



## Faculty and Student Policies Committee Meeting Minutes

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TO: Faculty and Student Policies Committee  
FROM: Duncan Young, Rotating Secretary  
DATE: March 30, 2021  
SUBJECT: FASP Meeting Minutes of – April 1, 2021 at 2:30 PM  
VIRTUAL MEETING: [Zoom Link](#)  
Meeting ID: 985 9539 4337  
Password: 752886

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ATTENDEES: Rebecca Ormond, Jennifer Underwood, Tim Sistrunk, Paul Herman, Alexander Smith, Duncan Young (proxy for Bre Holbert), Patrick Newell, Brian Oppy, Jeff Trailer, Betsy Boyd, Marianne Paiva, Jennifer Brundidge, Rachel McBride-Praetorius, Adam Irish, Nick Burk, Jenna Wright, Ennies Musvosvi, Laura Sparks, Kendall Leon, Kathy Kaiser, Michael Polson (proxy for Emily Peart), Nicole Sherman, Seth Klobodu, Callie Norton

GUESTS: Cheri Chastain, Jonathan Day, Mark Stemen, Cynthia Daley, Tiffani Anderson, Irene Korber, Hassan Salehi

Meeting called to order at 2:34 PM

Started meeting a 2:38 PM

1. **Approve minutes of [03/11/21](#)**

Approved with an addition to the attendance, no objection

2. **Approve Agenda**

Motion Danielle Hidalgo – Move announcements to item 3. Seconded by Laura Sparks. Danielle Hidalgo’s reasoning – “make sure we talk about academic senate officer positions before we finish.”

Betsy Boyd – Asked if we should add the officer information under other.

Chair Underwood – Remind everyone about senate officer positions under announcements

Motion approved without objection

Betsy Boyd- Add to other : Senate Officer nominations, timing of end of year academic senate meetings

Approved without objection

3. **Announcements**

Reminder that senate officer positions and other types of positions are coming up including At-Large Senator nominations

Jennifer Underwood: Will not be chair of FASP for next academic year

**4. Proposed changes to [FPPP 17.2.4.d](#) (Chair appointment) – Introduction item**

Johnathan Day: Chairs executive committee and council: make sure that when dean gets together with the chair, campus data is related to chair time base.

Marianne Paiva: How is it different than 17.2.4.b?

Johnathan Day: has to do with the recommendation that the committee makes to the dean.

Timothy Sistrunk: FPPP RTP subcommittee, took up this change based on chairs concerns based on past work.

Johnathan Day: Campus data document included, created in committee requires the document is living and regularly updated for increased accuracy of information

Conversation occurred about the appropriateness of 17.2.4.b stating “Depts, schools and units...” rather than “The colleges”

Betsy Boyd: Over a decade of work has been done to try to iron out work of the chairs and ensuring equitable appointments.

Marianne Paiva: Confusion about negotiation for chairs at the dept and college level. Johnathan Day suggests removing Depts. Schools and units from 17.2.4.b

Chair Underwood: Since language was brought up in 17.2.4.b and possible confusion with 17.2.4.d perhaps some language change suggestions should be considered prior to the next FASP meeting so that they may be addressed at Action.

Johnathan Day: No issues with taking forward 17.2.4.d , however need consultation with chairs council before suggesting changes to 17.2.4.b.

Johnathan Day: Provided an announcement that ASAC interim EM expires in April, heads up that the replacement will be coming to FASP soon. – Happy to show up next meeting for introduction.

The introduction item is approved.

**5. Proposed changes to [Campus Sustainability Committee – Green Curriculum Advisory Team](#) – Introduction item**

Tim Sistrunk: Curriculum subcommittee intends to promote environmental education and sustainability. To do the work we need more than just being ad hoc.

Wants to define our committee and have Academic Senate approval to have more follow through authority. “Green CAT” Goals- promote interdisciplinary action and curriculum about climate change/justice and resilience. Focus on Climate Action and Resilience Plan. Revitalize student learning outcomes and symbolism to be more coherent and actionable. Create new CCR suffix for courses that emphasize Climate Change and Climate Resilience. Students should be more ready to take action regarding climate change/issues.

Marianne Paiva: Membership Questions. When will term of voting members start and end? How long are terms? Who will run the elections? Voting stake holder appointments below Ex Officio members? How frequently are progress reports to CSC?

Timothy Sistrunk Reply:

-3 year terms; elections intended to be the way senates run; Deans run it through their colleges. No reply regarding the suggested reorganization Ex Officio Members section. Progress reports are meant to be completed monthly.

Adam Irish:

How does this committee work with/connect with CAB? How do we envision it working in concert with CAB?

Tim Reply:

CAB is about GE, this applies more broadly. We spoke with CAB, and are working with them, but we are not pretending to be a curriculum committee. This is an added distinction it is added after the curriculum is set.

