



Resident Faculty Organization

WASHINGTON STATE UNIVERSITY
TRI-CITIES

RFOEC Meeting

Date: 1/20/2021

Time: 1 pm

Participants: RFOEC

Location: Zoom

Attending: Kevin, Kathleen, Bin, Paul, Robin, Janet

Agenda Items:

- I. RFO Chair Updates
 - a. Policies for public discussion: <https://tricitie.wsu.edu/policies/>
 - i. Deadline was 1/18
 - ii. Printer policy may impact faculty
 - b. Master of Applied Economics to Faculty Senate Review
 - i. unknown campus implications
 - c. Academic Affairs round table to discuss faculty burnout
 - i. Not currently scheduled
 - d. Spring semester RFOEC meetings
 - i. 1/20 - RFOEC
 - ii. 1/27 - Ray White
 - iii. 2/1 - Chris Meiers
 - iv. 2/17 - Sandra Haynes
 - v. 2/22 - RFOEC
 - vi. 3/8 - ASWSUTC (Tentative)
 - vii. 3/15 - Kate McAteer
 - viii. 3/24 - RFOEC
 - ix. 4/7 - Christine Portfors
 - x. 4/19 - RFOEC
 - e. Spring semester Faculty Lunch and Learn
 - i. 1/25 - Chris Meiers
 - ii. 2/3 - Damien Sinnott and Molly Levy
 - iii. 2/18 - Kate McAteer
 - iv. 3/5 - Advising (Tentative)
 - v. 3/25 - Ray White
 - vi. 3/29 - Christine Portfors
 - vii. 4/7 - Sandra Haynes

- viii. 4/16 - ASWSUTC (Tentative)
- f. RFO Events before next meeting
 - i. 1/25 - Faculty Lunch and Learn with Chris Meiers
 - ii. 1/27 - RFOEC meeting with Ray White
 - iii. 2/1 - RFOEC meeting with Chris Meiers
 - iv. 2/3 - Faculty Lunch and Learn with Damien Sinnott and Molly Levy
 - v. 2/17 - RFOEC meeting with Sandra Haynes

II. Update from Faculty Senate

- a. Draft FAC proposal on faculty salary reduction and furloughs
 - i. No current process in the current manual
 - ii. Middle ground between nothing and financial exigency
 - iii. Potential floor is 70k
 - iv. Governor's budget
 - 1. 1 day a month of furlough, next two years.
 - 2. Reverse 2020 raise
 - 3. Targeted at higher earners first.
 - v. April 20th is goal for vote on proposal
 - 1. Waiting for Regents meeting.
 - vi. Stephanie Bauman, our Faculty Affairs Committee Rep.
 - 1. Point person for Campus specific response to proposal.
 - vii. Full Senate Discussion Tomorrow, 1/21
- b. Ongoing issue with Cross Campus Class Enrollments
 - i. Currently very limited knowledge of current state of things.

III. By-laws Committee Update

- a. Bylaws were submitted to Faculty Senate for feedback

IV. Topics for Discussions

- a. General assembly scheduling
 - i. 2 this term.
 - 1. One bylaws
 - 2. One furlough proposal
- b. WSU apps on personal devices
 - i. Possibly opens up data privacy issues
 - ii. Email notifications
- c. 360s for academic directors, vice chancellors, etc.
 - i. Robert Bauman has not had one after 2.5 years.
 - ii. Judy Morrison has not had one.
 - iii. Kate McAteer is approaching
 - iv. Sandra is aware these are due.
 - v. Engineering requested Self-Governance
 - vi. Concerns about transition between directorships

1. No existing trainings or apprenticeships
2. Should work to ensure staff do not turn over
- vii. How long between 360 is a question to address.
 1. No specification in Faculty Manual

V. Discussion of Additional Potential Goals

- a. What do we want from Academic Directors -> need specific action items
 - i. No set job description promulgated to faculty.
 1. Possibly one could be getting approved.
 - ii. Keep Copies of Annual Reviews
- b. Voluntary contract repository
 - i. Potential privacy/security issues
- c. Repository of promotion materials
 - i. Lunch + Learn on Annual Reviews
 - ii. Series of talks on promotion process that breaks it down year to year.
- d. Academic master planning
- e. Recommendations/resources for faculty on-boarding/exit
 - i. Could be taken on by RFO in addition to faculty development.
- f. Specific requests from Roles and Responsibilities report
- g. Possible Mentoring Program by RFO
- h. Need some in PD addition to Janet's instructional workshops.

VI. Request for New Business