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://tricities.wsu.edu/policies/](https://tricities.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