

FPPC Minutes
Meeting #1
September 1, 2023

PRESENT: Panadda (Nim) Marayong, Richard Marcus, John (Rick) Reese, Leslie Andersen, Barbara Le Master, Erlyana Erlyana, Lily House Peters (CFA), Patricia Pérez (FA), Hossein Jula, Tianjao Qiu

1. Approval of minutes - postponed for next meeting.
2. Announcements
 - Discussion about RTP from 2022-23. Now with AS for 2023-24. Not a direct role for FPPC but Leslie to represent FPPC's thinking in AS and FPPC members represent with college caucuses.
3. Tasks on our agenda for this year
 - AS Guidelines for faculty hiring
 - [Resources for Hiring Tenured and Tenure-Track Faculty](#)
 - Discussions of Guidelines shared by Executive.
 - Charge on FPPC is to work with Guidelines to come up with a policy. There is no existing policy.
 - There is AS policy for hiring of administrators (2022). Should we mimic? Concern for differences for Unit 3.
 - Should this be Guidelines generally or only DEIA concerns? The Guidelines only considers DEIA. Direction of FPPC is for a broader document. AVP Pérez would welcome - advocates a broader policy on hiring document. Also encourages considering the inclusive hiring of Lecturer faculty.
 - CLA has argued that faculty that are 15 units per semester cannot be considered full time. You must do a search to be Full Time. We need to make sure what the CBA says about this. Patricia: there are two types of Full Time Lecturer Faculty in the CBA. PT divided not earning entitlement and those who are.
 - Comments from three people: the Guidelines blend policy and procedure. This Council should focus its document on policy, take into account CBA, and then leave procedure to Faculty Affairs.
 - Patricia: (Supporting Richard) We have a protocol not a policy.
 - Leslie: Wants to ask Executive if a faculty hiring policy in general.
 - https://www.fullerton.edu/senate/publications_policies_resolutions/ups/UPS%20200/UPS%20210.001.pdf
 - https://www.fullerton.edu/senate/publications_policies_resolutions/ups/UPS%20200/UPS%20210.050.pdf
 - **ACTION ITEM:** Collect documents including Presidents Equity and Change Commission and CBA before deciding on how broad to make the policy. Leslie to also speak with Exec to get a better idea of the concerns being raised. Make that decision at the next meeting.
 - SPOT

- 5 year review:
 - https://web.csulb.edu/divisions/academic_affairs/grad_undergrad/senate/policy/academic/alphabetical/documents/17-05StudentEvaluationsofTeaching.pdf
- The current policy includes both a common set of closed questions and open questions to be customized by the department. Only the first part appears to be implemented. Consensus: Not a lot of work is required on the policy, but much needs to be done on the procedure:

“The Faculty Personnel Policy Council (FPPC) shall select the common items from nationally recognized, valid, and reliable item pools. The FPPC is responsible for creating instructions for using the instrument, items, and/or item banks. FPPC should review the instrument and the item pool every five years and report review outcomes to the Academic Senate.”
- Concern: Do we have the capacity to review on our own? Can we ask IR to reach out to colleges to evaluate how well they think the current tool is working. We need more information on how well the questions are working.
- Concern: Response rate fall since they went online. Anxiety for those are going up for tenure. SPOTS already have equity concerns.
- SPOT is problematic. Confidential. If you want to break the equity rule they pick on just negative comments
- Policy or the instrument needs to be clarified. But, this policy is problematic. Does it serve a purpose right now?
- In chat: Just a reminder that Student Evaluation of Teaching is required in Article 15 of CBA.
- In chat: 15.2 Faculty unit employees, students, academic administrators, and the President may contribute information to the evaluation of a faculty unit employee.
- In chat: The Working Personnel Action File shall be defined as that file specifically generated for use in a given evaluation cycle. That file shall include all required forms and documents, all information specifically provided by the employee being evaluated, and information provided by faculty unit employees, students, external reviewers, and academic administrators.
- **ACTION ITEM: Even taking this topic on requires not just the instrument but the policy and resulting procedure. Eg Should we address 1. DEIA and 2. Response Rate in policy?**
- Patricia: would it be beneficial for ATS to be invited to FPPC to let us know what is and isn't being done. Since this implementation of Qualtrics to administer SPOT was after the 2017 policy. Consensus: YES. To learn more about what is technologically possible.
- When the SPOT opens (April 17 2023 for Spring) was before the Withdrawal date. Needs to be corrected as faculty are potentially being assessed on students who have not completed the class.
- From where do we get the questions? ACE pool.
- **ACTION ITEM: Each college rep go to FC and get feedback on SPOT? Consensus: yes. Develop a survey tool we can use with our own FC.**
- **ACTION ITEM: Leslie to speak with Exec about how far to open policy and procedure as part of this review.**
- **ACTION ITEM: Leslie to speak with ATS about coming to a future FPPC meeting to explain technical process and limitations.**

