

Faculty Personnel Policies Council Minutes
Meeting #6
December 7, 2018

Present: Alan Colburn, Grace Reynolds, David Stewart, Unna Lassiter, Leslie Anderson, David Wallace (Shireen substituting), Richard Marcus, Donald Havil and , Jalal Torabzadeh.

Absent: Lloyd Kermode (on leave), Dorothy Ottolia (on leave), Leslie Anderson

1. Approve Agenda, Minutes
2. Range elevation for lecturers (revision of 08-15)
 - a. Not up to date given changes in collective bargaining and norms.
 - b. Guest: Beka Langen – CFA field rep. Organizer rep for CSULB and CSUSB
 - c. The policy currently says they should provide information since last range elevation.. There are those that have never had a range elevation after 14 years.. They would have to dig up information from 14 years ago. That is not germane. Looking to align with RTP – 6 years. Work that someone has done more than 7 years ago isn't especially meaningful for current performance. CFA wouldn't want to exclude from 8 years ago but don't need to include more than 6 years ago. Faculty Affairs: worked out that you only need 6 years.
 - d. Don: Faculty Affairs and Norbert sent information for this year. The announcement comes out November 1. So, we are looking at policy change to be in place for November 1 next year (passing it this year).
 - e. Jalal: differences in departments on how to review (chair vs committee).
 - f. Dave: CV would cover entire career. Do we want that older than 6 years to be considered?
 - g. Beka: CFA seeks 6-year limitation for SPOT, etc. but wouldn't limit lecturer ability to include more.
 - h. Richard: Do we need a list (Section 3) in policy or can it be moved to procedure? Also, we can signal the emphasis by using "instructionally-related activity" (Beka supports that phrase)
 - i. Unna and Beka: concern with both lecturer and committee evaluators on lecturer norms.
 - j. Dave: Agree that in principle it should be sparer, but in this case we can say that it is not exhaustive and be prescriptive.
 - k. Shireen: professional achievements and assignments. If they can make a bridge between achievement and their assignments then it should be

considered but if not then no. Beka: can connect to the mission. Dave: and room to consider other tasks (such as assessment).

- l. Al: what shows growth?. Does being a good program coordinator show growth? New course? Kristy: Not as clear as for a TT faculty member but I don't know why there would be a difference. Clear that we should consider this more like an RTP question (not above and beyond duties like an award). Don: Need space for above and beyond efforts.
 - m. Shireen: Possible to come up more than once in those six years?. Beka: theoretically as it is every 5 years.
 - n. Jalal: difference between full-time and part-time? No, just work assignment and university mission. Beka: eligibility in 1a but MOU created a second path based on FT adjusted years of service. Could put the 1a of MOU in policy. Kristy: policy is misleading. Either shouldn't say anything about eligibility or be complete. Could refer to CBA.
 - o. Richard: if joint appointed can you be eligible for elevation for one department and not another?. Kristy: yes..
3. Next meeting: We will write the changes to the Lecturer Range Elevation Policy next meeting. Clear consensus that 1) need to change the review time to 5 years with lecturer option to submit more and 2) change eligibility to refer to CBA instead of only describe part of eligibility.
 4. Next meeting: Diversity document to be reviewed to finish in time for next year's searches.