

Policy Council Minutes
October 16, 2013
12:00 p.m., EBA 342

(Bold means Present; *Asterisk/Italicized means arranged a proxy)

2/3 of elected members required for quorum

Luke Duesbery, STE, Co-Chair	Audrey Hokoda (CFD)
Brent Taylor (CSP), Co-Chair	John Johnson (SPED)
Marcie Bober-Michel (LDT), Secretary	Luke Wood (ARPE)
Randy Philipp (STE), Executive Member	Patricia Lozada-Santone (Student Rep)
Marian Aste (Lecturer Representative)	Jose Luis Alvarado (Associate Dean)
Elsa Billings (PLC)	Nancy Frey (EDL)
Nola Butler-Byrd (CSP)	Joe Johnson (Dean)
Jackie Fuller (OSS-Staff Rep)	

1.0 Approval of Agenda
 Approved.

2.0 Approval of Meeting Minutes of September 18, 2013
 One revision (2.0); replace COE Office with *COE Dean's Office*.

3.0 Old Business
Atypical section policy: Committee hasn't yet met.
College committees / terms of service: Deferred until Spring semester.
Policy Council role in determining what types of inquiries get discussed: deferred, no date set for discussion.

4.0 New Business
Courses taught in CES and the RTP process
 The only viable option is for us (as Policy Council or as Faculty) is to send a position statement to the Office of Faculty Affairs justifying a change in the current interpretation. Luke Wood volunteered to prepare an initial draft (which he'll share in Google docs); afterwards, Marcie and Nola agreed to chat with key contacts in other colleges.

Discussion/update about the state of RAT in the COE
 Though fraught with variability (# of units assigned, accountability, etc.), other Colleges handle RAT as an acknowledgement that faculty members are doing the work already; it's not associated with a formal proposal/selection process. Our goal is to suggest an inclusive system that increases faculty access.

The COE's current system doesn't incentivize the kinds of activities we should be doing to showcase the College (add to its stature and help it grow). Our current system also doesn't respect the time that many put in on potentially lucrative work (proposals, contracts, etc.).

We have different workloads (4/4, 3/3, etc.), so rewarding “past performance” might not be fair either. Any system has to be objective – so it’s clear what people have to do to get the time.

Side bar/Joe: COE has a structural deficit; we survive because of surpluses, which are nearly depleted. Our achievement is premised on many things: working successfully with CES, winning more research grants/contracts, stronger marketing, etc. Any system we devise must be criterion-referenced. Best that assigned time not “cost” anything, and we can do this by combining sections, rising the # of students in a section, deferring a course, etc.

Of the 85 permanent COE faculty members, only 12 have no assigned time of some type in Fall 2013.

Side-bar/Joe: There are many creative things we can do to build capacity – for example: building research opportunities for students or junior faculty.

Discussion/update about compensation for committee work in the College (non-RAT assigned time)

Review of the survey data (21 responses). Key discussion points:

- No real accountability for full professors in terms of committee work; if someone fails to do his/her work, someone else just picks up the task).
- Summary of Joe’s comments: If we have a culture of faculty governance, then there should be an expectation of participation on committees. BUT some committees or particular facets of work really should be recognized. We’re depending on the good will of volunteers, but that very notion puts the system at risk. Joe is asking for a recommendation – not a policy – so that he can act quickly. This is different than RAT, where specific guidelines/rules apply.
- Perhaps we should tie assigned time / service into what RTP values. What, then, is the impact of the work we do? How do we weight the impact of our work?
- What about rewarding exceptional teaching – via some mechanism yet to be determined?

Subcommittees for assigned time

- CES: Nola, Luke W, Marcie
- “Regular” assigned time: John and Marcie
- RAT: Randy, Jose Luis, Luke

6.0 University Committee Reports

No Committee Reports presented at this meeting

7.0 Closing announcements

Students need speakers for their classes.

When we need to get announcements out quickly, send to Martha for distribution rather than relying on Chairs to forward.

There may be a new fee coming for students – the *student success fee*. The money would be used to fund faculty lines. The genesis of the idea was student complaints about closed sections/# of sections.

Policy Council wants to have its own website (accessible from the College home page).

A new CES initiative (covering new programs) would allow the College to receive a significant percentage of any profit generated.

7.0 Adjournment @ 2:00 pm