



<b>To:</b>	Keith Nainby, Speaker of the Faculty
<b>From:</b>	Steven Wood, Chair, Faculty Affairs Committee, 2020-2021
<b>Date:</b>	May 3, 2021
<b>RE:</b>	Annual Report of the Faculty Affairs Committee, 2020-2021

The Chair sincerely appreciates the Faculty Affairs Committee (FAC) members' hard work in addressing the many issues that arose this past year. These members are:

**Dave Colnic**, Chair-Elect  
**Daniel Afonso**, Representative from College of Arts, Humanities, and Social Sciences  
**John Garcia**, Representative from College of Education, Kinesiology, and Social Work  
**Keith Nainby**, Speaker of the Faculty  
**Maryanne Hight**, Library Representative  
**Michael Fleming**, Representative from College of Science  
**Pengtao Li**, Representative from College of Business, and  
**Minerva Perez**, Executive Assistant to the Speaker of the Faculty, especially for her superb support for the committee.

The Chair would also like to express his gratitude to his FAC colleagues for their willingness to meet beyond our officially scheduled times in order to respond to circumstances calling for our prompt attention.

The Chair and members of FAC also express their sincere appreciation to the following persons who graciously took time out of their busy schedules to share with us their discipline-specific expertise:

**Ellen Junn** (University President);  
**Kimberly Greer** (Provost/VP Academic Affairs);  
**Dana Nakano, Heather Coughlin, Jennifer Staffero, Koni Stone, Matt Cover, Shradha Tibrewal, Steven Filling, Susan Brumm, and Suzanne Whitehead** (faculty); and, **Quenna Martinez** (University Police Department).

The FAC addressed numerous issues this past year, some of which arose from the ongoing COVID-19 pandemic and others present prior to but aggravated by the pandemic. They include:

- 1. How to encourage greater faculty participation in faculty governance in their respective departments and colleges, and the university.** The committee discussed this carry over item from last year and decided to not pursue the matter further this year due to more pressing matters.
- 2. How to promote regular productive communications and consultations between the administration and faculty governance structures regarding matters relevant to faculty and students (e.g., planning for return to in-person instruction; RPT reviews during COVID).** FAC met with University President Ellen Junn and Provost/VP for



Academic Affairs Kimberly Greer at least twice to discuss the importance of these communications and consultations.

**3. The pandemic-created challenges imposed on spring 2021 Retention, Promotion, and Tenure (RPT) reviews.** FAC had as its guests' members of the URPTC to discuss the various challenges here and to develop viable solutions (e.g., a joint statement from the Speaker of the Faculty, and chairs of URPTC and FAC addressing modified spring RPT review procedures).

**4. The decade's long absence of new tenure-track Psychological Counseling Services (PCS) faculty.** FAC's discussions during the year led to an Academic Senate resolution repeating a call for the hiring of tenure-track PCS faculty (06/AS/21/FAC - *Reaffirmation of 1/AS/18/SEC (Resolution in Support of Hiring Tenure-Track Psychological Counseling Services Faculty)*). (AS approved the resolution as a first-reading item at its 04/20/21 meeting with a second reading scheduled for the 05/04/21 meeting.)

**5. The emotional and psychological well-being of the campus community prior to and during the COVID-pandemic.** In addition to topic-relevant discussions among the committee members, FAC had as its guests' mental health and substance abuse experts from Psychological Counseling Services, an academic department, and University Police Department. These discussions focused on how the pandemic has added to the adverse impacts on the campus community's emotional and psychological well-being, and viable remedial strategies.

**6. Interventions in faculty disputes over curricular decisions, and decisions made by another committee.** The FAC intervened in a faculty dispute over curricular matters, and in a dispute resulting from another committee's decisions. FAC conducted its investigations, made its determinations, and closed both matters.

**7. Consideration of the need for University Institutional Review Board (UIRB) appeals' procedures.** This carry over item from last year required minimal FAC consideration with the UIRB and Research, Scholarly and Creative Activities – Policy Committee satisfactorily addressing such deficiencies this year.

**8. The absence of coherent campus-wide policies regarding department chairs, and academic and non-academic program directors and coordinators.** Our discussions about the adverse impacts of the policy gaps and potential solutions moving forward were guided by the final reports of the Ad Hoc Committee on Academic Program Directors and Coordinators, and the Ad Hoc Committee on Department Chairs Policy. However, FAC did not make significant progress due the complexity of the issues and other equally pressing issues.

**9. Pathways to tenure for non-tenure track faculty.** This carryover item from last year addressed the Pathways to Tenure Ad Hoc Committee's exploration of how to get non-tenure track Stan State faculty to go into tenure-track faculty positions. FAC had preliminary discussions about this before deferring it to another year (per the ad hoc committee's request).



**10. How to effectively promote and sustain efforts to hire and retain a diverse faculty across the university.** On two occasions FAC had as its guests a small group of faculty to discuss the various challenges to making such efforts a reality, and to begin brainstorming effective and doable strategies to overcome these challenges. A potential next step is the creation of an ad hoc committee to explore the matter in greater depth.

**11. The Student Perceptions of Teaching Effectiveness (SPOT) instrument and other approaches to assessing teaching effectiveness.** Around the middle of the academic year the Ad Hoc Committee on Supporting Effective Teaching was constituted with one of its mandates being the submission of its recommendations on effectively assessing teaching effectiveness to the Speaker of the Faculty and FAC chair. The ad hoc committee submitted its recommendations in mid-April but FAC was unable to discuss the report before its final meeting.

**12. Revisions to the current emeritus/emerita policy.** This carryover item from last year was not addressed this year to the many other pressing issues confronting this year's FAC.

This concludes our year-end report. Thank you.

Respectfully submitted,  
Steven Wood, Chair, FAC 2020-2021