

Faculty Personnel Policies Council (FPPC) 2024-2025 Annual Report

“The Faculty Personnel Policies Council,” according to its charge, “shall serve as the primary faculty consultative body to the Academic Senate and the university administration on matters of personnel policy development and administration of policies governing personnel practices.”

The 2024-2025 council had the following members:

Provost and Senior Vice President for Academic Affairs (or designee)	Patricia Perez, (AVP of Faculty Affairs)
One (1) College Dean, selected by the Deans	Anna Ortiz, (Dean Representative)
Two (2) tenured full professors from the College of Liberal Arts, and one (1) from each of the other Colleges, elected by secret majority ballot	Barbara LeMaster (CLA) (term 2027) Richard Marcus (CLA) (term 2025) Estella Chiznik (CED) (term 2027) Erlyana Erlyana (CHHS) (term 2026) Josh Chesler (CNSM) (term 2026) Ted Stanowich (CNSM 2024-2025) Panadda (Nim) Marayong (COE) (term 2026) Roger Lo (COE) alternate in Spring 2025 (John) Rick Reese (COTA) (term 2026) Vacant (COB)
One (1) full-time tenured Librarian (equivalent to full professor)	Leslie Andersen (Library) (term 2027)
One (1) lecturer, who shall serve for a period of one year, elected by secret majority ballot of the lecturers, with full voting privileges	Jamie Lee Tran (CHHS) (term 2025)
One (1) member from the Academic Senate elected by the Academic Senate, who should also be an elected member of the Council if possible; if an individual with dual membership is not available, the Senator becomes a non-voting member	Vacant
One (1) Department Chair, either an elected member of the Council or a Department Chair appointed by the Senate upon recommendation of the Nominating Committee as a non-voting member if an elected member is not available	Estella Chiznik (Chair, Teacher Education) serving a dual role, elected to FPPC by CED and approved by AS Chair
One (1) representative from the California Faculty Association	Lily House-Peters (CFA) (term 2025)

There was no annual organizational meeting at the end of the 2023-2024 academic year, hence no FPPC leadership election. At the first FPPC meeting of the 2024-2025 academic year,

members of the council elected Barbara LeMaster (CLA), chair. No other member attending the inaugural meeting was prepared to take on leadership roles. (Note: The FPPC chair election occurred at the end of the second week of the semester, going into the third week of classes. CLA denied course release time. The time was delayed until the Spring semester at which time both course releases would be granted.)

At the second meeting in Fall 2024, council members elected Erlyana Erlyana (CHHS), vice-chair. At the third meeting in Fall 2024, council members elected Panadda (Nim) Marayong (COE), recording secretary for the Fall 2024 term. (Nim had been volunteering as the recording secretary since the first meeting.) As Nim was on sabbatical in Spring 2025, council members elected Richard Marcus as recording secretary for the Spring 2025 term.

In early Spring 2025, a review of the FPPC charge revealed that we had two vacancies (a Chair representative, that we filled with an existing member who is a chair, i.e., Estella Chiznik, and an Academic Senate representative which remained vacant), and two procedural changes (provide a FPPC representative to AS meetings and convene our Steering Committee [Chair, Vice-Chair, Secretary, and AVP of Faculty Affairs] to set agendas).

FPPC meets for two hours on the first and third Friday of each month during the academic year. Here are the council's main accomplishments for the 2024-2025 term:

- Fall 2024, reviewed work to be done on SPOT, Intellectual Policies, the FAR policy, and the Faculty Hiring Policy. Discussed the need for a Task Force for SPOT, then put discussion on hold. Discussed the FAR policy, reviewed requested changes, clarified validity of some requests (such as the appropriateness of a university President making annual evaluations). Reviewed work on intellectual property policies done by FPPC in 2023-2024 and the previously AS 2016 approved policy. Focused most of the Fall 2024 meetings on writing the Faculty Hiring Policy.
- Spring 2025 Reviewed FPPC subcommittee reports from the University Awards Committee (UAC), and the University Mini-Grants and Summer Grants (UMSSG) Committee and considered creating an additional subcommittee to focus on SPOT changes. Met with AS executive committee members who determined that we should write a charge for a SPOT task force.
- Generated a charge for a **SPOT Task Force**, FPPC approved March 4, 2025. Reviewed CSU evaluation instruments. Reviewed relevant literature. Consulted AVP for Academic Technology Services, Shariq Ahmed, and AVP of Faculty Affairs, Patricia Perez, and AS Executive Committee members.
- Amended Academic Senate policy 95-02, "**Selection and Term Office of NCAA Faculty Athletics Representative**," FPPC approved March 7, 2025. Consulted with Brenda Vogel (FAR) and with Chris Karadjov, Chair of the Committee on Athletics (COA). Both approved of the FPPC proposed changes.
- Amended the **UAC policy** per their request in their annual report, FPPC approved March 7, 2025.

- Amended the “**Patent Policy**,” FPPC approved March 21, 2025, supersedes PS 07-05. Consulted with Jade Sche, Director of Innovation and Economic Development, Office of Research & Economic Development who originally brought the policy revision request to AS. Reviewed previously AS approved 2016 intellectual properties policy.
- Amended the “**Intellectual Property and Copyright Policy**,” approved FPPC April 18, 2025, supersedes PS 07-05 and PS 03-11. Consulted with Jade Sche, Director of Innovation and Economic Development, Office of Research & Economic Development who originally brought the policy revision request to AS. Reviewed previously AS approved 2016 intellectual properties policy.
- Completed a near final draft of the “**Tenured/Tenure-Track (T/TT) Faculty Hiring Policy**”. Over the year, we consulted various CSU policies, the CBA, and other relevant university documents. We look forward to completing this work next year, along with drafting a Contingent Faculty Hiring Policy, and perhaps a policy on Faculty Equity Advocates’ roles in the faculty hiring process.

We look forward to seeing each of the forwarded policies discussed in next year’s Academic Senate.

Finally, at the organizational and last meeting of 2024-2025, the council members elected FPPC Officers for 2025-2026: Barbara LeMaster (CLA), chair, Erlyana Erlyana (CHHS), vice-chair, and Richard Marcus (CLA), recording secretary.

Respectfully submitted,

Barbara LeMaster

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FPPC Chair, 2024-2025