

Faculty Personnel Policies Council – Annual Report, 2023-24

FPPC focused on three major projects this year: intellectual property, faculty hiring and SPOT.

Near the beginning of the academic year, we were presented with new copyright and patent policies authored by the Office of Research and Economic Development. These policies were given to us for review because of the university's current non-compliance with the Bayh-Dole Act of 1980 and 2018 which obligates the university to retain ownership of certain intellectual property funded by the federal government. As the Council began its review we realized that the policies from ORED were based on the former Intellectual Property policy introduced to the Academic Senate in 2015 and passed in 2016. This policy was not signed by the President and was never implemented.

By the end of the academic year, the Council was still in the process of reviewing and editing this policy and it has been distributed in its very rough form to faculty councils for input. For now, and until a new policy can be approved, the Council has recommended to the Senate Executive Committee to ask ORED to draft guidelines for Bayh-Dole Act compliance that could be implemented in a timely manner. Concurrently, the Council will continue to review and edit the Copyright and Patent policies with the goal of drafting a new Intellectual Property policy for Senate review.

Also in the fall, the Council was given a list of DEIA guidelines to be incorporated into existing faculty hiring. Frankly, we didn't know exactly what to do with these. Current faculty hiring PROTOCOLS come from Faculty Affairs not from the Council or the Senate. In our initial discussions on this topic AVP Perez commented that she was surprised there was not more shared governance involved in faculty hiring here at CSULB. This began a discussion about faculty hiring in general. In looking at other CSUs to determine how they handle faculty hiring we found many differences. On many campuses this is handled completely by administration with little to no input from faculty themselves while others have quite robust policies issued by the academic senate about principles and expectations for faculty hiring.

The hiring guidelines given to the Council have been largely covered in the new faculty hiring protocols issued by Faculty Affairs in fall 2023. However, taking to heart the comments of AVP Perez, the Council discussed all year the drafting of a Senate faculty hiring policy. To that end, a subcommittee of the Council was formed and this subcommittee is drafting a faculty hiring policy for discussion. This task was not completed this academic year and will be an ongoing agenda item for the next Council.

Policy Statement 17-05, Student Evaluation of Teaching, requires FPPC to "review the instrument and item pool every five years and report review outcomes to the Academic Senate." This came due this academic year and our findings were sent to the Chair via memo dated May 1, 2024.

When the review began last fall, the Council could have anticipated the result. We began by going to the Assessing the Classroom Environment (ACE) of the University of Iowa from which our questions had been taken, fully expecting that we would simply look at the question bank to determine if there might be other choices we could review that might give us better and more meaningful SPOT results. Imagine our surprise to find out said question

bank no longer exists! As stated and cited in the memo to the chair, ACE has eliminated the previous bank in favor of an entirely different approach. What to do now? By careful research and review, it became obvious that our current methods were in direct opposition to almost everything the literature recommends.

The Council concluded that SPOT needs to be completely reviewed and overhauled on this campus. Recommendations and procedures for effective evaluation have changed dramatically across higher education in recent years. In discussing this most of this academic year, the Council has concluded that this is a MUCH bigger project than can be handled by us and requires a dedicated task force to take up the issue. We have made this recommendation to the Chair and consider the work on this issue by the Council to be complete for now.

Submitted by Leslie Andersen, Chair