FPPC APPROVED MINUTES
FRIDAY, SEPTEMBER 18, 2026
https://csulb.zoom.us/j/81418150652

Agenda Approval: 9-18-26
Minutes Approval: 9-4-26
Chair's Report: Returning Faculty Hiring Documents for focused review
AS Report:
Faculty Center Advisory Report:

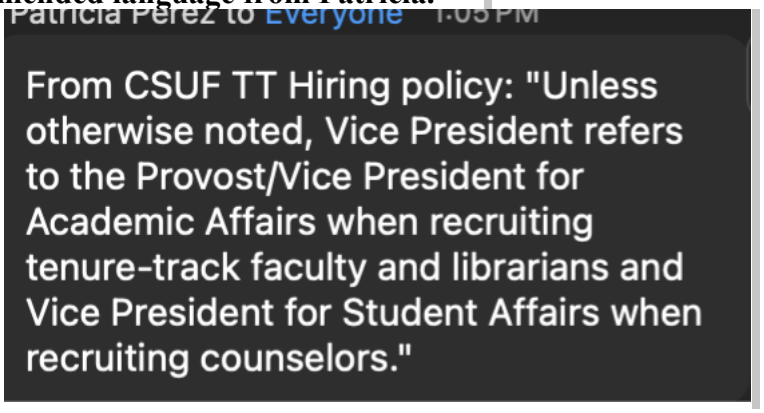
Attendance:
Barbara LeMaster (Chair), Maryam Rebadu Jenskins, Erlyana Erlyana, Lily House-Peters, Roger C. Lo, Anna Ortiz, Patricia Perez, Estella Chizhik (Secretary), Tracy Gilmore

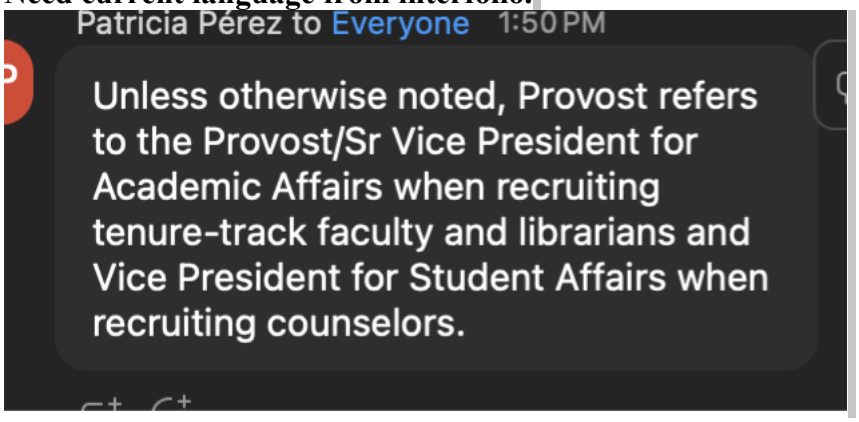
Committee has a quorum.

OLD BUSINESS:

1. **Tenure-Track/Tenure Faculty Hiring Policy, and Recruited Lecturer Hiring Policy (See letter from Neil Hultgren/AS Executive Committee re: focused review.)**

- **Lily moves to remove the dual hire sections on both policies. Anna seconded. Approved unanimously.**
- **The committee needs to add a Librarian and Counselors section in the faculty hiring document.**
    - **Shelley Collins writes a letter explaining how counselors are under the Division of Student Affairs. She proposed new language like "or equivalent unit" and "appropriate administrator" to allow the policy to include counselors.**
- **Patricia recommends using inclusive language but be mindful not to dictate how to run their search.**
- **Barbara recommends using that language and will add it in both policies and add language about how the policy is for unit 3 faculty.**
    - **Should coaches be included?**
- **Anna: So much of the policy applies to faculty and academic affairs. Perhaps Student Affairs and Athletics should generate their own policy. The counseling unit does not have a policy at all. Is it possible for this policy to govern counseling?**
- **Lily: Is FPPC a Faculty Affairs committee, or is it broader?**
- **Barbara: FPPC's charge does not indicate that we just focus on faculty affairs. So we work on items that Academic Senate asks us to work on.**
    - **Does it make sense to have everyone under one policy or offer something else?**

- **Lily: What is the hierarchy of workflow? Can the Academic Senate dictate what is included in faculty policy?**
- **Patricia references CSUF's policy. Keep it broad and not get too detailed in the hiring process.**
- **Tracy: Librarians are both tenured and lecturers. There is a hiring process.**
- **Anna: Do librarians follow the same process as Tenured track?**
- **Tracy: Yes.**
- **Barbara: Is there someone to reach out to.**
- **Tracy: Yes. I am the person.**
- **Barbara reviewed the response from Academic Senate.**
    - **Regarding their request for FPPC to share draft hiring policy documents with various constituencies, Barbara asked whether each person shares it with their constituents.**
    - **We are shopping the ideas, not the specifics of the policy.**
- **Lily: Generally, Subject Matter Experts (SME) are included on TT search committees but less so for Lecturer hires.**
- **Erlyana: Sometimes SME are not available. Barbara recommends using "when" SME are available.**
- **Principles about representation. Should it be secret ballot?**
- **Barbara: We are including counselors and librarians in our document. Use the recommended language from Patricia.**
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- **How are TT Counselors evaluated? The director is the person to review.**
    - **Wouldn't the provost be involved instead of VP for Student Affairs.**
    - **Need current language from interfolio.**
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Barbara asked Tracy to review both hiring documents to identify terms and processes that might be unique to hiring librarians for TT and RFTL positions. Please share what she learned before the next meeting so we can discuss it then.

Meeting adjourned at 1:52

Minutes taken by Estella Chizhik

<u>FALL 2026 MEETING DATES, 12:30-2:30 Fridays</u>
~~September 4, 2026~~
September 18, 2026
October 2, 2026
October 16, 2026
November 7, 2026
November 20, 2026
December 4, 2026
(December 18, 2026, if needed)

February 5, 2026
February 19, 2026
March 5, 2026
March 19, 2026
April 16, 2026
May 7, 2026, organizational meeting