



# Resident Faculty Organization

WASHINGTON STATE UNIVERSITY  
TRI-CITIES

## RFOEC Meeting

**Date:** 10/29/2020

**Time:** Noon

**Participants:** RFOEC, VCAA

**Location:** Zoom

Attending: Kevin, Ryan, Robin, Kathleen, Sara, Paul, Bin, Kate, Lee, Bin, Anna

### Agenda Items:

- I. Spring 2021 Enrollment Update
  - a. Usually around 75% enrollment around September
  - b. Was at 30% this September
  - c. Faculty Campaign to push the word out on Advising
    - i. Talk about it in classes
    - ii. Mentorship project still in the works
      1. Needs to be well integrated as opposed to additional responsibility.
  - d. List of Unenrolled students who could enroll being passed to academic directors
  - e. Down 16 applicants for Spring
  
- II. Vice Chancellor for Faculty Affairs
  - a. VCAA now be assigned T&P responsibilities.
    - i. Result of finding that VCAA need not be tenured.
    - ii. Concern about that extensive additional responsibilities.
    - iii. Vancouver manages without dedicated separate roles.
  - b. Working in conjunction with VCR for Tenure packets.
  - c. Concerns around Faculty Retention and QoL
  - d. Need for Clear Promotion/Tenure guidelines by departments and directors.
  - e. Increase of Accountability on Academic Directors
    - i. Academic Directors 360 reviews are upcoming.
  
- III. Academic Master Plan
  - a. Program Reviews
    - i. What majors might be up for cuts if low enrollment continues?
      1. What would that process look like?

- a. Currently too early in process to comment extensively
    - b. Cost x axis, revenue y axis. Do analysis on the basis of those quadrants
  - 2. Faculty Involvement?
    - a. Led by academic directors in units.
    - b. Involves faculty
  - ii. Failure to hold accountable with 5 year standards
  - iii. Lots of rooms for efficiencies without program cuts
    - 1. Incorporate low enrollment majors as tracks in other majors.
  - iv. Done by end of academic year ideally
    - 1. Would require an intensive schedule and an aggressive timeline
  - v. Additionally, more market analysis info needs to be assimilated.
  - vi. Skepticism about the use of a consultant.
- b. Ad Astra Update
  - i. Meetings Early to mid-November
    - 1. Needed to work on AY2021-22 schedule

IV. Discretionary Funds Under Control of Academic Directors - not discussed

V. Onboarding/Exit Processes for Faculty - not discussed