
Faculty and Student Policies Committee Minutes

Attendees: Tim Sistrunk, Kathleen Kaiser, Patrick Newell, Emily Bruns, Mahalley Allan, Rachel McBride-Praetorious, Miriam Walter, Jeff Trailer, Chris Nichols, Marianne Paiva, Ennis Musvosvi, Margie Keyawa-Boyd, Ana Medic, Dennis O'Connor, Elizabeth Boyd, Troy Jollimore, Nicole Sherman, Michael Coons, Nicholas Burk, Terence Lau, Athena Zhang, Jennifer Brundige, Maleta Wilson, Janelle Bauer

Meeting called to order at 2:36

1. Approve Minutes of FASP meeting
 - a. Minutes of March 2, 2023

Members misrepresented as guests to be corrected as members: Terence Lau, Alita Wilson, Athena, Zhang, Jennifer Brundidge, and Janelle Bauer were listed as guests rather than members.

Patrick moved to accept, Miriam seconded. 18-passed.

2. Approve Agenda
 - a. Miriam proposed the addition of **8.1.3.c** as item (d) under action (about dossiers). Trailer seconded. 15 voted yes. Medic asked to have the item linked; Walter sent to Newell, but not in time to put in Box. Will have link with minutes and will share now at action discussion.
 - b. Trailer – re-label 5.2 as *supporting* item of action items. Discussion about reason why- Medic explained and that hope is it will be an introduction to item later. Trailer stated was his error to send as action item. Will not be voting on this today.
Boyd moved to allow, Medic seconded, passed unanimously.

3. Action Items

Sistrunk reminded that at action is the time to make changes.

- a. Proposed changes to [FPPP on Lecturer Issues - Definitions](#)
Trailer reviewed changes: “we went over this last time that changes are pretty minor in this case”. Word “see”... It was felt that this definition applies to all faculty so we're going to strike __ faculty. Consistent use of the term “CBA”.
Trailer moved to accept as action, Newell seconded. 17 voted yes, passed.
- b. Proposed changes to [FPPP on Lecturer Issues – Section 1](#)
Kaiser asked about the term “onboarding”. Allan clarified that this refers to orientation processes, language comes from the collective bargaining agreement.
Trailer: “Elsewhere under leaves. And so the recommendation was to change the language to what you're seeing here, and that's it. the idea was that the stricken part is already mentioned.”...
Boyd “I am very concerned about this text here being crossed out, and we do not have the other document going along with this that ensures that that text is, in fact, being preserved”. Questioned why that is not present. Trailer asked for clarification of the question. Sistrunk attempted to clarify. Trailer: “Are we saying that we should table this until 5.2.1.C is introduced, and then run them together?”
Sistrunk reminded group members that there is still much work to be done in FASP this semester. Trailer: “that's where we currently think it best fits”.
Boyd moved that the item be postponed as an action item until the 5.2.1.C language can be added to the same item so that they come together. Kaiser seconded. Boyd “it would be moved by hopefully a member of the subcommittee to add the language they could provide a document that is the amended document to FASP, and then make a motion to add that

language into the same item. So that then we have both of these in tandem and can make sure that that language is not being lost, and I believe that would be able to protect our lecturers from having this language disappear altogether”.

Medic asked to clarify the intent. Boyd:”...part of my motion is that in the same exact document, not an attachment just embedded in this document would also be the 5.2.1.C language from the subcommittee hopefully, with an amended document. That would come back at action”. Boyd clarified that it will be embedded in the document.

Trailer: will vote against this. “it unnecessarily complicates what we're doing. And we're already going to cover this when we bring that, and it makes the agenda longer...we know that at the end of the semester, those agendas are very time pressured...the whole point of doing it this way was to get as much work as possible done.”

