

Faculty Affairs Committee Minutes

March 19th, 2026
10:00 to 11:30 am

1. Call to Order

The meeting was called to order. Attendance was noted.

2. Approval of Previous Minutes

- **February 19 Minutes:**
 - Minor revisions were noted and incorporated.
 - Motion to approve carried unanimously.
- **March 5 Minutes:**
 - Deferred for future consideration.

3. Announcements

- Limited number of remaining FAC and Academic Senate meetings this semester.
- Emphasis on **time-sensitive movement of resolutions** due to upcoming Spring Break and required two-reading process.
- Consider nominations for **FAC Chair position**.
- Informal FAC gathering proposed for **May 9 (evening)**.

4. Old Business

4.1 Clarification of Unit RTP Criteria (Resolution 252632)

Discussion Highlights:

- Addressed timeline concerns and evaluation criteria currency.
- Introduced:
 - **7-year currency expectation** for RTP criteria (outside probationary period).
 - Stability protections for **probationary faculty**.
 - Option for faculty to **elect newer criteria**.
- Discussion of:
 - Implementation timeline (2026–2028 range considered).

- Concerns about fairness for current associate professors nearing promotion.
- Role of deans in reviewing (not approving) unit criteria for alignment and clarity.

Decision:

- Motion passed to move to **Second Reading**.

4.2 Senior Lecturer Honorific

Discussion Highlights:

- General Senate support noted.
- Key issues:
 - Eligibility threshold (debated **24 vs. 30 WTUs and terminal degree criteria**).
 - Concerns about:
 - Equity between lecturer and tenure-track roles
 - System-level (Chancellor's Office) constraints
 - Clarified that:
 - Title is **honorific only** (no compensation change)
- Mixed viewpoints expressed regarding appropriateness and implications.

Decision:

- Motion passed to move to **Second Reading** (with amendments).

4.3 Workload Clarification Resolution

Discussion Highlights:

- Clarified distinction between:
 - **Engagement in RSCA (required)**
 - **Scholarly output (required for promotion, not PTR)**
- Expanded definition of engagement to include:
 - Mentorship, collaboration, peer review, grant prep, etc.
- Addressed concerns about:
 - Over-reliance on “bean counting” metrics
 - Maintaining academic freedom and long-term scholarship

- Suggested inclusion of department chairs in workload oversight (not only deans).

Decision:

- Motion passed to move to **Second Reading**.

4.4 Periodic Evaluation of Temporary Faculty

Discussion Highlights:

- Major restructuring:
 - Removed prior “group” system
 - Simplified to:
 - Annual Spring review (non-3-year appointments)
 - Third-year review (3-year appointments)
- Key concerns:
 - Workload burden for departments
 - Evaluation of part-time or single-semester faculty
 - Alignment with **CBA Article 15.25**
- Proposed additions:
 - Inclusion of **all prior evaluation letters**
 - Creation of a third category for limited/irregular appointments

Decision:

- Motion passed to move to **First Reading**, contingent on revisions.

4.5 WPAF Contents and Timeline Clarification

Discussion Highlights:

- Addressed confusion regarding:
 - Scope of materials (e.g., since last WPAF vs. initial appointment)
 - Timing of submissions and eligibility notifications
- Proposed:
 - Platform-agnostic guidance (Box vs. future systems)
 - Standardized **file organization and naming conventions**
 - Removal of outdated “3-inch binder” language
 - Clarification of cumulative vs. non-cumulative reviews
- Identified need for further refinement.

Decision:

- No formal vote.
- Committee agreed to **review revisions via email** before advancing to First Reading.

5. Summary of Motions Passed

- Unit RTP Criteria → **Second Reading**
- Senior Lecturer Honorific → **Second Reading**
- Workload Clarification → **Second Reading**
- Temporary Faculty Evaluation → **First Reading (with revisions pending)**

6. Action Items**Immediate (Before Next Senate Meeting)**

- Revise Temporary Faculty Evaluation resolution:
 - Incorporate **CBA Article 15.25 language**
 - Add requirement for **prior evaluation letters**
 - Clarify evaluation categories
- Revise WPAF resolution:
 - Clarify **review period definitions**
 - Remove “optional” language for personal statements
 - Refine structure and organization guidance

Committee Follow-Up

- Members to:
 - Review revised WPAF proposal via email
 - Provide feedback on readiness for First Reading

Strategic / Ongoing

- Consider implementation timeline for RTP criteria changes
- Monitor system-level (Chancellor’s Office) response to lecturer honorific proposal
- Continue development of Faculty Affairs website resources

7. Adjournment

Meeting adjourned.