

Faculty Personnel Policies Council (FPPC) 2019-2020 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 2018-19 council had the following members:

Provost and Senior Vice President for Academic Affairs (or designee)	Kirsty Fleming (AVP Acad. Affairs)
One (1) College Dean, selected by the Deans	David Wallace (Dean rep)
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	Richard Marcus (CLA), vacant (CLA) Alan Colburn (CNSM), Jalal Torabzadeh (COE), Zheng Wang (CHHS), Don Haviland (CED), vacant (COB), Dorothy Ottolia (COTA)
One (1) full-time tenured Librarian (equivalent to full professor), elected by secret majority ballot	Leslie Anderson
One (1) lecturer, who shall serve for a period of one year, elected by secret majority ballot of the lecturers, with full voting privileges	Una Lassiter
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	Alan Colburn
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	Jalal Torabzadeh

One representative from the California Faculty Association	David Stewart
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At its annual organizational meeting, members of the council elected the following officers:

- Alan Colburn (CNSM), chair;
- Don Haviland (CED), vice-chair;
- Richard Marcus (CLA), recording secretary.

FPPC meets for two hours on the first and third Friday of each month during the academic year. This year we had a one meeting hiatus in March when classes were cancelled and we moved online. Here are the council's main accomplishments:

- Amended 17-18 Policy on Employment of Graduate Students as Student Assistants, Instructional Student Assistants, Graduate Assistants, and Teaching Associates (meetings 1, 2, 3)
- Discussed whether 07-01 Student Grievance Policy should be discontinued, amended, or unchanged. The policy was also discussed in CEPC; FPPC's chair attended those meetings (meeting 4)
- Amended policy 96-09 Permanent Reassignment of Tenured or Probationary Faculty Members (meetings 5, 6)
- Extensively amended policy 17-08 Policies and Procedures for the Selection, Appointment, and Review of Academic Administrators (meetings 7, 8, 9, and 10). The Senate chair has a separate document describing our suggested amendments.

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

In addition to these major activities, the council also discussed issues related to whether the 2019 conflict of interest policy superseded a 1999 policy, amended slightly (we thought at the time) the University Awards Committee charge, and discussed a resolution encouraging the CSU to create an open access publication repository.

The council encourages every effort that inspires colleges to recruit eligible faculty interested in and able to serve on our collegial, productive council. We had at least one vacancy this year and last year.



Alan Colburn
FPPC Chair, 2019-20