

**Faculty Affairs Committee Meeting Minutes**

March 15th, 2021 / 12:30pm-1:30 p.m. Zoom

***Members Present through Zoom:*** *Chair: Jim Thatcher, Wei Cheng, Fei Leng, Rob MacGregor, Sharon Laing, Alex Miller, Rich Furman* . ***Members Excused:*** ***Guests:*** *Diana Falco (Co-Chair, Lecturer Affairs Ad Hoc Committee), Greg Lund (Co-Chair, Lecturer Affairs Ad Hoc Committee)* ***Administrative Support***: *Andrew Seibert*

1. **Recording Permission/Consent**
   * Recording permissions granted by the Committee. Recording was started automatically via Zoom.
2. **Approval of Minutes** 
   * **Minutes from 2/8/2021**
     1. Edits:
        + No edits were made to the January 11 2021 minutes
     2. A motion was made to approve the minutes as written. So moved by Sharon Laing, seconded by Rob MacGregor
        + ***Vote:*** *6 yes, 0 no, 0 abstentions*
   * Minutes are approved as written.
3. **Discussion with Student Board of Regents Member**
   * Student Board of Regents Member Kristina Pogosian spoke to Faculty Affairs. Although her main focus on the Board of Regents is to represent Student voices, the position taught her to think more holistically and understand how the student concerns also affect Faculty, Staff, and the Community. Kristina is currently working on a project where she identifies what practices happened during the COVID-19 pandemic that could continue in a post-pandemic world.
     1. Kristina gave the example of pushing the administration to have Faculty record all lectures.
   * Sharon Laing, Faculty in the School of Nursing and Healthcare Leadership had said she would like student feedback on when students were required to give presentations via Zoom and record it as it gives Faculty the view of presenting it in a different way.
     1. Sharon continued saying that Students would be less fearful about the situation and the opportunity allowed them to deliver their best work.
   * Rob MacGregor, Faculty in the School of Education said that attendance is required and offered a synchronous learning environment. Because of that, lectures in the School of Education are not recorded, however the School of Education has given some accessibility options such as allowing more flexibility for students.
     1. Kristina Pogosian added a follow-up and asked how this transfers in a post pandemic situation
        + Rob added to be more intentional about allowing more options for students. Allowing more remote participation, and allowing the option for students who miss class to watch a recorded version.
   * Kristina asked Faculty Affairs when the transition to in-person learning happens if would be possible to hold a zoom option for students who can't make it or are too busy to make the course.
     1. Diana Falco, Co-Chair of the Non-Tenure Faculty Forum added that she has taught in one of the Zoom rooms on campus and has offered this option. She stated she has had some difficulties because of some students unsure where to make eye contact, who they are looking to. Classroom space did not allow Faculty to use classroom space and have a screen at the same time. Diana adds that she is unsure whether the infrastructure allows Faculty to do this and do it well.
        + Diana also adds a concern to the recording of lectures as there a some programs where confidential or controversial topics are discussed. She has had students refused to participate in Zoom sessions where recording was in progress
          1. Chair Jim Thatcher followed up on this saying there are some classes where is it appropriate and easy to record them and make available, but there are other classes that may not be (such as a discussion based seminar) because that’s pedagogically not what its point is. The push for all classes may not be possible, however it is not to say that no classes should be recorded
   * Kristina added that she is releasing a survey between March 22 and April 5 asking students what practices they find useful and presenting this to the board in May. She will include the Student perspective and the Faculty perspective.
4. **Report of Faculty Affairs Chair- Jim Thatcher**
   * 1. Chair Jim Thatcher updated the Committee on some Focus Group information that is also below
5. **Updates from Non-Tenure Track Faculty Forum**
   * Diana Falco added the following updates
     1. The Non-Tenure Track Faculty Forum has been approved, and since the approval from Faculty, they have been transitioning. Recruitments and elections will happen in the spring quarter
