



Resident Faculty Organization

WASHINGTON STATE UNIVERSITY
TRI-CITIES

Spring 2021 General Assembly Meeting of the RFO

Location: Zoom

Date: 2/1/2021

Time: 3:00pm

Agenda Items:

1. Updates from RFO chair
 - a. New Career Track Faculty Senator: Cigdem Capan

2. Request for all committees: send to tricitie.rfo@wsu.edu
 - a. Committee name
 - b. How long you have been on it
 - c. Term length
 - d. Appointed or elected

3. Budget Crisis Management Proposal
 - a. Special guest from Faculty Affairs Committee (FAC): Stephanie Bauman
 - b. The Faculty Affairs Committee has created a proposal to create a process for addressing university budget crises through faculty furloughs and/or salary reductions.
 - c. [Draft Proposal](#)

4. President Schultz's announcement about fall instruction
 - a. Email was sent on Monday, 1/25
 - b. Chancellor Haynes followed up in a separate email on 1/25

5. OneWSU
 - a. Potential organizational restructuring
 - b. Grew out of multi-campus systems whitepaper written by Craig Parks
 - c. More details at: <https://facsen.wsu.edu/2021/01/24/4119/>

6. Request for New Business

Attendance:

Kevin Fiedler (note taker), Robin Mays, Kathleen Cowin, Tracey Hanshew, Bin Yang, John Mancinelli, Pual Skilton, Janet Peters, Bob Lewis, Cigdem Capan, Martin Klotz, Shannon Calderone

1) Updates from RFO chair

New Career Track Faculty Senator: Cigdem Capan

2) Request for all committees: send to tricities.rfo@wsu.edu

Committee name

How long you have been on it

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3) Budget Crisis Management Proposal

Special guest from Faculty Affairs Committee (FAC): Stephanie Bauman

The Faculty Affairs Committee has created a proposal to create a process for addressing university budget crises through faculty furloughs and/or salary reductions.

Draft Proposal

Not proposing a furlough or reduction, just a process to do so.

Reduction would be dependent on process being approved, then proposal from the administration would have to be approved after that.

This came from a request by the administration that there are no steps between full operations vs. financial exigency. This fills in a middle step

FTE adjustments have already started coming in some departments.

This would be advisory, in the sense that the legislature can overrule.

Reach out to UW at the Senate level to coordinate

Can faculty on 9 month appointments even be furloughed? Unclear from a legal perspective
Legislature wants to do job creation, not job loss, so will probably pass the buck to the university
CWU and EWU declared exigency last year (they do have some unions)
Feedback by Feb. 18th, with faculty senate timeline in mind. Could be voted on March 4th

4) President Schultz's announcement about fall instruction

Email was sent on Monday, 1/25

Chancellor Haynes followed up in a separate email on 1/25

Kate followed up with another email

State recommendations and mandates will probably be an important factor

Split instruction creates inequity if some are in person and some are online

There will be many reasons why a student might not be able to come to class (multigenerational, etc.)

In class exercises are not the same as online breakout rooms (for one pedagogy example)

Adverse impact would be more impact to students who might have to be online, which would make us legally liable.

You can differentiate a classroom, but you can't make them the same/equal

No one really likes HyFlex because it is twice the work and inequitable

Advocate for faculty member can choose either all face to face or all online for the semester

Going to be learning pains if we switch again to something different

Switch to Canvas will also cause a change that has a learning curve for both students and faculty

5) OneWSU – NOT DISCUSSED DUE TO TIME

Potential organizational restructuring

Grew out of multi-campus systems whitepaper written by Craig Parks

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