



Resident Faculty Organization

WASHINGTON STATE UNIVERSITY
TRI-CITIES

RFOEC Meeting

Date: 12/08/2021

Time: Noon

Participants: RFOEC

Location: Zoom

Attending: Kathleen, Ryan, Paul, Kevin, Robert, Yonas, Elsa, Messiha, Robin

Agenda Items:

- I. RFO Chair Updates - Exempt
 - a. Faculty are welcome to participate in Dead Week events
 - b. Request for faculty member on marketing director hiring committee (short turnaround)
 - i. Robin Mays (1) or Paul Skilton (Alternate)
 - ii. RFO would like to know about hiring committees to ensure faculty representation on hiring committees.
 - c. Plan to start holding RFO office hours in the Learning Commons for 1 hour per week
 - d. Will be scheduling RFO events for next semester soon, so be prepared with your availability

- II. Update from Faculty Senate - Exempt
 - a. Faculty senate meeting on Thursday, 12/9 will have a presentation from the Provost about the proposed budget model
 - i. Open to All Faculty and presentation was sent via email afterwards
 - b. Survey regarding staff hiring/retention
 - c. Summer Schedule
 - i. Same as previous years
 - ii. AAC will put together a plan for for adjusting the summer schedule
 - d. Presidents request for supplementary funding has now been finalized
 - i. Cybersecurity funding be requested.
 - ii. Extra money for raises.
 - e. Rule 38b will be discussed in faculty senate.
 - i. Concerns about the campus vs university wide plans for dealing with rule 38b.

- III. Zoom HiFlex for Spring 2022 discussion - Exempt

- a. Announcement went out **incorrectly claiming** that all classes will be zoom HiFlex unless otherwise
 - i. This was not from Provost/University Level
- b. Concerns that Zoom HiFlex is not equitable, not equal.
- c. Access center is starting to consult with faculty about whether or not zoom is reasonable for a particular course.
 - i. Concerns still exist as Jordyn Creighton will be handling access center in the spring.
- d. Tri-Cities does not provide faculty or rooms sufficient for a well-done HiFlex model.
- e. Admin will prioritize enrollment.
- f. Not all students are available via Global, so there will still need to be accommodated online.
- g. HiFlex should be available to faculty **if they see a need for it.**
- h. A policy should be spearheaded by the RFO as opposed to a statement one way or the other.
- i. Discussion about whether or not we can really go back to pre-pandemic levels.
- j. Create a survey to get faculty input.

IV. Phi Kappa Phi at WSUTC - Exempt

- a. Not general support
- b. Look for alternative ways to recognize academic excellence such as Chancellor's awards.

V. Access Center and Accommodations - Discussed in the context of III

- a. Proctoring Center requests

VI. Summer Pay Scale - Not discussed due to time

- a. Transition to known flat rates instead of proportional salary for transparency and equity status is unclear -> have a meeting with Kate soon

VII. Request for New Business

- a. None