

FPPC DRAFT MEETING MINUTES

December 6, 2024

12:30-2:30PM

Present: Estella Chizhik (EC), Erlyana Erlyana (EE, Vice Chair), Tracy Gilmore (substitute for Leslie Anderson), Kelly Janousek (KJ, substitute for Preeti Sharma), Barbara LeMaster (BL, Chair), Jamie Lee Tran (JLT), Panadda (Nim) Marayong (PM, Secretary), Patricia Perez (PP), Ted Stankowich (TS)

Not Present: Anna Ortiz (AO), Rick Reese

Approval of the meeting agenda. m/s/p

Approval of November 15, 2024 meeting minutes with edits from PP. m/s/p with 1 abstention

BL reported that the meeting with faculty council chairs will not happen before the beginning of the spring semester. The deadline for SPOT feedback from faculty councils will likely need to be moved to April.

OLD BUSINESS:

1. Faculty Hiring policy with a DEIA lens

The council continued to work on the Roles & Responsibilities section of the draft.

Faculty Equity Advocates: PP will review and bring back a proposed draft to the council next time.

Department chair/Program chair/Director:

- The council revised the names to cover the similar role used in different program/unit on campus. KJ noted that some programs in Health Science disciplines use Director, instead of Chairs, per program accreditation requirement.
- Update the chair/director's responsibilities to discuss RTP with finalist candidates
- Added that chair/director may request the call for TT search from the Dean and reorder the list

Department search committee:

- Remove 'department' from the section title
- Added that the search committee should work collaboratively with the chair/director to develop the PD and R&A plan

- The group discussed on the hiring training requirements. EC asked how often should the search committee members receive training. KJ/TG added that it is required for each search. The description was kept more generic on the draft in case the training requirement changes in the future.
- EE suggested adding items on semi-finalist and finalist selection and approval.
- PM: should the policy clarify how the search committee recommends the finalist candidates to the dean, i.e. ranked, non-ranked. Different colleges seem to do this differently.
- The section with items g-i is noted for the council to revisit if this should be simplified as a policy vs the procedure document existed at FA, which also includes the detailed steps.

Department/program faculty:

- The council will review the existing protocol and revisit this section to integrate some of the existing language from the protocol in the draft.

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 2:20pm.

Minutes prepared and submitted by Nim Marayong