



California State University, Chico
Office of Academic Personnel
Campus Zip 024

M E M O R A N D U M

DATE: July 29, 2020

TO: The Academic Campus Community

FROM: Brian Oppy
Associate Vice Provost for Academic Personnel

SUBJECT: Changes to the FPPP 2020-2021

After a careful review of the 2019-2020 FPPP by the FASP Committee, the recommendation of the Academic Senate, and the approval of the President, the following revisions have been made to the FPPP for 2020-2021. Items removed are ~~struck out~~, items added are in **red**. The document can be found in its entirety at <http://www.csuchico.edu/oapl/fppp/index.shtml>.

FPPP Section	Revision	Affected Parties
2.0	AFFIRMATIVE ACTION NON-DISCRIMINATION	
2.1	It is University policy that there shall be no discrimination based upon race, ethnicity, national origin, religion, ancestry, sex, sexual orientation, gender identity, gender expression, genetic information, marital status, pregnancy, age, disability, medical condition, or veteran status, in any personnel action and/or any disciplinary or grievance action.	<ul style="list-style-type: none"> • Faculty • Deans • Chairs • Personnel Committee
2.1	We are committed to providing an inclusive and welcoming environment where students, faculty, and staff can succeed and thrive. Together we can foster a climate that acknowledges and celebrates who we are.	
2.1.1	The Campus Affirmative Action Program contains two major commitments: To recognize both a moral and legal obligation to work toward a work force composition reflecting the mix of ethnic minorities and women in the labor markets from which the University draws its	

	staff.	
2.1.2	To make a demonstrable and deliberate effort in hiring to solicit applications from minority and women candidates in all cases where their representation is below the labor force standard.	
2.2	The faculty personnel policies and procedures implemented at any level of the University shall include measures for carrying out affirmative action.	
2.2	It is University policy that there be no discrimination or harassment based on protected status as defined in EO 1096 and CBA 16.1 (<u>EO 1096</u> and <u>CBA 16.1</u>).	
2.3	The University Campus Equity Council (CEC) is a permanent committee of the Academic Senate, which reports to the Faculty and Student Policies Committee (FASP). Refer to EM 12-014 for the complete description of the committee's charge, membership, meeting schedule, and related information.	
2.3	CSU, Chico is an Equal Opportunity Employer. We are committed to recruiting, developing and retaining the most qualified people from a diverse pool without regard to race, religion, color, national origin, ancestry, age, sex, gender, gender identity, gender expression, sexual orientation, genetic information, medical condition, disability, marital status, or protected veteran status and only employ individuals authorized to work in the U.S.	
2.4	Complaints of discrimination or harassment should be made through the appropriate <i>grievance</i> process. For faculty, that process is the <i>Grievance</i> Procedure, Article 10, of the Unit 3 CBA. Such complaints may also or alternatively be filed with regulatory agencies, such as the California Department of Fair Employment and Housing (DFEH), Equal Employment Opportunity Commission (EEOC), Office of Civil Rights (OCR), and other state or federal regulatory agencies.	
2.4	The faculty personnel policies and procedures implemented at any level of the University shall include measures for promoting and carrying out our Affirmative Action Plan. (<u>Affirmative Action Plan</u>).	
2.4.1	Such affirmative action shall apply to all employment practices, including, but not limited to hiring, promotion, demotion or transfer, recruitment, recruitment advertising,	

