

Faculty Personnel Policies Council (FPPC) 2025-2026 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 2025-2026 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 (Chair) (CLA) (term 2027) Christopher Duerringer (CLA) (term 2028) Darin Dewitt, Alternate (CLA) (term Spring 2026) Estella Chiznik (CED) (term 2027) Erlyana Erlyana (Vice-Chair) (CHHS) (term 2026) Vacant (CNSM) (term 2026) Panadda (Nim) Marayong (COE) (term 2026) (John) Rick Reese (Secretary) (COTA) (term 2026) Vacant (COB)
One (1) full-time tenured Librarian (equivalent to full professor)	Leslie Andersen (Library) (term 2027) Tracy Gilmore (Library Alternate)
One (1) lecturer, who shall serve for a period of one year, elected by secret majority ballot of the lecturers, with full voting privileges	Kumars ZandParsa (COE) (term 2026)
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 2026)
FPPC Steering Committee	Barbara LeMaster (Chair), Erlyana Erlyana (Vice-Chair), (John) Rick Reese (Secretary), Patricia Perez (Provost Alternate)

FPPC meets for two hours on the first and third Friday of each month during the academic year.

Fall 2025: The Council focused primarily on developing and refining the Tenure/Tenure-Track Faculty Hiring Policy (T/TT FHP) with a DEIA lens.

Spring 2026: The Council continued to focus on the Faculty Hiring Policies while also addressing revisions of the SPOT Charge and the FAR Policy. We completed the T/TT FHP, which came back to us from AS Exec almost immediately. Thus, we held back the parallel Recruited Full-Time Lecturer (RFTL) FHP until we were satisfied with our changes to the T/TT FHP and could make appropriate parallel changes to the RFTL FHP.

Here are the council's main accomplishments for the 2025-2026 term:

- Approved the UMGSSC and UAC annual Reports. (M 1 and M2)
- Successfully elected a Vice-Chair, Erlyana Erlyana (M1), and a reporting secretary, Rick Reese (M2).
- Successfully elected FPPC representative to the Faculty Center Advisory (FCA) Board, “Nim” Panadda Marayong (M4)
- 12-15-25 Received a request from AS Chair, Neil Hultgren, for changes to the **SPOT Charge** and to the **FAR Policy**. FPPC Meetings 2/6 and 2/20 focused, in part, on these two requests, approving FPPC changes in the 2/20 meeting. Changes to both the **FAR policy** and the **SPOT Charge** and FPPC rationales for changes were emailed to the AS Chair on 3-2-26.
- FPPC Chair, Barbara LeMaster, presented the FPPC draft of the **FAR Policy** to the Academic Senate on March 12, 2026.
- The **Tenure/Tenure-Track (T/TT) Faculty Hiring Policy (FHP)** was approved by the FPPC and sent to the AS Chair on 2/13/26. FPPC Chair met with the AS Executive committee members to discuss the policy on 2/24/26. On 2-28-26 the AS Chair emailed the concerns, comments, and questions with the current draft of the **T/TT FHP** to the FPPC.
- On 5-1-26, the FPPC approved the final changes to the **T/TT FHP** and also to the **Recruited Full-Time Lecturer (RFTL) FHP**.
- November 21, 2025, Jason Wang brought the **Policy & Procedures for Responding to Allegations of Misconduct in Research, Scholarly, & Creative Activities** to the FPPC. The FPPC requested that Dr. Wang take the policy to university counsel for approval prior to the FPPC reviewing the document. On 4-3-26 Jason Wang sent the policy to the FPPC Chair requesting a conclusive review at our next meeting on 4-17-26 in order to make a 4-30-26 deadline. On 4-17-26 Jason Wang and Barbara Taylor brought the **Policy**

& Procedures for Responding to Allegations of Misconduct in Research, Scholarly, & Creative Activities back to the FPPC for approval. Barbara Taylor explained the reason for the hurried request with expressed understanding that the timeline was not reasonable. As the FPPC was close to concluding its final version of both the **T/TT FHP** and the **RFTL FHP policies**, the misconduct policy could not be addressed this term. The misconduct policy will be on the Fall 2026 agenda of the FPPC.

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

Finally, the organizational and last meeting of 2025-2026 will take place on May 19th at which time the FPPC officers for 2026-2027 will be elected.

Respectfully submitted,

Barbara LeMaster

Barbara LeMaster
FPPC Chair, 2025-2026