



20-21 FAC 1

9/2/20

FACULTY AFFAIRS COMMITTEE

TO: The Academic Senate

FROM: The Faculty Affairs Committee (FAC)

SUBJECT: 20-21 FAC 1: Request to Temporarily Increase RTP Subcommittee Membership for the 2020-21 Academic Year

ACTION REQUESTED: That the Executive Committee approve the request to temporarily increase RTP subcommittee membership effective Fall 2020.

BACKGROUND: At its meeting on September 2, 2020, FAC members unanimously approved a request for a temporary change to the RTP Subcommittee membership policy to address additional resource needs for the 2020-2021 academic year, with the current expectation to return to existing membership approved numbers the following year in 2021-2022.

Workload Increase: For 2020-2021 the RTP Subcommittee will be taking on several significant issues concerning the state of the current RTP document. The FAC membership agrees that this discussion must include work in addressing systemic problems of inequity and antiblackness. Specifically, this document demands to be examined and revised to reflect an anti-Racist approach to hiring, and to the process of evaluating faculty for retention, tenure and promotion. This will take considerable time and care in revision, requiring the consultation and input of many constituencies on campus. This subcommittee will take on a considerable workload in addressing both the representation on RTP committees at all levels, and in terms of the inequalities inherent in the manner in which faculty performance is assessed.

Current Policy on membership: The membership of this Subcommittee shall consist of five voting members, at least one of which must be a member of the Faculty Affairs Committee. The membership shall be chosen to be broadly representative of the University Faculty. The Director of Faculty Development and/or Presidential Appointee to FAC shall be ex officio, non-voting members of the Subcommittee.

Recommended Policy for RTP Subcommittee membership for 2020-2021: Expand the membership of voting members to a minimum of seven.