

Faculty Personnel Policies Council Agenda

Minutes #3

October 2, 2020

Present: Al Colburn, Richard Marcus, Erlyana Erlyana , Rebecca Sittler, Leslie Andersen, Kirsty Fleming, David Wallace, Terry Ross, Don Haviland, Jalal Torabzadeh.

1. Approval of Agenda and Minutes

- Agenda approved unanimously.
- Minutes approved unanimously.

2. Announcements

3. Preliminary discussion RTP Policy revision

- Preparation for Thursday, October 8, 11am campus forum
- Erlyana: FC is going to lead a discussion about RTP. More weight on community service.
- Rebecca: Most feedback about college and department documents, clarifying expectations across all three areas (but esp. service and criteria for early tenure/promotion).
- Erlyana and Kirsty: Concern for language about process being online (Interfolio); document written for paper.
- Jalal: Use of Interfolio, subject to change, not a policy issue.
- Al: Concerns from current online emphasis is short term so it should not become part of policy.
- Richard: Concern that virtual skills take their own effort as part of all three categories of RTP, that is likely to be long term/permanent, and recognizing it in RTP?
- Al: we can make a document that has recommendations for accommodating current situation.
- Jalal: ENG update. RTP is on the FC agenda. Thus far concerns are at the college and department level. Main issue is the criteria and how they are interpreted by the RTP committees.
- Don: What would an FPPC document look like? Have we missed a window for a memo related to this year?
- Kirsty: Likes the idea of an FPPC document for short term. We have missed the board for this year, but in 12 months' time how to handle those who have lost work or not done their work in the pipeline can be handled.
- Kirsty: Some institutions are adding a Pandemic Impact Statement to their RTP file. Not a policy issue to change guidelines.

- Richard: What was the original thinking in us taking this up (reminder)? Al: equity and diversity.
- Kirsty: my understanding too. Consider implicit bias for all educators. That is where Al's suggestion fits in. The impact of the pandemic is not equitable, both short term and long term.
- Rebecca: Student eval suggestions (SPOT). Al: I can receive this information on behalf of the council. Rebecca will forward the email she received. Kirsty: ATS oversees the procedure. It depends on whether the issues are procedure or oversight of the form and the items on it. Al: if it is a layout question then it is procedure, addressed by ATS; if there is confusion about interpreting items because of conversion to online that is FPPC.

4. Emeritus Policy

- Al: Concerns are with 1.0. How someone becomes or loses emeritus. Right now, it is the president. Should it be more?
- Al: Looked at two other policies at extremes; posted text as starting point
- David: Question of Academic Freedom is not covered by this.
- David: There is currently no review or recommendation. If there was that process we wouldn't be here.
- Richard: who should review (president, academic dean, faculty, etc.) is determined by what needs to be reviewed. This may have come to FPPC because of a particular case, but the policy is not about a case, it is about the future. What do we want to review?
- Leslie: if we go another direction we are throwing out the existing policy.
- Al: When people have trust in the administrators and selection committee, they feel like specific criteria can be limiting. It is a balance.
- Jalal: Academic Issues, Ethical Issues, Legal Liability. How to have a balance.
- Kirsty: There is a difference in substance in decisions that are made. An emeritus faculty member is not an employee of the institution.
- David: The majority of these things are not problematic. We shouldn't increase faculty workload. Most simple solution: dean recommends positively or negatively, president decides. If we felt a faculty endorsement was needed, then the tenured faculty in the unit could vote. Many feel that in this particular case faculty and students object to the person having emeritus status.
- Al: Do you all feel like you are starting to come up with your thoughts? General thoughts? Majority feel more than the president should be involved. We should lay out some criteria (majority). Revocation? Jalal: only the president can revoke because emeritus is not an employee. (But, there can be review and recommendations)

- Leslie: Concerned we don't use this one person's issue to make a policy. Al: We won't be.
- Kirsty: Even on my radar this comes up. Generally: 1) question there is no standards; it is automatic 2) had been a faculty member here, went elsewhere, and then wants it here 3) does something that makes the institution look bad and we can't handle that 4) if you have someone who went into admin from faculty he can't be emeritus, but should he be able to because he was faculty who rose to administration?
- Al: The four things we appear to work on then: When to confirm, guidelines for confirmation, who does the confirming, revocation guidelines and procedure.
- Don: Summarizing eligibility --
 - Been here 10 years to be eligible
 - Admin with retreat rights to a dept are eligible
 - Recommended by dean for eligibility
 - Retired from this institution to be eligible
- Kirsty: it is currently that you must retire from here. Two levels to going and wanting to then get emeritus here vs spend 30 years here but then go to 2 years at another institution? Another CSU different from another institution? Al: Chancellor's Office.
- Kirsty: Qualitative vs Quantitative (for dean).
- Jalal: 10 years. Nature of what they do.
- Al: Vast majority to become emeriti. Bar low.
- Leslie: I can look around at articles and other institutions and share. It might not be as simple as we might like it to be.
- Kirsty: Section on revocation. If there is a list of things that would cause you to revoke then they shouldn't be on the list in the first place. Eg Title IX violation and the retirement is a cause of that violation. If it is grounds to revoke it is grounds to not give.
- From Leslie: *Emeritus status, it is a matter of honor especially when it is denied.* "With the average age of the professoriate ticking upward and cash-strapped campuses attempting to coax faculty members into retirement, many colleges are wrestling with how they should relate to retired professors. And although emeritus designation typically holds little practical meaning, in a profession laden with titles that carry status it has become widely regarded as a final seal of approval in a successful academic career."
- Kirsty: Thoughts on minimal criteria: Considered satisfactory on most recent ETF?
- Leslie: From a small amount of research it is clear that 10 years is much less than many institutions.

5. Preliminary discussion of other potential FPPC policy revisions this year (including faculty hiring policy)

- Kirsty: We should be cautious in the pandemic about taking on things we don't need to do. The hiring policy is a low priority. RTP is higher.
- Vote to table hiring for now (moved, seconded, passed).

Next scheduled meeting is October 16th