



# Resident Faculty Organization

WASHINGTON STATE UNIVERSITY  
TRI-CITIES

## 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 19<sup>th</sup> 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