

FPPC Minutes  
Meeting #1  
September 2, 2022

Present: Richard Marcus, Al Colburn, Don Haviland, Erlyana Erlyana, Tyler Dilts, Tianjiao Qiu, Malcolm Finney, Barbara LeMaster, Leslie Andersen, Tracey Mayfield, Rebecca Sittler

1. Introductions

2. Discussion about meeting modality – online or in person?

Decision: Online.

Representative to Academic Senate: Al

3. Announcements

May take on hiring policy, SPOT reform

Tyler: there are similar issues for Lecturers and SPOT to T/TT

Al will speak with Exec next week about RTP and the full senate thereafter.

4. Discussion about disseminating proposed policy changes

- We have completed about half (service, instruction, RSCA)
- Do we want to send the first half?
- Malcolm: Protocol. Does FPPC suggest revisions?
- Barbara: Support
- Richard: Understand the motivation for being expeditious, and want to be expeditious, but concerned about 1. Co-writing/parallel wordsmithing and 2. That the Senate will seek to address elements that we are already addressing in another section.
- Al: How to increase fairness in committees will likely be the hardest task.
- Tian: Senate feedback is important. But, word by word is not what Senate should be working on. As opposed to changes.
- Lesley: Worried about parallel wordsmithing. Al: If we send the first 8 pages as complete. Suspend Senate rules. Cannot address changes beyond sections 1 and 2.
- Barbara: The Senate does carefully go through the document. By giving them something to work on it will help the document get out of the Senate sooner. Considering the 8 pages our final of the first 8 pages.
- Don: Support giving them 8 pages.
- Tracey: Things get eviscerated in Senate. It seems a shame to do that with half a document rather than take it as one.
- Al: We still have things from 2019 (student grievance and one other) that the Senate has not yet heard.
- Barbara: If they weigh on first in Senate will weighing on part 2 then have to wait for them to other things creating a larger delay?

- Malcolm: Similar comments to Tracey, but it took this group 4 semesters. If we want to present the entire documents is it another 4 semesters?
- Richard: How long do you think, Al, it will take to finish the remaining sections? Have we finished the meat?
- Al: Equity and fairness in committees. We are trying to address. We liked the idea of a non-voting Equity Advocate or Equity and RTP expert role to the college committees. A lot to work out on who that would be, how to limit their roles, etc. That will take time. The rest should speed through. Malcolm: I'll be more inclined to have an FEA rather than an RTP "expert" be the non-voting member.
- Tracey: Longer term: 1) Senate can raise this up in its docket. 2) it will not be sent on to codify without the rest of the document. As a dean I can't change my RTP based on half a document that isn't codified. Instead, spend our time better and get the full document out.
- Motion by Don: Advance the first 8 pages for their consideration. Al seconds. Motion fails (3-7). Al will just share progress and highlights.
- Leslie: We have comments from our college. Do we want to take these into account? Al: To my mind we are done with those 8 pages. Pass those comments on to Senate representatives.
- Malcolm: Equity advocate rather than RTP Expert. In my experience the perception of new faculty is that it is faculty around a while who may not reflect newer faculty. Al: That is the consensus of this committee, but we need help from those with more expertise on how to frame it.
- Barbara: FEAs are experimental, so by the time this passes there may or may not be FEAs. (We need to codify)
- Al: Who needs to be consulted? Don: Malcolm and FEAs. Tracey: Angela Locks. Malcolm: Angela is now FEA for College of Ed.
- Tian: How are the FEAs selected? Malcolm: Kirsty sent out a call. There was an evaluation of those applications. Tian: If there is assigned time that is a conflict of interest because they will want to hold on to that rather than represent faculty. This is part of an assigned time problem.
- Don: The deans also.
- Al: Covid task force. There are younger faculty with expertise. So, FEAs, Deans, and Task Force would be a good mix.
- Barbara: Concerns with who decided who the FEA is or who is on the committee? Does the candidate have a say? Al: We have a list of questions from last semester for this meeting.

#### 4. Revision of University RTP Policy 09-10, next steps

- Section 8

- Tian: Line 694 administrators may make changes to RTP procedures. Add a timeframe (1 month).
- Leslie. Policy vs procedure. It would be helpful to label as procedure so it is clearly delineated.
- Don: Add: “Such changes should be communicated in a timely manner” (as opposed to a specific time)
- Tyler: friendly revision to “...,and these changes should be communicated in a timely manner” Passed.
- Barbara: Where do we get our agenda items from for FPPC? But, we have an issue not separating policy and procedure. Can we FPPC address this at some point to limit the conflation of policy and procedure? Al: That would be for Senate to start and Exec to farm out to councils and committees.
- Barbara: Support for Don’s addition. Passed.
- Proposal to delete the sentence that faculty do not vote on procedural changes (not change or wordsmith but just delete). Passed
- Line 699: Don: Remove “(with pro and con arguments)”.
- Rebecca: is this a common part of faculty votes?
- Lesley: Does it come from CBA language?
- Motion to delete fails 4-5.
- Lines 701-716: Format/parallel language clean up.
- Lines 701-716: Motion to delete the word “public” in public meeting for faculty. Motion passed.
- For next meeting: Pick up on lines 701-716 to consider any other revisions to who should be at the meetings for faculty. Discussion included whether it should be *all* faculty or whether it should be *all tenure and tenure track* faculty.
- Anticipate completing Section 8 and returning to previous section.

#### Future Meetings This Semester

Sept 16

Oct. 7

October 21

November 4

November 18

December 2

FPPC’s charge is online at <https://www.csulb.edu/academic-senate/faculty-personnel-policies-council-fppc>