<p>2.5</p>	<p>layoff or termination, rates of pay or other forms of compensation, and selection for training.</p> <p>The University shall respond promptly to all complaints of discrimination, harassment, and retaliation, and shall take appropriate action to prevent, correct, and discipline conduct that violates this policy. Complaints should be made through the grievance procedure (see Articles 10 and 16 of the <u>Unit 3 CBA</u> and <u>EO 1096</u>).</p> <p>Such complaints may also or alternatively be filed with regulatory agencies, such as the California Department of Fair Employment and Housing (DFEH), Equal Employment Opportunity Commission (EEOC), Office of Civil Rights (OCR), and other state or federal regulatory agencies.</p>	
<p>5.0 HIRING</p>		
<p>5.0.1</p>	<p>Each new faculty unit employee shall be provided no later than 14 days after the start of the semester with written notification of the evaluation criteria and procedures in effect at the time of his/her their initial appointment (see CBA 12.2). In addition, pursuant to Articles 12.2 and 15.3 of the CBA, the faculty unit employee shall be advised of any changes to those criteria and procedures prior to the commencement of the evaluation process.</p>	<ul style="list-style-type: none"> • Faculty • Deans • Chairs • Personnel Committee
<p>8.0 EVALUATION OF FACULTY</p>		
<p>8.0.2</p> <p>8.0.2.a</p>	<p>By the beginning of the fall semester, the Provost or designee shall provide a calendar of deadlines (see Appendix III) for the completion of the WPAF and the submission of reports and recommendations from each Personnel Committee, Department Chair, and College Dean. This calendar shall include the “closure” dates – the dates on which the WPAF will be declared as having a complete set of documentation provided by the candidate for his/her evaluation. Insertion of information after closure is discussed in section 8.1.2 below.</p> <p>The closure date for faculty undergoing a performance review shall be the Fall semester census date. The closure date for faculty undergoing a performance review shall be the Friday of the fourth week of the Fall semester.</p>	<ul style="list-style-type: none"> • Faculty • Deans • Chairs • Personnel Committee

8.0.2.b	<p>The closure date for faculty undergoing a periodic evaluation shall be the Spring semester census date. The closure date for faculty undergoing a periodic Evaluation shall be the Friday of the fourth week of the Spring semester.</p>	
10.0	EVALUATION OF TENURE TRACK (PROBATIONARY) FACULTY	
10.1.11	<p>Periodic evaluations and performance reviews will cover the period since the faculty member’s date of appointment. For summer or fall appointments, period of review will begin at the last academic day of spring semester on May 31st in the academic year preceding the appointment. Spring appointments will begin on the date of appointment. All faculty members’ evaluations and performance reviews will include work that is part of a service credit year or years and other granted credits.</p>	<ul style="list-style-type: none"> • Faculty • Deans • Chairs • Personnel Committee
10.5	EVALUATION OF PROBATIONARY FACULTY – OUTCOMES: GRANTING OF ACCELERATED TENURE OR PROMOTION	
10.5.3	<p>To qualify for accelerated tenure or promotion the candidate must: (1) be rated Superior as defined in 10.3.4 10.3.3 in all three categories of evaluation: Instruction, Professional Growth and Achievement, Other Contributions to the University and Community; and (2) demonstrate the likelihood that this high level of performance will continue; and (3) have worked a minimum of one academic year under the conditions similar to their department’s typical full-time assignment.</p>	<ul style="list-style-type: none"> • Faculty • Deans • Chairs • Personnel Committee
13.0	LEAVING FROM AND RETURNING TO THE UNIVERSITY	
13.1.2.e.6	<p>All faculty shall be notified of the awarding of leave positions on or before the last second Friday in October November. Such notification shall specify the purpose of each awarded leave.</p>	<ul style="list-style-type: none"> • Faculty • Deans • Chairs • Personnel Committee
13.4.1.a	<p>Emeritus status may be granted to any academic, administrative, or instructional staff faculty member upon the written recommendation of the faculty of his/her academic unit and the approval of the Provost. Recommendations for conferring emeritus status shall be based upon:</p>	
13.4.1.a.1	<p>Retirement from the California State University, and</p>	

13.4.1.a.2	Having provided ten or more years of full-time service or its aggregated equivalent in part-time service or combined full time and part-time service at CSU, Chico, and	
13.4.1.a.3	Meritorious contributions to teaching, scholarship, and/or service to CSU.	
13.4.1.a.4	A faculty member may be approved for Emeritus status posthumously, whether death is prior to, or after, separation from employment.	