

Faculty Affairs Committee

Minutes

March 5th, 2026
10:00 to 11:30 am

I. Call to Order

The meeting was called to order at 10:00 AM.

II. Approval of Minutes

- The minutes from the February 19, 2026 meeting were **deferred** to a future meeting.

III. Approval of Agenda

- The agenda was **approved** without revision.

IV. Announcements

- Remaining FAC meetings: March 19, April 9, April 23
- Remaining Academic Senate meetings: March 12, March 26, April 16, April 30
- Limited time remains in the semester to complete committee work.

V. Business Items

A. Clarification of Unit Criteria for Faculty Review

- The committee discussed revisions to clarify expectations in unit RTP criteria, including treatment of Student Opinion of Course Instruction (SOCi) data.
- Discussion included concerns about bias, low response rates, and appropriate interpretation of SOCi data; members agreed these issues are best addressed at the unit level rather than through prescriptive policy.
- A broader discussion emerged regarding the currency of RTP criteria, particularly whether tenured faculty should continue to use older criteria indefinitely.

Actions:

- Motion approved to move the resolution to **first reading**.
- The resolution will be shared with **DCLC** for feedback.
- Motion approved for the Chair to **draft an accompanying memo** addressing RTP criteria currency for future Senate consideration.

B. Senior Lecturer Honorific

- The committee reviewed feedback received and determined no revisions were necessary.

Action:

- Motion approved to move the resolution to **first reading**.

C. Periodic Evaluation of Faculty (Task Force Recommendations)

- The committee began reviewing proposed revisions to periodic evaluation processes, particularly for temporary faculty.
- Concerns were raised regarding:
 - Confusing “group” classifications
 - Lack of clarity in evaluation procedures for lecturers
 - Need for clearer, more accessible handbook language
 - Misalignment between handbook language and the Collective Bargaining Agreement (CBA)
- Discussion also addressed committee composition rules and timing of evaluations for temporary faculty, including cases where faculty are not employed during the spring term.

Actions:

- Members will **review the draft and provide comments in Box.**
- Deadline for feedback: **March 16, 2026.**

D. Workload Clarification (RSCA and Service Expectations)

- The committee discussed a resolution clarifying expectations for faculty workload, particularly the balance among teaching, research/scholarship/creative activity (RSCA), and service.
- Key themes included:
 - Continued professional responsibility after tenure
 - Equity in workload distribution
 - Impact of under-engagement in service on colleagues
 - Role of deans and chairs in addressing workload imbalances
- The resolution emphasizes that engagement in RSCA and service remains expected, while recognizing variability across faculty roles and career stages.

Actions:

- Motion approved to move the resolution to **first reading.**
- Amendment approved to clarify that under-engagement in service may shift burdens to colleagues and affect overall workload equity.

E. Referral 31: WPAF Organization and Structure

- No draft was presented at this time.
- The Chair will work on potential recommendations regarding file organization, naming conventions, and structure.

F. Teaching Modality (Distributed Learning Committee Recommendations)

- The committee has received recommendations from DCLC, potentially involving two resolutions.
- Further discussion is planned for the **March 19 meeting**, in coordination with AAC.

G. Handbook Updates (Cabinet Structure and Officers)

- Awaiting feedback from the Office of Human Resources
- Updates may be incorporated into a broader handbook revision effort rather than addressed separately.

H. Other Referrals

- **First-Year Seminar:** Unlikely to be addressed this academic year.
- **Acting and Interim MPP Policies:** May be addressed if time permits.

VI. Summary of Actions

- Three resolutions advanced to **first reading**:
 - Unit Criteria for Faculty Review
 - Senior Lecturer Honorific
 - Workload Clarification
- Memo on RTP criteria currency to be drafted.
- Feedback requested on periodic evaluation draft by **March 16, 2026**.

VII. Adjournment

The meeting was adjourned.