

**FPPC DRAFT MINUTES**  
**FRIDAY, Mar 6th, 2026**  
<https://csulb.zoom.us/j/81418150652>

**Present :** Barbara LeMaster, Erlyana Erlyana, Rick Reese, Patricia Pérez, Nim Marayong, Kumars ZandParsa, Anna Ortiz, Leslie Andersen, Estella Chizhik

**Not Present:** Chris Duerringer, Lily House-Peters

**Agenda Approval:** approved - unanimous

**Minute approval from 2/20/26:** approved - unanimous

**Senate Representative Report (Erlyana Erlyana):** N/A

**Chair report (Barbara LeMaster):** Senate Exec Meeting to talk about the T/TT Hiring Policy – suggestions emailed (From Neil) for FPPC to consider in the document.

**Faculty Center Advisory (Nim Marayong):** N/A

**OLD BUSINESS:**

**1. T/TT Hiring Policy**

- a. FEA** – Patricia and Barbara have language that will be circulated to the committee that can serve as a jumping off point for the addition of an FEA section to be reviewed in future FPPC meetings.
- b. Diversity Statement(s)** – Senate Exec would like more of a distinction between the two diversity statements currently included in the hiring policy. The Diversity statement starting on line 88 should be struck as it is no longer required, and has been replaced with a Student Success Statement. Suggestion to revise section 1.2.c. “Equal Opportunity Employer Statement provided by faculty affairs must be included in the advertisement” - in order to avoid FPPC having to change this policy language in the future if/when it changes.
- c. Student Success Statement** – There is currently only one statement (Student Success Statement) required from candidates under section 1.2.d Required documents include: A letter of application, CV, copy of transcript, references, official transcript from finalists.

Committee feels changing language in 1.2.d to “Required documentation as required by Faculty Affairs and any additional documentation as required by the department, program, and school” is most appropriate as those

requirements are dictated by Faculty Affairs.

- d. **Letters of Recommendation-** Discussion surrounding letters of recommendation – requiring them can be considered biased and perhaps, not good policy (possible lack of access to specific networks)– Live reference checks may be a preferred procedure bringing more equity into the hiring process. Only asking them of finalists may avoid bias. Are letters of recommendation an artifact of bygone practices? *-discussion tabled until more information is provided on whether or not letters are a requirement*
- e. **T/TT Hiring Initiation and Allocation** (line 43) – language changed to “Provost determines position openings and notifies college/library deans.” Removing the limitations inadvertently placed on the Provost’s autonomy.
- f. **Section 1.2.a** - should *all* faculty have a say in the formulation of the position description? T/TT faculty is free to make suggestions but the committee ultimately decides what is included. “All T/TT Faculty is allowed to provide input into the priority T/TT area of hire” (?)
- g. Including a section in the opening about the “main players” in the hiring process. *tabled until next meeting.*
- h. **DEIA language** in the min quals – small language change for clarity in the min and pref quals
- i. Language change on “Dual-career hiring” to “Partner(s) Career Hiring” and pluralizing the word partner to be more inclusive. How can we accommodate peoples’ need for dual hiring without opening the possibility up to multiple people. Is there language that will narrow the definition – “additional hires?” To include people other than “spouse/partner” - multi-body?– *tabled until next meeting*

**NEW BUSINESS: N/A**

**SPRING 2026 MEETING DATES, 12:30-2:30 Fridays**

~~February 6, 2026~~

~~February 20, 2026~~

~~March 6, 2026~~

March 20, 2026

April 17, 2026

May 1, 2026 (organizational meeting)

(May 15, 2026 if needed as our organizational meeting)