



# Resident Faculty Organization

WASHINGTON STATE UNIVERSITY  
TRI-CITIES

## Fall 2020 General Assembly Meeting of the RFO

**Location:** Zoom

**Date:** 09/02/2020

**Time:** 4:00pm

### Agenda Items:

- I. Updates from RFO chair
  - a. New academic year welcome
  - b. Report on RFOEC elections
  - c. Demo updated website - <https://tricitie.s.wsu.edu/academics/faculty-resources/rfo/>
  - d. RFO email address: [tricitie.s.rfo@wsu.edu](mailto:tricitie.s.rfo@wsu.edu)
  - e. Announcement of election for S&A fees committee
  - f. Announcement of election for CSC (catalogue subcommittee)
  
- II. Updates about Summer from Ex-Officio Chair
  
- III. Input from Faculty - Discussion
  - a. Difficulties encountered with virtual instruction?
  - b. How are the on-boarding processes for new faculty?
  - c. Views on security?
  - d. Spread pay over 12 months instead of 9?
  
- IV. Request for New Business

### Attendance:

Kevin Fiedler, Robin Mays, Ryan Learn (note taker), Kathleen Cowin, Tracey Hanshew, Sara Sorenson Petersen, Vanessa Cozza, Mark Mansperger, Bin Yang, Yimo Liu, Bevan Briggs, Mike Pieracci

### I Updates from RFO chair

- a. New academic year welcome

Prioritize efficiency, representation, inclusion.

- d. Report on RFOEC elections/representatives

Arts and Sciences: Janet Peters, Ryan Learn

Education: Kathleen Cowin

CAHNRS: Bin Yang

Applied Sciences: Bob Lewis

Nursing: Lee Punch

Business: Paul Skilton

b. Demo updated website - <https://tricitities.wsu.edu/academics/faculty-resources/rfo/>

Chair has been trained to update website, can implement changes (pending approval)

c. RFO email address: [tricitities.rfo@wsu.edu](mailto:tricitities.rfo@wsu.edu)

(Goes to Chair/Recorder)

e. Announcement of election for S&A fees committee

Committee makes decisions about what S&A fees (500k total) do.

Largely student driven, but includes a faculty member.

2 year appointment.

Workload peaks Feb-Apr (8 or so meetings)

S&A Fee Status: Fees are still being charged despite pandemic.

**Nominations well be solicited via email.**

f. Announcement of election for CSC (catalogue subcommittee)

Approves Additions/Changes to Catalogue/Prereqs

A Faculty Senate Subcommittee Position

Light year in work this year

Do not need to be a Senator to join.

**Nominations well be solicited via email.**

## II. Updates about Summer from Ex-Officio Chair

Prioritize transition and faculty pay issues.

Fall numbers for enrollment are lower than 2019

Budget Updates: slides will be available from budget meeting on 9/1

### III. Input from Faculty - Discussion

a. Difficulties encountered with virtual instruction?

Not Discussed

b. How are the on-boarding processes for new faculty?

Large scale Pullman event was helpful and welcoming, but logistically challenging.

Helpful to have onboarding that includes: basic information (keys, procedures, locations)

Org Chart would be useful

Mentors

Possibility for a Wiki

No current exit interview Process

No cashing out of unused leave for 9 month appointments. (Can extend appointment past retirement if retirement taken due to illness)

c. Views on security?

Doors are rekeyed (Except Floyd and CIC Main Entrance)

CIC seems to be open as an entrance (security guard is there)

Still an issue of mixed messaging.

Longer term, swipe cards will replace physical keys

d. Spread pay over 12 months instead of 9?

Strong interest in this for an option.

Currently is a software issue (according to Ray White)

Transition to workday eliminates software transition.

Any changes would be on distant horizon (1+ year after Workday implementation).

Also might ameliorate issues with loss of benefits over summer.

May also have PTO implications.

Distinction between 9-month-paid-over-12 and regular 12.

### IV. Request for New Business

Comprehensive Report of Roles and Responsibilities Committee

(Chip Hunter, Theresa Elliot-Cheslek, Sandra Haynes, Laura Griner Hill, and A.G. Rud)

Discusses the differences and org structures of different campuses.

Produced 79 Page Report