

# University Senate Committee Annual Report

**Committee Name:** Faculty Affairs Policy Committee (FAPC)

**Academic Year:** 2018 - 2019

## Committee Charge:

**V.Section2.C.3.b. Scope.** The Faculty Affairs Policy Committee shall review and recommend for or against policy relating to faculty welfare (e.g. authorities, responsibilities, rights, recognitions, privileges, and opportunities), which includes, but is not limited to, policies relating to academic freedom, workload, compensation, recruitment, retention, promotion, tenure, recognitions, development, and instructional support. This committee also provides advice, as appropriate, on procedural matters that affect the welfare of the faculty.

<https://senate.gcsu.edu/committee/fapc>

## Committee Calendar:

Date	Location	Time
8/14/18	Senate Retreat	9:45 am
9/07/18	Arts & Sciences, Room 116	2:00 pm
10/05/18	Arts & Sciences, Room 116	2:00 pm
11/02/18	Arts & Sciences, Room 116	2:00 pm
12/07/18	No business, no meeting	
2/01/19	Arts & Sciences, Room 116	2:00 pm
3/01/19	Arts & Sciences, Room 116	2:00 pm
3/29/19	Did not reach quorum, no meeting	

## Executive Summary:

The main issues of committee deliberations throughout the year were as follows:

- 1) Evaluating the effectiveness of the current Student Rating of Instruction Survey (SRIS) and exploring additional/alternative methods of teacher evaluation (e.g. peer evaluation)
- 2) How to best address student concerns about a lack of midterm feedback from some professors, in particular, whether to require that midterm feedback be posted to PAWS for all classes
- 3) Whether to change the Add/Drop course registration deadlines

The second issue consumed the majority of discussion during our meeting times as it proved to be a highly debated issue on the committee (and in ECUS meetings with SCC). The last item resulted in a motion being sent to Senate. The motion was voted on and approved.

## Committee Membership and Record of Attendance:

“P” denotes Present, “A” denotes Absent, “R” denotes Regrets

Members	8/14	9/7	10/5	11/2	2/1	3/1/19	Present	Regrets	Absent
Ashley Taylor, Senator - Chair	P	R	P	P	P	P	5	1	0

Angela Criscoe, Senator– Vice Chair	P	P	R	P	P	P	5	1	0
Olha Osobov, Volunteer - Secretary	P	P	P	P	P	P	6	0	0
Jiaqin Yang, Senator	A	A	P	P	P	R	3	2	1
Linda Bradley, Senator	A	P	P	P	P	R	4	1	1
Hedwig Fraunhofer, Senator	P	P	P	P	P	P	6	0	0
Hauke Busch, Senator	P	P	P	P	P	P	6	0	0
Jamie Addy, Senator	A	R	A	A	P	A	1	1	4
Catherine Fowler, Volunteer	A	R	A	R	A	R	0	3	3
Ji Seun Sohn, Volunteer	A	P	P	P	R	P	4	1	1
Rob Sumowski, Volunteer	P	P	R	R	P	P	4	2	0
Carrie Cook, Provost's Representative	P	P	R	P	P	R	4	2	0
Robert Blumenthal, President's Representative	P	P	P	R	P	R	4	2	0

### **Motions brought to the Senate floor:**

Proposed Revision to Add/Drop Deadlines: FAPC expressed concern that the current deadlines (3 days to add; 5 days to drop) make it unnecessarily challenging for students to get in to classes to the classes they want/need. After consulting the Kay Anderson, the University registrar, we made a motion to extend the deadline for adding classes to the 5<sup>th</sup> day. [Motion Number: 1819.FAPC.001.P](#)

### **Other Significant Deliberation (Non-Motions):**

Faculty Salary Study: Susan Allen, Vice President for Finance and Administration, visited to discuss the ongoing faculty salary study. She provided clarity on committee questions about the goals and scope of the current study, membership on the committee/task force, and the timeline for implementation.

Midterm Feedback: FAPC was asked by the Academic Policy Committee to consider the possibility of using the Student Rating of Instruction Survey (SRIS) to assess whether or not students are receiving midterm feedback using the following question: “Did you receive meaningful feedback on your performance in this class prior to the middle of the semester?” FAPC members emphasized the importance of timely and meaningful student feedback, but also voiced a number of concerns including:

- how students might (mis)interpret the question
- how the data from the survey might be used in faculty evaluations
- the timing of the question (Faculty were not in favor of adding a question to the end of term survey)

We decided not to move forward with any changes to the SRIS, but invited from the Student Government Association's Academic Affairs Committee to discuss student concerns regarding the lack of midterm feedback from some professors. In particular, they mentioned student's lack of awareness regarding how to proceed when they have not received feedback and other barriers to reporting their experiences. At a subsequent meeting we had open discussion to assess the feasibility and desirability revising the current midterm evaluation policy to require feedback (via PAWS) for all undergraduate courses. In particular, we noted the benefits, drawbacks, and alternatives of the potential policy change. The interested reader should refer to the March 1, 2019 meeting minutes for further detail.

### **Ad hoc committees and other groups:**

No ad hoc committees or work groups were created. All FAPC business was executed during monthly meetings.

### **Committee Recommendations:**

A number of items remain outstanding as work for next year's committee:

- 1) Results of the faculty salary study are expected at some point after January 2020. It is recommended that FAPC meet with representatives of the Salary Study Task Force at that time, so that they might obtain detailed information on the results of the study and its implications to share with their constituents.
- 2) Discussions of the Student Rating of Instruction short form and of the Peer Teaching Observation Pilot Program (offered by the Center for Teaching and Learning) did not result in clear conclusions or actions from the committee. Data we needed to fully evaluate the SRIS and the peer evaluation pilot program were not available. It is recommended that FAPC revisit these issues when sufficient data is available.
- 3) As attendance was low for the final spring meetings, the committee decided to postpone any action regarding changes to midterm evaluation policy. Given that this issue has been a recurring one for APC and FAPC, it is recommended that FAPC discuss this issue early and propose a motion so that the issue might have a clear resolution.

### **Recommend items for consideration at the governance retreat:**

Full Senate: none

FAPC: Should faculty be required to enter midterm feedback in PAWS for all undergraduate courses? Currently, feedback is only required for core courses.

### **Appendix: Committee Operating Procedures**

First and foremost the Faculty Affairs Policy Committee is a team and not a set of individuals. To realize this philosophy, we endorse the following:

- Communicate openly and candidly with each other without judgment or repercussion -- holding back constructive criticism weakens the team
- Resist communicating on behalf of the committee without consultation even if the item feels like a "no-brainer"
- After committee consultation, copy the entire committee if/when you communicate on its behalf
- All FAPC members share responsibility to seek out and identify concerns of broad institutional impact within FAPC scope (Article V, Section 2.B.2)

Full text of FAPC operating procedures can be found here: <https://senate.gcsu.edu/committee/fapc>