Vote: 6 no, 11 yes, passes

- c. Proposed changes to [FPPP on Lecturer Issues – Section 5.1.1.e](#)
Trailer explained changes to the approved language. The first three lines are duplicative. Kaiser motioned to approve. Walter seconded. Kaiser explained reason is succinctness. Tim- language from the new contract is included. Vote: 17 yes, passed.
- [Informational Item for 3.c. \(companion document\): Proposed changes to FPPP on Lecturer Issues – Section 5.2](#) Trailer noted again that this is not official. Something was moved to 5.2 and it was asked to be documented and see where it was placed. It is still being worked on.
Kathy – re. term “onboarding”, is that used elsewhere in document. Trailer clarified that we are not talking about it yet, is still being worked on. Mahalley explained the term which refers to orientation and can happen in Spring.
- d. Proposed changes to [8.1.3c](#)
Walter stated that changes were accepted except wording about dossiers, because they are now electronic. Changes made were suggested at introduction. New wording: “...that access to their electronic dossier is being returned to the faculty member”.
Boyd: Motion to accept the change. Vote: 16 yes, passed.
Walter read statement added: “The dossiers are confidential and are only to be available to designated staff/faculty for the time required to complete the review, as designated by the RTP calendar.” Explained that there was discussion at introduction about confidentiality issues and the length of time that the personnel committee and others had access to them.
Boyd questioned why staff/faculty. Walter explained that not only the personnel committee, but deans and clerical staff have access. Walter asked if better wording. Boyd: “no...I don't recall this being part of the introduction item...this language is very problematic in it's current form...” Boyd added that it is not only the dossier, but the PAF. Walter clarified that this policy and passage pertains only to the dossier, not the PAF.
Trailer moved to accept the added sentence. Walter seconded. Vote: 5 yes, 11 no, does not pass. Vote on whole section: 16 yes, passes.

4. Introduction Items

- a. Proposed changes to [FPPP 11.1.1](#)
Sistrunk presented. Kaiser asked to clarify, “The faculty member doesn't request this. It just is automatic. All they could do is request that it not happen.” Allen: “So this part of the FPP is about when you can apply for promotion to full Professor, and that language, that's the proposals to strike it. Not eligible for an SSI [salary increase], or it sets up this expectation, that if a faculty member is not eligible for an SSI, so that's a salary increase, then they can go ahead and apply for full promotion, even though they haven't served long enough in that rank, and then that wouldn't be considered accelerated Promotion. So you had this come up, and it ties someone's salary to their time to be able to apply for promotion to full [professor]. So we have salary and certain faculty in certain colleges make higher salaries. They become an associate professor. They're not eligible for

SSI, because their salaries are already too high.” Summary: FPPP is incorrect. Also, some faculty stay as associate professors.

Lau: “Should we say, having served 4 years at the associate rank? Because I'm wondering about the rare case where we have someone who is tenured without promotion, which means they are tenured assistant [professor]”. Allen responded that that is an excellent point. We do have a few [professor] who are tenured but not promoted.

Sistrunk asked for a vote to move this forward as an introduction item. Vote: 15 yes, passes.

{Allen had to leave.}

b. Proposed Changes to [FPPP 16.4.1](#)

Sistrunk introduced. This is about counselors. Discussion about confidentiality and why counselors' files are not kept in OAPL's office. Subcommittee was unable to answer questions. Boyd motioned to postpone till the next meeting. Newell seconded. Vote: 14 yes, 4 no, passes.

c. Proposed Changes to [FPPP APPENDIX TWO](#): delete appendix. OAPL editing.

Sistrunk and Walter presented, but unable to answer exact reasons, and questions. Basically, is outdated. Sistrunk: “we don't do the university employment status of divisions... we don't use those categories for or maintaining personnel files anymore.”

Boyd Newell motioned to postpone till the next meeting. Kaiser seconded. **Vote: 13 yes, passes.**

5. Subcommittee Reports/Conversation

a. Overview [FASP Policies and EM subcommittees 2022-23](#)

Sistrunk: Generally, people are working hard on different aspects of policy.

Boyd: update on the UBC and the USAC: UBC subcommittee did meet. “I've [begun] to incorporate some of the feedback that was received electronically...request for feedback, and I am hoping to meet Monday after spring break and trying to meet with Vice President Sherman for some final work on the EM, and in hopes of bringing it to the next meeting for the USAC; also there is an upcoming meeting with them to see if we can also bring that EM forward as well. Before the next FASP for the next FASP meeting... in the meantime, we're sourcing out some feedback from both USAC committee and former members of the policing task force. So, I hope we'll have some drafts for you at the next meeting.

6. Announcements – none

7. Other - none

8. Adjourned at 4:20.

Submitted by *Miriam Walter* 3/12/23

Links to:

[Academic Senate](#)

[Faculty & Student Policies Committee \(FASP\)](#)

[Current Executive Memoranda](#)

[The FPPP](#)

[The CBA](#)

[Student Conduct Rights and Responsibilities, Campus Policies](#)

[FASP Subcommittee and Document Handling Protocols.pdf](#)

[EM Template](#)