

Policy Council Minutes
 September 17, 2014
 12:30-2:30 PM, EBA 342

(Bold means Present; *Asterisk/Italicized means arranged a proxy)
 2/3 of elected members required for quorum

Alfaro, Cristina (DLE)	Johnson Jr., Joseph (Dean's Office)
Bredvold, Marilyn (Staff Rep.)	Kraemer, Bonnie (SPED)
Butler-Byrd, Nola (CSP)	Lamb, Lisa (STE)
Danforth, Scot (STE)	Lozada-Santone, Patricia (Student Rep.)
<i>Duesbery, Luke (STE), Co-Chair</i>	McClure, Mendy (Lecturer Rep.)
Farnan, Nancy (Dean's Office)	Taylor, Brent (CSP), Co-Chair
Frey, Nancy (EDL)	Tucker, Mark (ARPE)
Hokoda, Audrey (CFD)	IVC Rep. (Vacant)

* *Scot Danforth is proxy for Luke Duesbery, who is on sabbatical this semester.*
 Quorum was reached.

- 1.0. Approval of Agenda** Frey/Lamb approved. Motion carried.
- 2.0. Approval of Minutes of May 14, 2014** Farnan/Frey approved. Motion carried.
- 3.0. Old Business**
 - 3.1. *Discussion of new RAT policy to be developed*
 Dean Johnson urged PC to have a finalized policy by December 2014 in order to implement review in a timely fashion for Research Committee. He reiterated that the "extra hoops" people had to jump through was time-consuming and was not a discriminating factor. He expressed another concern that the pilot policy seemed to result in a Matthew effect (the rich get richer while the poor get poorer). In other words, those already engaged in active research were able to obtain it, while those who were not had no clear path, relative to the policy, to become research-active. He noted that our policy on this matter signals to the larger university about the level of respect for our college in terms of our scholarship. It needs to align with the president's and provost's intentions about the future direction of the university.

New PC member Bonnie Kraemer was chair of last year's COE Research Committee, and shared that the top tier criteria (6 units per semester) did not discriminate, as many qualified but only a few were funded. She suggested that for second tier, it might be more useful for those who submit to address all criteria, not just a choice of three.

Dean Johnson offered that there are two purposes for RAT, which are not entirely compatible. One is to reward people already engaged in

high levels of research and grant work, which is a purpose echoed at other colleges at the university. A second purpose is to support the work of those who have a good idea but need support for their future work. He noted that there are some inconsistencies in the pilot (e.g., It counts that you submitted a manuscript, or that you spoke at a conference, neither of which would count toward tenure.)

In an effort to support the seven new faculty members, they will have a limited two-course (6 units) requirement for the first three semesters, followed by a three-course (9 units) requirement for the fourth semester.

Discussion continued on whether the inclusion of teaching evaluations and committee work served a purpose, or muddied the waters. On one hand, the pilot RAT policy overlaps the RTP process (teaching, service, and research). On the other hand, for tenured professors, RTP is less stringent and more infrequent (every five years.)

Decision: A work group comprised of the executive committee and the research Committee chair (Brent Taylor, Lisa Lamb, Nancy Frey, and Bonnie Kraemer) will meet once and put a document on Google Docs to draft a revised policy. It will be emailed to PC members in advance of the October 15, 2014 meeting. The committee will devote the entire meeting to further revising and clarifying a RAT policy for 2014-15.

3.2 *Terms for College Committee Work*

This item is a continuation of discussion from 2013-14. This issue will be delayed until we are done with the RAT policy, but will be addressed no later than the first meeting of the spring 2015 semester.

4.0. **New Business**

- 4.1. *Selection of additional executive committee member. **Lisa Lamb*** nominated by Mark Tucker. Motion carried.
- 4.2. Please read the COE Policy manual (it can be found under Faculty/Staff tab: Faculty Resources). The Dean's Office will provide hard copies for all members to use while in future PC meetings.
- 4.3. *SDSU Senate Policy on Online and Hybrid Courses.* Each College needs to draft their own policy in alignment with the newly adopted SDSU Senate policy. Nancy Farnan will share the senate's document with the committee for work in Spring 2015. We will need to have a working policy in place for Fall 2015.

5.0. Announcements from the Dean

- 5.1. Dean Johnson thanked all the members for serving and reminded members of their responsibility to share information, gather opinions, and check for understanding with constituents. This is an essential process of PC, as faculty involvement is central to the purpose of Policy Council.
- 5.2. *Student Success Fee. Reminder:* Please encourage students to submit proposals by September 24, 2014. A committee of students is in place and ready to review.
- 5.3. *Improving Futures Fund.* This will have a similar function as the President's Leadership Fund, but at the COE level. The emphasis will be on faculty proposals for improving student, program, and community partnerships. A panel of funders will make recommendations to the Dean, who will also have the opportunity to view the valuable work of faculty in COE and perhaps target donations toward worthy work. The 2014-15 state share of the \$750 million CSU budget is now at an all-time low of 19.8%. We (COE) have continually cut our budget for many years, while others have focused energy on development. Our mission doesn't need to change, but our approach to how we obtain funding does need to change. The Improving Futures Fund is the first step in a long-term plan to seek funding from other sources besides state dollars.

6.0. University Committee Reports

- 6.1. Lisa Lamb asked the University Research Committee be added to the reporting agenda. In the future, PC can ask Martha to send a message to university committee representatives in advance of meetings to ask them for any items they want us to know about.
- 6.2. *College Committee Reports.* Similarly, PC can ask Martha to send a message to college committee representatives in advance of meetings to ask them for any items they want us to know about.
- 6.3. *Other items.* New Lecturer representative Melinda McClure asked that she get a list of lecturers for the entire COE so she can better represent them. Martha Pedroza will provide the list.

7.0. Adjournment Meeting adjourned at 2:26 PM.

Respectfully submitted by Nancy Frey