

FPPC MEETING MINUTES
November 15, 2024
12:30-2:30PM

Present: Kelly Janousek (KJ, substitute for Preeti Sharma), Barbara LeMaster (BL, Chair), Jamie Lee Tran (JLT), Panadda (Nim) Marayong (PM, Secretary), Anna Ortiz (AO), Patricia Perez (PP), Ted Stankowich (TS), Tracy Gilmore (substitute for Leslie Anderson)

Not Present: Estella Chizhik (EC), Erlyana Erlyana (EE, Vice Chair)

Approval of the meeting agenda. m/s/p

Approval of November 1, 2024 meeting minutes. m/s/p

OLD BUSINESS:

1. Faculty Hiring policy with a DEIA lens

KJ: CAPS Counselors are considered part of Unit 3, same as faculty. Current hiring process for counselors is unclear and we may want to consider including this in the policy. Counselors are hired under Student Affairs, which has a different hiring process from faculty who are hired under Academic Affairs. Athletic coaches are under DAF.

Preamble section:

PP: suggested adding a note on the draft that the mention of TT/Lecturers may need to be changed at the end based on what the policy will include.

Roles & Responsibilities section:

1.11 Provost or designee

BL: Asked if the Provost can overturn the dean's recommendation. She also noted different practices among different college whether the committee ranks the finalists.

PP: To clarify item d that Provost may recommend additional candidates but the Dean can decline. KJ interpreted this differently to refer to the Provost asking to add new candidate if an eligible additional candidate applied later in the process.

The group made wording changes on this sub-section for clarity. KJ/PS volunteered to revise this item and bring back to the Council.

1.12 AVP of Faculty Affairs

PP: Suggested removing AVP from the section head and add it under the sub-bullet

1.13 OEC

Revised grammar and clarify 1.13b

1.21 Deane

KJ: Item g to add 'approved by the provost'

AO: Deans have to share the limitations on salary range with the Provost

PP: Suggested adding that the Position Description must include salary range and should include anticipated salary range.

1.22 FEA

AO: FEA should be part of the deliberation of the candidates. BL/PM added that this is not common across all colleges.

Edits were made on this section to shorten it and add clarity on the role of FEA

1.4 Department chair/program chair/director

The Council discussed in length on item g which mentioned that the chair may provide a separate recommendation, if different from the search committee's recommendations. BL motioned for the removal of this item. m/s/p (6 Yes, 1 No, 0 Abstain)

1.5 Search committee

BL: added the Search committee chair to request for pool approval.

The group discussed the items on who the search committee should solicit feedback on the finalists. The item was revised to keep it broad to include faculty, staff, and students.

2. **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).

Meeting adjourned at 2:34pm.

Minutes prepared and submitted by Nim Marayong