RFOEC Meeting

Date: 9/15/2022

Time: 10 am

Participants: RFOEC

Location: Zoom

Attending: Kevin, Robin, Luis, Kathleen, Alan, Messiha, Ryan, Paul, Nelmi

Agenda Items:

I. RFO Chair Updates
   a. New/Returning RFO Members
      i. Ryan Learn – CAS Representative
      ii. Ally Young – Nursing Representative
      iii. Nelmi Devarie Baez – Career Track Faculty Senator
      iv. Luis de la Torre – Career Track Faculty Senator
      v. Recorder
         1. Ryan Learn reappointed
      vi. Career Track Steering
         1. Nelmi appointed
   b. Fall 2022 Office Hours – Tuesdays 3-4 pm in Learning Commons
   c. Learner Success Lab
   d. Academic Master Plan
   e. RFO meeting scheduling
      i. General assembly
         1. 10/19, Wednesday common hour after midterms
      ii. Visits from guests
         1. Laura Sanchez
      iii. RFO Forum requests
         1. IT/Aaron
         2. Counseling Center/Sylvia
   f. Next RFOEC meeting Wednesday, October 19th at noon (12:05 pm)

II. Update from Faculty Senate
   a. Rule 38b Suspension
      i. Will be voted on Today in Steering
   b. EPPM 5, 30, 12, 14 are under revision
III. RFO Survey Results
   a. 29 responses, for an approximate response rate of 20%
   b. Major results:
      i. Shared governance and issue advocacy primary concerns
      ii. Is there a better way to schedule RFO events?
      iii. Views on unit support are more positive for the system than the campus
      iv. 1/3 of respondents are at least somewhat likely to look for a job not associated with WSUTC in the next 12 months
   c. Please report highlights to your unit, as you see fit.

IV. Faculty Retention Project
   a. Listed as a concern in survey
   b. Administrative vs Faculty hiring rates.
   c. Administrative Efforts to Improve morale seem a bit lackadaisical.
   d. Disconnect Between Faculty and Upper Administration.
   e. Unrealistic Service Expectations
   f. Previous attempts to raise the issue have been met with indifference/lack of data
   g. New HR lead (Sharon Games) could provide a willing partner
   h. Subcommittee charge?
      i. **Motion to** a subcommittee to explore and address issues around faculty retention on campus
         i. Paul
         ii. Seconded by Robin
      iii. **Motion Carries 6 – 0 – 1**

V. Request for New Business