

EAB Agenda
Tuesday April 5, 2016
9:30-10:30 am

Attending: P. Abeywickrama, W.Christmas, S. Goen-Salter, G. Green, L. Hanley, J. Lederer,
T. Lockhart, L. Stec, C. Wilson

Old Business

1. Departmental RTP Policy Draft
 - a. EAB members consulted two versions, one with strike-throughs and one clean, updated version
 - b. Bill Christmas & Sugie explained that the Teaching Effectiveness section has already incorporated all the new and suggested changes
 - c. Sugie wrote a draft of the “Service” section for review
 - d. Bill explained a few of the differences between the old and new Professional Achievement and Growth (PAG) sections:
 - i. A.2. (Tenure & Promotion to Associate Prof) is now more specific.
 - ii. Published dictionary, phrasebook or grammar has been moved to B.2.
 - e. Discussion ensued over the fact that, though SFSU’s primary mission is teaching, we have a large section of our RTP dedicated to PAG.
 - i. Sugie noted that our PAG section is as long as it is because English is trying to account for what is necessary for each of our subdisciplines.
 1. Discussion ensued over whether it would be better to have more specificity, or less.
 - f. Discussion ensued of whether it is necessary to include a section on external reviewers.
 - i. Bill Christmas reminded those present that the subcommittee used the departments of Women & Gender Studies and History—among others—as models, and each stipulates rules for external reviewers.
 - ii. It was generally agreed that our priority is to support our colleagues with this document.
 - g. Sugie noted that this new RTP document –though imperfect—is an improvement on the last version; it is more nimble and provides specificity for new faculty.
 - h. Though more than one EAB member continued to question whether the new requirements were reasonable, Bill reported that junior faculty have been consulted on this, and they seemed fine with the new criteria.
 - i. There was discussion about the fact that this new document doesn’t help people going up from Assoc. to Full as much as junior faculty, but it’s a step forward.
 - i. Further discussion ensued on different philosophies of evaluating RTP.
 - i. Recently, the Chair’s Council called upon Academic Senate to do a study on Associate Profs who opt to not go up for full—which seems to be a campus-wide phenomenon. The study found that people are leaving SFSU for R-1 campuses since they are already doing R-1 level work.

- j. Sugie and Jenny Lederer noted that service up to Tenure & Associate is mainly expected to be at the department level; between Associate & Full is campus-wide.
 - k. There was discussion regarding the possibility that administration may interpret service requirements as going hand-in-hand with additional publication requirements.
 - l. RESOLVED (after discussion): The word “sustained” will be **removed** from PAG A.3.
 - m. There was discussion about how to acknowledge the unique workload of English faculty in putting together this document. As a response, it was DECIDED that Bill would amend the preamble to include language addressing number of courses taught and number of students, as well as those courses that are particularly writing-intensive.
 - n. It was DECIDED that A.2. will be changed to “The successful candidate **may** have” rather than “will have...”
 - o. It was DECIDED that under “3. Promotion to Full,” stronger language is needed to recognize increased service expectations in the face of limited resources.
 - p. NEXT MEETING: Review of RTP External Reviewers Section
2. Quick Announcement on BA Revision Teagle Grant
 - a. Sugie announced that English is applying for this grant to facilitate a revision in our B.A. There is \$10,000 available; we ought to have a decision by May 18.
 3. English Department Presentation to New Dean: Updates from Neil and Jace
 - a. Sugie reported that progress has been made on the presentation to the new LCA Dean, Andrew Harris. The completed Powerpoint WILL BE SENT to EAB members.
 - b. Sugie reported that she has a Skype appointment to speak to Dean Harris on Friday, 4/29.
 4. CAM from 6th Cycle Review (sent as an attachment)- has been sent to all EAB members.

New Business

5. Commencement Plans – Second annual English Dept. commencement exercises and reception will be **Thurs., 5/26 at 12:30, preceded by a dept. meeting that morning at 10 a.m.**
 - a. Sugie asked whether someone within the Literature wing of the department might be willing to read a poem or something similar for the ceremony.
6. Faculty Strike – There remains the possibility of a strike in mid-April.