     2. Continue to support part-time faculty and what resources are available for them, particularly during the COVID-19 pandemic.
     3. Continuing their work with the Climate Survey Faculty Implementation group
6. **Focus Group Discussion/Listening Session Discussion**
   * Sharon Laing in the School of Nursing and Healthcare Leadership sent her feedback for the Committee and the Chair to review.
     1. Sharon’s findings are very similar to Alex Miller’s findings as far as lack of support as expectations continue to rise and support remains stagnant or declines. The biggest challenge was how the COVID-19 pandemic exposed discrepancies.
     2. Sharon adds also there were some mental health concerns during this pandemic with the workload increase without additional support.
        + Some were taken aback when given links to mental health services, but not links for additional support techniques outside of mental health
     3. Someone mentioned whether the University should follow a semester system instead of quarters
        + This could be brought up to the new Chancellor
   * Chair Jim Thatcher from the School of Urban Studies has only heard from one person that expressed interest and got their feedback.
     1. The only thing he heard was that there was a lack of any sort of guidance coming out of COVID-19 as a junior scholar, such as a course release, teaching assistance, or anything that would be appreciated.
        + Although that was one voice from the School of Urban Studies, 19 from the survey are somewhere between 5 and 19 responded. Some felt very strongly about the direction, and some were not sure about the Tenure requirements.
   * Alex Miller, from the School of Interdisciplinary Arts & Sciences was not able to schedule the listening circles yet, as they are currently searching for an interim dean for the unit. Alex did hear from a couple of Faculty regarding the initial survey from Autumn 2020.
     1. A similar survey was sent out from the Research Advisory Committee in 2016 with 30 participants across all schools. The findings show that everyone needs more support as the expectations rise while resources fall
   * Wei Cheng from the School of Engineering and Technology added that he offered an opportunity for the focus group in his unit, however no one was interested at that time
   * Rob MacGregor from the School of Education added that he had plans to do the focus group, but there were other pressing matters that came up. It will still happen, but at a later date.
   * Diana Falco, Co-Chair of the Non-Tenure Track Faculty Forum had a question regarding participation in this from the School of Social Work and Criminal Justice, as the representative had said in the last meeting they may not participate in this Focus Group
     1. Chair Jim Thatcher will email Diana Falco and the Representative to follow-up with that
   * Focus Group Goals for spring
     1. For those who have already completed the task to not worry about additional meetings at this time.
     2. For those who have not completed their focus groups yet, bring in some of the discussions with an end of year report from Chair Jim Thatcher.
        + Finalize data to use. Chair Jim Thatcher can write a draft report to review it in the fall to give to the new Chancellor
7. **Next Chair for Faculty Affairs/Interim Chair**
   * Current Faculty Affairs Chair Jim Thatcher will be on Sabbatical in the Spring quarter and will need a chair to take his place in the Spring quarter. Jim had offered to complete the end of year report for Faculty affairs, so they will not need to do additional work other than leading meetings, assisting the Administrative support in verifying minutes and help develop the Agenda. Jim has also said he will continue his work in the summer.
     1. Due to the number of representatives up for election it was recommended that the Committee look into a Chair only for the spring quarter and look into a new Chair at the end of the Academic Year.
     2. Sharon Laing has agreed to be a backup to the backup if no Chair has been found
        + A motion was made to appoint Sharon Laing and Rob MacGregor Co-Chairs of the Faculty Affair Committee in the Spring 2021 quarter. So moved by Jim Thatcher, seconded by Alex Miller
          1. ***Vote:*** *6 yes, 0 no, 0 abstentions*
8. **Ongoing: discussion of areas of interest for 2020-21**
   * Research for Faculty/Tenure/Promotion
     1. There was some discussion during the focus group discussion.
9. **Adjournment**
   * Meeting was adjourned at 1:22PM
     1. Next meeting Monday, April 19th, 2021
        + Zoom