are new and not nationally normed. It encourages faculty members preparing WPAFs to include additional methods/instruments of assessing student perceptions of teaching, take advantage of SPOT training sessions that would be organized by the FDC throughout the academic year, and consult with the other faculty members of their departments regarding this important component of WPAF preparation. In addition, the memo urges department RPT committees to review and, if necessary, revise their elaborations in light of the new survey. Finally, it discourages those reviewing files from making personnel decisions solely or primarily based on the teaching assessment reports derived from SPOT. The memo was subsequently reviewed in SEC and included as an Information Item in Academic Senate in October 2019.

Faculty Participation in Shared Governance

In response to concerns expressed by a member of the FAC, the committee began work on a faculty governance survey in fall 2019. Initial committee discussions focused on drafting provisional survey questions and responses aimed at understanding the reasons for the lack of involvement in faculty governance and encouraging increased



participation. After reviewing a survey conducted for this purpose in 2005, the committee's deliberations have emphasized a survey design that will inform future policy-related interventions in this regard. This task has been referred to the 2020-2021 Faculty Affairs Committee.

RPT Policy and Procedures Revisions

In fall 2019, the Retention, Promotion, and Tenure ad hoc committee produced a report recommending a number of revisions to current RPT Policies and Procedures. In September and October, FAC undertook its own simultaneous review of certain components of the RPT policy, including those centering on service credit towards tenure and early tenure and promotion. After receiving the RPT ad hoc committee's recommendations in Spring 2020, FAC reviewed the report, incorporated it into its own ongoing deliberations, and subsequently drafted two resolutions. The first of these resolutions, Amendments to Principles, Criteria, and Procedures for Retention, Promotion, and Tenure Review Sections II, III, and VI (14/AS/20/FAC), revises the current policy to allow the President to delegate the majority of her RPT review responsibilities to the Provost. The second, Amendments to Principles, Criteria, and Procedures for Retention, Promotion, and Tenure Review Section III and VI (15/AS/20/FAC), emends the current policy such that probationary faculty members who apply for tenure in advance of the normal period or who apply for early mid-career promotion must demonstrate exceptional performance in teaching, scholarship/research/creative activities, and/or service. According to 15/AS/20/FAC, departments must also add criteria with respect to exceptional progress for early tenure and early mid-career promotion to their Department RPTC elaborations. In addition, this second amendment requires that departmental staff (e.g. Department Chair, Search Committee) be consulted to ensure important information is considered when making decisions relative to awarding service credit. Lastly, resolution 15/AS/20/FAC provides for the adoption of a single, year-long RPT review cycle and the revision of Section VI so that full-time faculty member comments, when written and attributed, may be included in a candidate's RPT file. These two amendments were reviewed by SEC and approved by the Academic Senate in spring 2020.

Emeritus Professor Status Policy

In response to concerns raised by faculty members, the committee reviewed the Emeritus Professor Status policy and drafted resolutions that emended both its voting rights and recommendation provisions. In fall 2019, the committee drafted a resolution (4/AS/92/FAC) that revised the policy to resolve its conflict with the Collective Bargaining Agreement's provision of voting rights to faculty members participating in the Faculty Early Retirement Program (FERP) who have also been awarded Emeritus/Emerita status. This resolution was reviewed by SEC and subsequently approved by the Academic Senate in spring 2020. In spring 2020, the committee crafted a resolution that emends the Emeritus Professor Status policy's recommendation procedure. This second resolution addresses the inequity that results from the disparity in the requirements for recommending emeritus/emerrita status by requiring that all members



of the faculty are subject to the same nomination and review process. In fall 2020, this Emeritus Status policy resolution will be reviewed by SEC.

Endowed Faculty Policy

Finally, the committee responded to a request that it review the Endowed Faculty Policy. After thorough review, the committee determined that it was necessary to draft a resolution, (1/AS/12/FAC/FBAC), to revise this policy to remedy a conflict with the Collective Bargaining Agreement (CBA). Prior to its emendation, this policy allowed faculty members who have been given endowed status and an associated salary increase to revert to non-endowed status and their prior rate of pay. With respect to salary, this reduction in pay is not possible; there is no contractual mechanism for the decrease. Resolution 11 22/AS/20/FAC amends the current policy such that the Endowed Faculty Policy and the CBA are in accord in this regard. This resolution was reviewed by SEC and approved in Academic Senate in spring 2020.

Respectfully submitted,
Andy Dorsey, Chair, FAC 2019-2020