Alex Smith: Can we add more Students to the committee?

Betsy Boyd: Recognizes Cheri Chastain

Cheri Chastain: The campus sustainability committee reports once annually in the fall. 2. This could be a course attribute to help students find these courses easier.

Betsy Boyd: We are lacking an explanation of how a member helps with the specific charges of the committee. Clarify constituency. More purposeful membership

Timothy Sistrunk: That is awesome!

Betsy Boyd: Recognizes Cheri Chastain

Cheri Chastain: Most folks appear to be appreciative on the creation and have not made suggestions on changing the structure of the committee

Passes Introduction without objection.

**6. Proposed changes to [FPPP definitions](#) (FPPP pg. 9)– Action item**

Laura Sparks: Process question? With multiple changes simultaneously how does this work?

Jennifer Underwood: The following changes are separate (Item 7)

Betsy Boyd: We could include changes at top of document (header), editorial before it goes to senate.

Approved with no objections. Passed to Academic Senate.

**7. Proposed changes to [FPPP Rating, 10.3.3, 10.5.3, 11.1.3](#) (Definitions – Rating, Evaluation of Tenure Track (Probationary) Faculty and Evaluation of Tenured Faculty) – Action item. (postponed to 4/8/21)**

Motion by Timothy Sistrunk: I move that we consider the changes

Seconded by Paul Herman

Jeff Trailer (Rational): This is a starting point. Discussion from last time lead to changes, EX: added expectations rather than adequacy in regards to ratings. Achievement not Scholarly contribution to recognize non-scholarly excellence. Changes definitions to allow departments to set meanings for service expectations.

Adam Irish: Process. Can we continue making changes – Yes.

Approved collection of amendments with no objections.

Adam Irish: Kendall Leon and Adam worked to improve language.

Motion by Adam Irish to replace the professional growth achievement meets expectations section.

Seconded by Laura Sparks

Adam Irish (Rationale): Expand understanding and nudge RTP evaluations away from exclusively focusing on scholarly achievement to be more inclusive of other service and professional activities.

Kendall Leon: Aligns with mission and structure of employment.

Laura Sparks: Professional activities seems to narrow based on it being defined elsewhere, is this an issue?

Paul Herman: This language regarding contributing to students is awesome, glad to see the problem being addressed

Adam Irish (replying to Laura Sparks): Could be an issue, we may need to change the language

Duncan Young: I appreciate the expansion of rewarding faculty for student support

Kathy Kaiser: We have faculty who may contribute to their students' careers in terms of students doing professional scholarly papers, but also other activities. I think we need to avoid appearing that it's only when you do what I do, that we give credit. So, you may have students, even in a different major but who you help a different landscape than intention, a contribution to society, etc. So I really think it's important for us not to get our shoes stuck in the tar.

Kendall Leon: Yeah, I was just thinking, and I don't know where to put this or how to word this now that we're talking about it. I wonder if something about disciplinary expertise comes in here because Tim that is professional growth and development is the kind of work that draws on and contributes to professional disciplinary expertise. I don't know if that's the word but something like that and so I'm just brainstorming out loud and I don't have the exact terminology, but I wonder if that's good because maybe that's a substitute or something in addition to that professional, it's this idea that it's the kind of work that we do that draws on, you know, having the expertise that we bring.

And I don't know exactly, I don't have the wording figured out, but I wonder if that's the way to kind of distinguish.

Betsy Boyd: Should it say student success and not students? Should we postpone until next week, we need to get this right? – "Throwing it out there as a consideration"

Paul Herman: We should focus on supporting student success, but it is possible that it goes unseen, we should make sure that is taken into consideration.

Jennifer Brundidge: we should focus on developing expertise, as teacher scholars having too much focus on student success, we may lose the professional development portion.

Adam Irish (Replying to Jennifer B.): We want to create wiggle room and include focus on professional contributions outside of scholarly activities. (replying to Betsy) We should get this done today and not push it off.

Kendall Leon: I agree with what Jennifer (Brundidge) said. I saw student success as one of, not the only, work impact.

Timothy Sistrunk: We could change the definitions of professional activities next week, unless we want to do it now.

Betsy Boyd: We should look to see what we are changing on a micro scale and not entirely. I think the only way that we can discuss this thoroughly is to postpone this

action item.

Motion by Betsy Boyd: Postpone this agenda item until next meeting.  
Seconded by Marianne Paiva

Adam Irish: I disagree with the motion, the exact language that has been changed was in the memo sent out with the agenda.

Kathy Kaiser: Does this mean all of the FPPP items would be postponed.  
Jennifer Underwood: This is only in regards to this item.

Betsy Boyd: I am not sure if we did see it, I can not verify I received it. Considering the agenda as it is past 4:30, we should move forward with true consideration we should postpone.

