

# Council of Faculty Representatives DRAFT Minutes

September 1, 2023, 9:15-10:45am via Zoom

**Present:** Praveen Sekhar (chair), Paul Bonamy, Laurie Drapela, Dene Grigar, Susan He, Kristin Lesseig, Sam Lohmann, Kelsey Pascoe, Aaron Whelchel, Samantha Reisz.

**Recorder:** Lohmann

## Agenda Items

1. Round of introductions: New and existing members.
2. Brief introduction to the functioning of CFR.
  - a. Main role is advocacy from the perspective of faculty.
  - b. CFR also has a role in reviewing local curricular changes.
  - c. Sekhar will add new members to Teams site.
  - d. Minutes should be distributed by the Wednesday after each meeting and approved by the end of that week for wider distribution.
3. Solicit nominations for the vice-chair position in CFR
  - a. Nominations sought by Wednesday 9/6. The elected vice-chair will serve as chair starting next academic year.
4. Formation of subcommittees: Bylaws (2 members), Student Ad Hoc Cafeteria Discussion Group (one member)
  - a. Bonamy and Reisz volunteered for Bylaws subcommittee.
  - b. Bonamy volunteered for cafeteria discussion group.
5. Other committee reports (RAC, Campus Advisory Council, etc.)
  - a. Lesseig is on RAC and Campus Advisory Council: no meetings to report so far.
  - b. Grigar is on Senate Steering Committee.
  - c. Drapela and Lohmann are on Accessibility Council: The council had a preliminary meeting to introduce new members and set agenda for the year. There are several events planned for Disability Awareness Month in October.
  - d. Drapela is also on the Committee on the Status of Women: No meetings to report so far.
6. Faculty Senate Representatives will visit the Vancouver campus (Sep 21, 22)
  - a. John Barber sent a detailed email on some of the issues.
  - b. In addition to the meeting, there is a social hour for faculty at Heathman Lodge.
7. Drop-in Discussions – Faculty Concern Clarifications/Responses
  - a. Sekhar has proposed that administrators use drop-in sessions to respond to constituent concerns submitted by CFR to increase faculty participation.
  - b. Preliminary report of COACHE Survey responses has been shared on the Provost website: <https://provost.wsu.edu/coache/>

8. Constituent concerns/comments and responses from Renny Christopher:
  - a. Concern: *Columbus Day NOT being a holiday at WSU. They want to see the holiday implemented.*  
 Response: “The answer to the first constituent concern is straightforward: WSU observes Native American Heritage day (formerly known as Columbus Day) the day after Thanksgiving. Having a paid holiday on this day allows staff (and faculty on 12-mo appointments) to have the day after Thanksgiving as a paid day off without having to take annual leave that day. Here’s the policy on holidays: <https://policies.wsu.edu/prf/index/manuals/business-policies-and-procedures-manual/bppm-60-76/>”
  - b. Concern: Low faculty morale, lack of hiring, enrollment, and budget declines.  
 Response: *Enrollment is comparable to 2008 and there is currently a slightly higher number of faculty than in that year, both TT and NTT. Faculty lines are being kept open, not permanently abolished.*
  - c. Concern: Equity issues around non-TT faculty, campus and system levels systematically undervalues career-track and “lecturer” tier faculty.  
 Response: *VCAA sent a list of career-track faculty who are holding leadership roles, and says the campus is doing as much as it can for career-track faculty. Xe asked for specific examples of career-track faculty who feel undervalued.*
  - d. Concern: Improved transparency, re: campus expenditures (academic vs. administrative); and performance review processes and evaluation of administration by the instructional community at WSUV.  
 Response: *WSUV uses a “selected group of faculty” to review administrators’ performance every three years. CFR members want to verify that this is a written policy and confirm the schedule and specifically who evaluates and who is evaluated. There is no longer a 360 Evaluation process for academic directors. VCAA suggests that if there are problems with academic director, faculty should inform xem.*
9. Budget discussion:
  - a. There is discussion of lack of transparency in the budget, especially with administrative position costs. CFR members request that Academic Directors be transparent on the budget in terms of allocation, spending, and reserves.
  - b. Discussion of professional development (PD) funds which vary between departments and campus. This has an impact on equity. College of Business has been able to increase PD funds using revenue from Global Campus teaching. This issue should be included in context statements for tenure and promotion if the faculty feels the reduced PD funds impacted their academic achievement.
  - c. “Carry-forward” for units has been wiped out and absorbed centrally for deficit coverage. There are still reserve funds allocated to units, but units are required to seek permission from the Budget Council to use them.
10. Additional concerns and comments collected by Sekhar. Included in agenda but not discussed at this meeting due to time constraints.
  - a. Building rapport with Shameem Rakha (Campus Director for Faculty Equity and Belonging): CFR could help identify areas where faculty do not feel included/empowered/welcome/heard on campus. Identify ways that CFR could do better outreach and better support all faculty.

11. Certificate Proposal discussion: Carmen Lugo-Lugo (School of Languages, Cultures, & Race chair) presented new certificate proposal on Race in the Corporate World.
  - a. CES now has two full-time faculty on the Vancouver campus and will be offering 3-4 courses per semester, so there should not be a problem with staffing for the courses.
  - b. The submitted document needs to be amended to include Vancouver and Pullman, not Vancouver and Spokane.
  - c. Motion to recommend this proposal was approved.
  - d. Chair will follow up on the new faculty lines in CES to get more information.
12. New constituent concerns:
  - a. Joel Cummings from WSU Libraries (Pullman) sent out email on preliminary journal and database cancellations. <https://libraries.wsu.edu/cancellations-2023/> . Feedback sought by September 8.
  - b. Question about students' access to past courses. The access seems to be inconsistent.

## Action Items

### Chair:

Seek additional detail on evaluation process for administrators, including the schedule for each position.

Consult IT Academic Services for detail on students' continued access to past courses.

Ask CES Director about new faculty positions in SLCR.

### All members:

Nominations for Vice Chair sought by Wednesday 9/6.

## Addendum

New Certificate proposal on Race in the Corporate World.