

FPPC MEETING MINUTES
October 18, 2024
12:30-2:30PM

Present: Leslie Andersen (LA), Erlyana Erlyana (EE, Vice Chair), Kelly Janousek (KJ), Barbara LeMaster (BL, Chair), Panadda (Nim) Marayong (PM, Secretary), Anna Ortiz (AO), Patricia Perez (PP), Ted Stankowich (TS), Jamie Lee Tran (JLT)

Not Present: Estella Chizhik (EC)

Approval of the meeting agenda with minor edits. m/s/p

Approval of October 4, 2024 meeting minutes. m/s/p

Chair's Report:

- BL updated the Council on the Onedrive created to share FPPC documents

OLD BUSINESS:

1. SPOT

BL shared the draft of memo to send to Faculty Council (FC) Chairs for first reading. The Council provided edits on the draft and discussed the process to send/collect the information from college Faculty Councils.

EE: asked if the Council needs to check the timeline from AS Chair.

BL: responded that the AS Chair confirmed previously that the order in which FPPC takes up agenda items, how it addresses the items is up to the Council. The AS Chair also confirmed that FPPC may not be able to complete all of the agenda items in one academic year.

PM: The phrase 'revising of SPOT policy to develop new instrument' maybe misleading since FPPC's charge is to review the instrument not the policy. EE suggested using the exact verbiage from the policy PS 17-05 on the memo instead.

PP: Regarding the question on replacement/changes to SPOT evaluation instrument, the memo should include some clarification that a quantitative measure is still required by the CBA. Per CBA, the evaluation of faculty instructional effectiveness must include quantitative or a combination of quantitative and qualitative measure.

JLT: Suggested including the current spot survey questions when sending out the memo to FC chairs. PP shared the link to the general SPOT questionnaires. A few members asked whether some departments/programs may have additional sets of questions

added. The college deans should have this information. In general, the Council agrees to use the general SPOT questionnaires to go out with the memo.

The Council commented on the deadline for Colleges to submit their feedback to FPPC. 2/28/25 is agreed upon as the deadline to give colleges sufficient time to collect faculty feedback. BL said that she intended to meet with the FC Chairs to distribute and discuss the memo. KJ said that the AS Chair had previously called meetings for all FC Chairs. BL said she would reach out to the AS Chair to put the memo on the next all FC Chair meeting which would be preferable to calling a separate meeting for FPPC business.

JLT asked about how the feedback received from colleges could be analyzed. BL said she can do this.

2. Faculty Hiring policy with a DEIA lens

PM provided an overview of the current draft. The draft, which is still incomplete, has the sections for Preamble, Roles & responsibilities, Initial steps, Principles in hiring procedures, and Dual-career hiring. The current draft focuses more on T/TT faculty hiring but includes some language on the recruitment part of full-time lecturer hiring. The Council provides feedback and suggestions on the current draft. BL made edits on the draft based on the group's suggestions.

KJ suggested adding guidelines on joint appointment hiring as currently different departments may use different procedures.

The Council discussed hiring policy for lecturers (full-time and part-time) as suggested by the Senate to be included on the Faculty Hiring policy. The exact charge on including lecturers in this policy has not been provided by AS Chair to FPPC.

EE: the process for lecturer and TT hiring can be different. Maybe this policy should focus just on recruited full-time lecturers.

AO: There could be hiring biases for full-time lecturers who earn their full-time status based on entitlement since class assignments are determined by the department chairs. Recruited FT lecturers may have pathways to become TT hires.

BL suggested that maybe the policy for T/TT and lecturer hiring should be two separate policies. PP suggested that they can also be two separate sections on the same policy.

KJ added that many departments recruited FT lecturers. When faculty is hired as a FT lecturer, they have different benefits, such as RSCA/services, while FT lecturers who earn the FT status through entitlement do not. Recruitment of FT lecturers requires local or national search.

LA: The guidelines for new faculty lines, i.e. Professor of practice, Artist in residence, and Clinical professor, should be included on the policy.

EE suggested the Council to discuss and agree upon the general sections and to add a Definition section of faculty after the Preamble (use Unit 3 CBA definition of faculty) and move the Steps section after the Principles section. She also shared the CO report summary for hiring practice for UC/CSU as a resource.

BL will merge and clean up the current draft to share back with the Council before the next meeting.

3. Selection of Faculty Athletics Representative (FAR) & Intellectual Property, Copyright and Patent policy/policies on hold until meetings with Dr. Vogel, and with ORED representative(s).

On IP/Copyright policies, the 2016 policy was brought up. AS Chair has shared that the President will not sign this policy. BL will check whether the CSU level has instituted a system-wide policy.

Meeting adjourned at 2:18pm.

Minutes prepared and submitted by Nim Marayong