Kathy Kaiser: I do support this motion to postpone this item.

Jennifer Brundidge: I echo agreement to extend this conversation.

Jennifer Underwood: We do have two additional FASP meetings this year.

Nicholas Burk: Question- Regarding the changes, does the administration have veto power.

Betsy Boyd: Academic Senate does make recommendations, if we were out of line it would be likely to see a veto of sorts. Barring inconsistencies with our contracts, it would be difficult for the admin to totally veto this.

Nicholas Burk: Thank you, I support these changes. I am for maximizing the likelihood of passing this in academic senate.

Motion to postpone to the next FASP meeting approved 14 approve-3 opposed

**8. Proposed name change for [Student Evaluation of Teaching](#) (Rationale, FPPP 3.0, 8.0 (8.1), 10.0 (10.2.5a), and 16.0 (16.9) and EM 15-010 – Introduction item**

Timothy Sistrunk: Rename because the CFA contract provisions, to Student Perceptions of Teaching and Learning (SPOT). Look at SET more holistically, promote the class time and student engagement. Used examples from other CSUs. Lots of changes to different documents, EM, FPPP<, etc.

Duncan Young: Is there Data regarding perception of name and response rate?

Tim Sistrunk: There's different practice across colleges to encourage student participation in SETs.

Jennifer Brundidge: Supportive of the change

Kathy Kaiser: Exchange questionnaire as survey.

Callie Norton: Contributing to the evaluation of teaching and supportive name change.

Adam Irish: Perception is important to state, people have biases and this can lead to discriminatory practices.

Motioned by Betsy Boyd: dividing the question between the EM and FPPP.  
Seconded by Adam Irish  
Approved without objections.

Approved FPPP name changes to SET to Student Perceptions of Teaching and Learning without objections.

Regarding EM changes

Betsy Boyd: University student Perceptions of Teaching and Learning committee (UPOT or USPOT?)

Jennifer Underwood: Editorial changes. In the proposed changes, the committee is referred to as USPOT (currently USET), while the instrument is referred to as SPOT (currently, SET).

Approved EM name changes to SET to Student Perceptions of Teaching and Learning without objections

#### 9. FPPP lecturer development – Introduction item

Timothy Sistrunk: lecturer issues FPPP RTP committee addressed issues. Part-time faculty definition issue -> change to lecturer instead of Temporary Faculty.

Lecturer faculty have voting rights and other rights based on the department/unit regulations. Depts/Units are encouraged to find financial support for lecturer participation in committees and other professional development. Lecturer Faculty rather than Temporary faculty.

Kathy Kaiser: Why did you not change it in 9.1?

Timothy Sistrunk: Good spot, we missed it.

Marianne Paiva: Does this follow CBA decision on who gets the right to vote? (based on current Fresno arbitration)

Timothy Sistrunk: That was about voting for chair, this is broader to include curriculum etc. We changed to match the CBA.

Approved without objection

#### 10. Subcommittee(s) – Information item

- a. Targeted Harassment of Faculty (Faculty Cyberbullying)

Timothy Sistrunk: Meeting this weekend

#### 11. Other

Betsy Boyd: **Senate meetings** can be lengthy and have been going quite long lately especially as we consider both FASP and EPPC items. Posed questions about adjusting senate meetings as we complete the semester, to allow for meetings to end a bit earlier, if able. Perhaps 30 minutes might be gained in Academic Senate by starting at 2PM? We could also try adding another meeting to the AS meeting agenda. Does anyone have any other suggestions?

A few suggestions for 1PM but concerns about member and guest attendance based on an earlier time and availability to attend. Rebecca mentioned, if the meeting were to begin at 2 PM, to have announcements during that time and move voting items to later on the agenda to allow for voting quorum when necessary.

Suggestion to provide justification/rationale for agenda items such as Introduction/Action, ahead of time rather than speaking to them on the floor.

Discussion is set to continue during the next FASP meeting.

Betsy Boyd: **Officer roles** are opening for Academic Senate. Would like to encourage engagement and invite members to ask questions and reach out for further information if they are interested. This service is a great way to learn more about the University

Tim Sistrunk: will no longer be serving as Secretary of the Academic Senate for the upcoming academic year.

Senate Officer roles are compensated through buy out for these roles. Summary of duties include (depending on position): attending Executive (working with Cabinet)

Committee meetings, Senate Officer meetings, agenda preparation, chairing and convening meetings, including other possible additional tasks.

Following adjournment, interested individuals were invited to stay and ask questions regarding officer positions.

**12. Adjourn: 5:49 PM**

Links to:

[Academic Senate](#)

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

[Current Executive Memoranda](#)

[The FPPP](#)

[The CBA](#)

[The Constitution of the Faculty](#)

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