

FPPC Minutes
Meeting #7
January 21, 2022

Present: Don Haviland, Richard Marcus, Alan Colburn, Gary Hytrek, Frank Cardinale, Barbara LeMaster, Jalal Torabzadeh, Tianjiao Qiu, Leslie Andersen, Jo Brocato

1. Approve minutes from meeting #6 - Approved

2. Announcements

- Al: Action Group

- A lot of interest in new professor lines and line types (research professor, teaching professor, etc. It is all discussion at this point.
- Recognition among the faculty members that money makes a difference. There is discussion about how more money is needed if you want to teach more students.

3. Revision of University RTP Policy 09-10, section 2.2. Research, Scholarly, and Creative Activities; section 2.3 Service

- Line 272 “RSCA acceptable for reappointment, tenure, or promotion can take any of several forms, including but not limited to.” Do we need to emphasize further that these are examples? The decision of the body: It is clear as stands.
- Discussion: How much and who for input into the 4 Boyer bullets (those with deeper knowledge of Boyer).
 - Jalal: Support for this but also other sections having small groups that review for input (example: Chair of Mini-Grants and Summer Stipends looking at RSCA).
- Line 271: Leslie supports Jo’s idea for clarifying that we are only listing examples to make it very clear that colleges and departments can be more expansive, that we are not providing an exhaustive list. Change was made and approved.
- Vote on Approving Section 2.2: 7 voted to approve (2 non-votes on Zoom)
- Al noted that this is a significant accomplishment given the importance of RSCA and the amount of feedback received.
- Begin discussion of service – just soliciting ideas
- Al reviewed feedback from forum and survey in October 2020; some said that service should count more than it does; others noted that sometimes we get reassigned time for service, and felt that should be made more explicit; should service expectations take into account teaching requirements (folks with bigger courses have reduced demands for service), and cultural taxation is an important issue to address.
- Barbara: CLA had questions about this; they developed a template where faculty reported their service assignments, their teaching load, RSCA work, whether they got release time for their service (which then is not considered as service); the idea was to make workload more transparent to committees.

- Leslie: suggest that we find/replace every “shall” to “must”
- Tinajiao: Service AT can be an issue College of Business; often there is not an application for the AT associated with service. There may be so much AT at times that a faculty member is not teaching.
- Jalal: when it comes to service, perhaps we need some guidelines for what is considered service, what are the types of service, what is the nature of service, quality vs. quantity (e.g., committees that meet frequently or less so), time and effort spent on each committee, what is the outcome of the service, who benefits (students? Faculty?), what is the individual’s contribution or role?
- Barbara: is there a way to document that someone is actually present for their service? This might not be well-received, but people may take credit for service they do not do or fully engage in. We could have committee chairs write letters for file about attendance, so people do not have to submit minutes of every meeting.
- Tinajiao: There’s an issue too with conflict of interest, where people engage in service do so for their own benefit.
- Gary: Agree with Jalal’s points. I wonder if we can think about service like we did RSCA; for instance, department service means x, y, z. Also, the tentative CBA includes some potentially useful language on cultural taxation. Finally, also important that we talk about community and professional service, what counts, etc.; community service in particular needs to be more clearly recognized
- Al: yes, what counts of service is important. And there is the question of how we recognize mentoring, letters of rec, informal advising – that are often tied to cultural taxation.
- Don: wonder if we want to look at giving guidance how things are documented – can we give some guidance for how things, especially the less formal ones like advising, can be documented so individuals get credit
- Al:
 - also – should service be counted more?
 - Should differential workloads mean service expectations should vary?
- Jo: should we be looking at sustained/continuous involvement in service vs. just getting involved right before you go up for promotion? Just like RSCA should be a continuous effort, so should service.
- Summary of key points in debrief
 - reassigned time for service - should it count as service? How much?
 - Quantity vs quality of service
 - How to document actual contributions
 - Possibility of conflict of interest in service
 - Accountability of service
 - Extra, uncredited service activities (rec letters, etc.); cultural taxation; how to recognize new types of service (community service)
 - service to the professional community

- more emphasis on service, "count it more"
- differential loads, should service expectations differ as a result
- continuous, long term service should be expected or valued
- [you gotta' show you were there and did stuff to get credit]
- Leslie: do we have an agreed upon definition of cultural taxation? Or should we come up with one so that there is a common understanding of what it is?
- Al: like the idea of discussing it rather than naming it; maybe talk about the concept rather than using the phrase.
- Gary: there is a definition, but we can define it more by how we talk about examples of it.

4. Next steps

- Would like to add a comment in RSCA section about WHY we added the Boyer - so we can remember when we present to the senate.

Adjourned 1:50 pm

Submitted by Richard Marcus and Don Haviland

Future meetings

Feb 4

Feb 18

Mar 4

Mar 18

[Apr 1 is spring break]

Apr 15

May 6

Meetings start at 12:30 pm, <https://tinyurl.com/ZoomWithAl>