

Committee on Faculty Affairs

Minutes for meeting, December 9, 2020 (prepared by C. Fisher)

Present: Holly Haynes, Linda Dempf, Tim Clydesdale, Amanda Norvell, Lisa LaJevic, Joely Torres, Manish Paliwal, Matt Wund, Gary Feinberg, Deborah Hutton, Chris Fisher

Absent: Martha Stella, Harriet Hustis

CFA Action

1. [Minutes](#) from 11/11/2020 meeting -- T. Clydesdale approved, M. Paliwal second.
2. MUSE 2021 RFP update – M. Wund noted that the MUSE RFP has been launched already ahead of CFA recommendations; CFA will consider it discharged and revisit the rubric after the 2020-21 cycle.
3. [Sociology & Anthropology DS](#) – M. Wund reviewed CFA comments on the DS submitted for review by Sociology and Anthropology; CFA recommends clarifying whether the critical ventures items listed on page 3 refer to what the department values or what it uses to decide promotion and tenure. CFA highlighted organizational concerns about the layout of the DS. T. Clydesdale raised questions about the DS statement on early tenure decisions. A. Norvell asked for clarity on the distinction between publications as scholarly work and grant search activity.
4. [Timeline for Promotion Appeals and PRC timeline](#) – (folder: [RPD timeline](#)) – T. Clydesdale reported that the working group (M. Wund, T. Clydesdale, L. LaJevic) is making progress. T. Clydesdale emphasized that the goal of the working group was the make the dates in the Promotions document consistent, not change the timeline. D. Hutton apprized CFA of a concern about a change in the Promotions document's language from 2015 to 2017 that seemed to diminish the role of teaching in determining eligibility for promotion. M. Wund raised the possibility of adding a statement to the Promotions document that “affirmed excellence in teaching” as a standard in promotion and tenure decisions; the working group will explore a statement on teaching excellence.
5. [Student Feedback](#) – C. Fisher reported on updates from working group (A. Norvell, C. Fisher, G. Fienberg, J. Torres); C. Fisher met with VP James Felton who raised important

questions about the purposes and uses of a DEI question on the Student Feedback Form. The working group met once and discussed how to phrase a DEI question. The working group decided to generate a list of potential DEI statement before its next meeting. C. Fisher met with Steering and afterward S. Wiley and L. Grimm provided him with a list of DEI evaluation questions and statement they drafted as part of the HSS Anti-Black Racism Taskforce. The working group plans to contact the HSS Anti-Black Racism Taskforce about what they generated.

6. Assessment of Advising - (folder: [AdvisingAssessment](#)) --. A. Norvell reported that the working group (A. Norvell, H. Haynes, M. Stella, M. Paliwal), plans to meet by the Spring 2021 semester.
7. SOSA Charge – M. Wund reported that A. Norvell, D. Hutton, T. Clydesdale, C. Fisher and himself met with Provost Osborn on 12/9/2020 to discuss our current progress, and to get his input. M. Wund informed Provost Osborn of the four guidelines that shape CFA’s approach to the SOSA charge: review and revise the SOSA RFP and concept document, work with the SOSA Council, consider the number of awards and the rate of distribution to applicants, and consider feedback from a recent faculty survey when carrying out the charge. Provost Osborn responded with seven points for CFA’s to consider as it explores changes and alternate models for SOSA:
 - a. the changes should not shift the burden of faculty grievances from the campus-wide SOSA committee onto the schools and departments,
 - b. the changes or alternate models should not isolate or silo faculty work within schools,
 - c. the changes or alternate models should keep the process competitive,
 - d. alternate models should show discernable outcomes from faculty awards,
 - e. doubts any rotational model that calls for a biannual 3/3 and 3/2 teaching arrangement,
 - f. suggested CFA consider if SOSA is the best way to support scholarly and creative work,
 - g. CFA should consider that any alternate model in release time with have a reciprocal effect in the number of adjuncts TCNJ would have to hire.

M. Wund said CFA will return to Provost Osborn’s comments in Spring 2021.

Meeting adjourned at 2:58; no motion.