

FPPC Agenda
Meeting #10
March 4, 2022

Present: Richard Marcus, Alan Colburn, Gary Hytrek, Barbara LeMaster, Jalal Torabzadeh, Tianjiao Qiu, Jo Brocato, Shireen Pavri, Rebecca Sittler, Kirsty Fleming, Frank Cardinale.

1. Approve minutes from meeting #9

2. Announcements

- Al met with Covid Task Force
- Al: Reimagining Faculty action team is planning on holding a university-level town hall (research professor, professor of practice, clinical professor, etc)
- Al: Met with Ana Ortiz of the President's Equity and Change Commission.

3. General Discussion

- Tian: Equity task force discussed uneven assigned time and its application; SPOT is uneven particularly for international faculty where there is picking on other, unrelated issues, and lecturers. Al: While an important issue, lecturers are not part of the consideration when writing RTP.
- Jalal: Can we invite chairs of Reimagining Faculty, President's Equity and Change Commission, etc. to present to FPPC? Al: Yes.
- Barbara: Are faculty grandfathered under the RTP documents under which they are hired? Al: To confirm, but, yes, unless the candidate requests the change. Shireen: To be negotiated with CalFac. In the past, going up for associate yes but then going up for full professor was under the new document.

3. Revision of University RTP Policy 09-10, section 2.3 Service

- Discussion of the following section: Service work acceptable for reappointment, tenure, or promotion can take any of several forms. Although this document broadly categorizes service activities in terms of impact on campus, community, or profession, these designations are neither discrete nor mutually exclusive. The following examples should not be construed as exhaustive or necessary: [examples of campus service] Service and leadership on department, college, and university committees and task forces. Oversight and maintenance of departmental labs and facilities and supervision of student workers. Service to CFA. [examples of community service] Board membership, consulting with agencies in areas relevant to academic expertise. [examples of profession service] Journal editorial positions, reviewer for journals, external grant reviewer, leadership for professional organizations

- Rebecca: “Service and leadership on department, college, and university committees and task forces. Oversight and maintenance of departmental labs and facilities and supervision of student workers. Service to CFA.” Added to text.
- Shireen: Journal editorship, reviewing, etc. should go under research and be deleted here? Gary: Not sure where that would fit. Richard: In the social sciences it is service. Thinks we should keep,
- Don: suggests “External grant reviewer; leadership for professional organizations; mentoring, coaching, and advising of colleagues and students in the discipline.” Added to text.
- Gary: Concerned about removing journals. Consensus: Stick with things that are true to all disciplines. The Senate will weigh in on that.
- Richard: Concern to be explicit about informal service. Suggests: “Some forms of service may be informal such as advising, mentoring, and public speaking. Others may be through structured roles. The following examples should not be construed as exhaustive or necessary:” Entered into document.
- Don: a separate sentence or integrate into the bullets? Consensus: Separate sentence.
- Service voted on and approved.

4. Section 3: Responsibilities in the RTP Process

- Al: 3.2 and 3.6 (College RTP) is where we are likely to have the most discussion.
- Kirsty: Differing recommendations between depts and colleges are rare.
- Richard: Differing recommendations may be rare but committees are not necessarily collegial, letters are not necessarily professional, and there are frequent anecdotes about selective interpretation of materials creating bad blood.
- Gary: CFA has seen patterns of inequity in terms of RPT outcomes.
- Al: mandating membership, mandating equity, membership training, nonvoting equity officer.
- Kirsty: There are places where the college committee and dean do their work separately at the same time. Is the particular committee structure and sequencing something we should address?
- Jalal: Diversity and representation of the RTP Committee. How do we minimize this? Competency of the reviews is also a question. Richard: Excellent point Jalal. However, as a practical matter filling RTP committees is very challenging making it that much more difficult to think about composition. Jo: Yes, it is considered heavy lifting and folks do not want to commit to that level of service.
- Shireen: I would suggest we stop using the term probationary faculty (carceral reference), but rather use pre-tenure faculty throughout the document.
- Tian: Subjectivity – when a committee member doesn’t like a candidate. If the policy isn’t followed, then how can we ensure the candidate is fairly evaluated?

- Kirsty: Barbara – have David or Dan talk about changes to RTP with the provost. Worth double checking.
- Kirsty: To Richard’s point. The outcome is usually positive even if the process is not. Important not to lose sight of that. Deans are mostly looking at if the process was followed. Maybe building in a faculty advocate type role?
- Al (summarizing changes suggested)
 - Considering the sequencing of review and independence of reviews.
 - Mentoring candidates effectively
 - Committee composition and competency
- Al: Do we need “training” for committees? Kirsty: Equity advocate instead working with the group. No single workshop is going to change behavior. It will be compliance.
- Richard (with some intended humor): Add “College RTP committees should be collegial and open-minded”?
- Kirsty: Putting expectations in policy doesn’t make it happen but it helps.
- Gary: Important that we have folks do some training – but everyone should be doing implicit bias training. Supports an Equity advocate on committees.
- Tian: who can serve on the committee is important. We need a neutral person to monitor the process and ensure that it is fair. Maybe it should be outside of department too – to ensure there’s not a block of an interest group, even with the neutral person if they’re part of the department.
- Don: Like the idea of equity advocate – but would we need to interface with university and be sure they would support it and fund it.
- Kirsty: support for equity advocate by university is promising – but if we want it, just put it in the policy and administration can weigh in during review and at Academic Senate.
- Barbara: support equity advocate; we might consider how they are elected or appointed to support credibility. Someone from another college might be good in terms of being neutral but also might have a hard time reading committee dynamics, etc. Also recommend that every faculty be asked to lay out their workload of 15 units per semester, and then committees can determine if this seems equitable relative to others.
- Jo: what qualifications and training do the current equity advocates have? And would those involved in RTP need to know the policies of all colleges and all departments?
- Tian: maybe part of criteria for being equity advocate is significant teaching experience and positive evaluations – because this indicates the professor is fair-minded
- Jalal: what is the role of the advocate? Are they just an observer or a member? Will they provide guidance and, if so, how? And is the advocate elected? What’s the process for that? Would it be just 1 person for all committees in the college?

- Tian: ultimately RTP is confidential process. Do we have a record of actual complaints about committees or members – so we could know how to train, support, intervene?
- Kirsty: this does happen already, but we can not share that information or interventions because it is tied to personnel issues. We could report broad numbers on complaints, but we can not name those involved; usually it's the dean who is remediating or intervening.

5. Next steps

- AI will clean up the text we approved today.
- AI will start sharing first 2 sections from key stakeholders.
- AI will also seek input from others about the RTP equity advocates.

Submitted: 3.4.22 by Richard Marcus and Don Haviland

Future meetings

Mar 18

[Apr 1 is spring break]

Apr 15

May 6

Meetings start at 12:30 pm, <https://tinyurl.com/ZoomWithAI>