

Academic Senate Faculty Affairs Committee, 2021-2022

April 22, 2022, 1:30 p.m. via Zoom

In attendance: Brad Roth, Patricia McCormick, Scott Tainsky, Stephen Chrisomalis, Elizabeth Stoycheff, Talyor Monday, Bo Shen, Ewa Golebiowska, Marisa Henderson, Sara Kacin, Shelly Jo Kraft, Lauren Duquette-Rury, Karin Tarpenning, Ellen Tisdale.

Absence with notice: Poonam Arya, Georgia Michalopoulou, Christine Jackson

1. Approval of minutes from previous meetings.

- Ewa motioned to approve agenda
- Patricia second

2. February minutes were approved.

- Bo motioned to approve minutes
- Patricia second

3. Presentation by Brad Roth: Student Code of Conduct Revision (file attached)

- Student code of conduct is set up that student interest and faculty interest are the same which has placed a burden on administrators.
- Mentioned grade appeals and grade penalties as an example. Each school and college has its own process.
- 10-1. A Process: Faculty member decides that the student is graded down or failed but no charges are brought against the student in cases of academic misconduct. Student is provided notice. Gives the student the right to appeal with the department chair.
 - Added language that the faculty member is involved in the appeal process.
- 10-1.B Process: Faculty member decides to bring charges against a student for academic misconduct. There is either a formal hearing or the dean's office makes a decision on an informal basis.
 - This has happened most in the college of Engineering.
 - Faculty members want to be consulted and part of this process.
 - Some administrators will "sweep things under the rug" without consulting faculty.
 - Findings are to be sent to the faculty member. OGC is hesitant to do this because it takes away the anonymity of the student and could be a FERPA violation.
- Resolution: Office of General Council (OGC) says that each college will report any instances of this each year including the basis of the grade modification. This is not finalized. Reason for grade change submitted to dean and dean's report will go to provost's office.
- Patricia: Once failed a doctoral student for plagiarism and she felt they should be removed from the program. There was no review by the graduate school and was kept within her department/college. Is there a way these things can be handled, maybe by committee, so things can be more objective?
 - Brad: investigated by DOSO but they are brought back to the college for final decision.
 - Patricia: Is there tracking? What if they have plagiarized in other classes?

- Brad: The conduct officer in DOSO is supposed to monitor repeat offenders. There is no requirement to report to DOSO, which is an issue.
- Patricia: Have they been successful in determining repeat offenders?
- Brad: I don't know.
- Patricia: Are you going to bring the issue I have raised back to the committee you are working with?
- Brad: We could scrap the whole system from the ground up, it needs to be discussed.
- Taylor: What happens if a doctoral student who is also part of teaching faculty is accused of misconduct?
 - Brad: Presumably, this would not be the place to deal with that. It would be between the GEOC and the administration.
- Stephen: How does knowing a number help us?
 - Brad: The OGC is concerned with other faculty members being made aware of a student's misconduct in other classes. The key question to work out is that of reporting and how the provost deals with that report.

4. Emeritus Status Report

Last year the FAC worked on this. There was a lack of clarity. Emeritus status was to be used for retired tenured faculty but there was an option to add a consideration for "long term faculty and academic staff who retire from the university." The FAC report is inconsistent with larger reports. The main issue was the cost of expensive library databases. They have asked us to consider the report.

- Bo: Was anyone in the committee last year who could speak on this?
- Ewa: I'm not understanding why the cost of library databases is an issue? Is it made available by a number?
 - Stephen: It is based on a total number of people with access to the database. With the decrease in student enrollment, adding a small number of emeritus users should not be an issue financially.
 - Patricia: Worried that some people would be using university resources for personal profit. The cost of databases has and continues to increase. She was a part of the committee reviewing this last year.
 - Stephen: There is a special request form for access. Is that something that we could give to emeritus? This seems petty.
 - Request form link: https://library.wayne.edu/forms/remote_access.php
 - Ewa & Bo: I agree.
 - Scott: I was also on the committee. It could be the same as any other user who comes to the university and fits with WSUs values.
 - Patricia: Last year it wasn't a cost about the databases but it's imperative that the provost office inform the library. The library offers *remote access* to only select licensed resources. Emeritus faculty have complete access to remote databases. Librarians wanted to remind particularly STEM faculty that they cannot use these databases for their own gain. There is a different between just retiring and getting emeritus.
 - Ewa: Who makes that decision?

- Patricia: Had to have tenure. Serve the university through committee assignments. And be in the university for 10 years.
- Stephen: Long-term associate and full professors of teaching should also be eligible for emeritus.
- Patricia: There could be a different status for them, not emeritus.
- Stephen: Not understanding why.
- Patricia: Do not do the same level of research and that's the status difference.
- Stephen: It should be for everyone who is long standing faculty. Other faculty does complete a lot of research.
- Taylor, Ewa, & Bo: Agree with Stephen.
- **Bo: Motion for reconsideration and to send this back to Policy committee**
 - **Second by Patricia**
 - **82% Yes**
 - **18% Abstain**

5. Covid-Related Caregiver Modified Duties. Presentation from Lauren Duquette-Rury.

- Are there any programs to help with this?
- Women and other caregivers in the academy are disproportionately affected by inequalities and covid has exacerbated those.
- A faculty led initiative whose research has stalled as a result of Covid at UCSD: <https://aps.ucsd.edu/ccmd.html#Program-Funding>
- Has young children in daycare and has been affected by labor shortages and lack of childcare infrastructure. Became a full-time provider and educator for both of her children as well as her duties as a tenured faculty member.
- Asking for a short exemption to an existing policy and does not require changing any existing policies.
 - Scott: Thank you. Not talked about enough. This was brought up before without any pushback, but it needs to be revisited. This is buying time. Women and other minorities are adversely affected. This would be a proactive step in the right direction, and he feels it will be well received. In support of creating a working committee around this issue that works with HR.
 - Stephen: Junior faculty with 2 clock extensions still does not solve the problem. Interested in knowing how that worked with the faculty union in the UC system. There have been some chairs who have been resistant to doing this and that's a good reason to do this on an institutional level.
 - Lauren: Early and mid-career faculty! Yes!
 - Sara: Is working with Boris on creating resources for faculty but they need help. Can Boris or I reach out to you about this? This group gets things done.
 - Marisa: Academic staff needs these protections as well. Some deans have been less than understanding. Staff is expected to have service loads and are being denied work from home requests.
 - Elizabeth: This affects staff as well. Sara, there is a policy about getting revised duties if you become a parent for 12 months. Can we do a university survey

about how many people have been impacted by this? That could be a first step to determining how widely spread those university needs are.

- Lauren in chat: Krista Brumley is in my department. The issue with GEARS is survey response rates.
- Shelly: In the Senate, a couple weeks ago some of the GEARS info was shared and it showed that women took on 40% more workload and men took on 10% less. The brunt of the workload fell on women associate professors. Academic staff is also impacted. Can we work on a type of lighter workload for a semester that would help people catch up? What does “return to normal” look like?

Motion to adjourn by Bo Chen