FPPC Minutes
Meeting #5
November 3, 2023

https://csulb.zoom.us/j/6743069599
Passcode: FPPC

Attendees: Leslie Andersen, Rick Reese, Josh Chesler, Hossein Jula,
Tianjao Qiu, Patricia Pérez, Erlyana Erlyana

1. Approval of Minutes-October 20: Approved

2. Announcements

- Leslie said there is no update on SPOTs just yet. Leslie and Barbara are meeting with ATS about the SPOTs on November 7th. Need to get access to data to inform survey development so we can send that out to learn what is not working related to SPOT. Goal would be to send out the survey right at the start of the spring semester.
- Academic Senate Chair will be contacting Patricia Pérez to clarify lecturer evaluation processes and that should also help with the SPOT question.
- Senate Exec has forwarded FPPC a new Copyright Policy and Patent Policy, submitted by AVP Simon Kim and the Office of Research and Economic Development. The CSU was to be putting together an intellectual property policy but that has not yet happened. We will begin to talk about the copyright and patent policies at our next meeting.

3. Faculty Hiring "Policy"
- New TT protocol from FA
- Hiring guidelines from AS Exec

- We have a new tenure-track protocol from Faculty Affairs and the hiring guidelines from Senate Exec. Perhaps these can be woven together?
- Patricia is open to discussing merging these two documents since they appear to be aligned. The question might be how far we need/want to go in terms of merging or blending policy and process. Also note that the current tenure-track protocol *will* still be refined and revised going forward to make it as clean and clear as possible.
- Do we even need a policy on faculty hiring? Could we not just say: See the protocol (from Faculty Affairs)?
- Yes, the document from Senate Exec is not a policy itself; it's called "guidelines" and is generally focused on DEI. Our initial question on this was whether it would/should be turned into a policy.
- Since we must go through OEC for approval of our pools anyway, why do we need these separate principles from Academic Senate Exec?
- The Faculty Affairs document seems to cover most of what is on the statement of principles already and it is not glaringly different.

- What about perhaps guidelines on workload related to searches? Being on this committee is like teaching another course – filling out rubrics. Perhaps the document could signal to chairs/deans to recognize this work.
- The AS document is focused on DEI. What if we were to copy the DEI lens language from the Faculty Affairs protocol and move that into the Academic Senate document and make that later document one that focuses on DEI practices in faculty hiring? It might be a little duplication but it would be a DEI promising-practices document that could be a companion to the Faculty Affairs protocol.
- Another approach might be to expand the overview of the Faculty Affairs document to note that the document is built around principles to support inclusive hiring practices and name those principles – which then become a foundation for the more specific protocol.
- In terms of required training related to DEI and hiring, perhaps the protocol should be amended to reflect how frequently one must participate in training?
- It seems like the policy is already there – the question is whether we follow it? Maybe what we need more is accountability and transparency about what is being done, how that is working. We should be looking at data related to faculty hired, diversity in that group. This will help us hold administrators responsible for hiring diverse candidates.
- If we were to develop a policy on faculty hiring, what would be in it?
  - Faculty Affairs would provide data on a regular basis about pools, hiring, etc.
- Channel Islands has a hiring and appointment policy that could be a model if we wish to go that way. Fullerton also has one, that is similar in some ways to the new protocol from Faculty Affairs. Stanislaus also has a very solid hiring handbook that blends policy and practice.
- Is a policy needed? The protocol covers a great deal that might be in policy. Perhaps the only new thing might be the expectation to report and review data on each search year. Could that be added in the next iteration of the protocol?
- Senate Exec has asked us to comment on their draft. Our options now include:
  - Go back to Senate Exec and say we think this is already covered in Fac Affairs hiring protocol.
  - OR we can say we will cautiously work on some kind of faculty hiring policy that will not have all the procedure and protocol language. This is what we said we'd do at the start of the semester.
  - OR we could focus on making a robust DEI statement (borrowing from the DEI protocol) that would accompany the protocol as an additional document.
- We might wish to have a policy that would address DEI importance but also reporting and accountability. Really shouldn't the protocol follow a policy?
- If we do a policy, how can we enforce it? Not being able to enforce it can lead to frustration.
- Things that might go in a policy: expectations for reporting and use of

data, expectation for long-term planning for faculty lines, opportunities for cluster hires, importance of DEI in the process, requirement of retention plans along with requests for lines (hiring isn't a success just because you hire someone – they need to be supported to succeed); recognition of the impact on workload for hiring committee members;

- Leslie is going to start a working document on *possible* policy and she'll copy into it language and ideas from today and other sources; this document will be in our shared folder. Council members should please look at this document and contribute to it with comments, content, ideas.

4. Department Chairs policy – Don

- Don reviewed questions about who can vote (1-year lecturers can not) and how voting happens (paper ballot).
- Don will mark up the document with recommended edits/changes – to review on Nov. 17 or Dec. 1.
- Also look at noting moving from singular "department chair" to plural "department chairs", and/or "department chair or school director."
- Maybe there should also be an evaluation of department chair policy. (separate policy)
- [Fullerton policy on appointment of chairs and admins](#)
- Fullerton allocates voting for chair like this:

> have one vote.
>
> c. All part-time temporary faculty unit employees shall have a vote proportionate to the total number of weighted teaching units assigned in the current and previous semester divided by 30 rounded up to the nearest tenth.

5. Suggestions for other items to work on

- Question about what counts as evidence in the grade appeals process. This is probably a question for CEPC.

Submitted November 3, 2023

Don Haviland

Future Meetings This Semester

November 17
December 1

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