



Faculty and Student Policies Committee Agenda

TO: Faculty and Student Policies Committee
FROM: Laura Sparks, Secretary
DATE: October 12, 2020
SUBJECT: FASP MEETING MINUTES – October 15, 2020 at 2:30 PM
VIRTUAL MEETING: [Zoom Link](#)
Meeting ID: 985 9539 4337
Password: **752886**

ATTENDEES: Patrick Newell, Jennifer Underwood, Michelle Borges, Alexander Smith, Kathy Kaiser, Adam Irish, Tim Sistrunk, Jeff Trailer, Rebecca Ormond, Brian Oppy, Paul Herman, Elizabeth (Betsy) Boyd, Nicholas Burke, Bre Holbert, Danielle Hidalgo, Marianne Paiva, Jenna Wright (proxy for Rachel McBride-Praetorius), Laura Sparks (proxy for Kendall Leon), Brooke Banks (guest), Kendall Leon, Tiffani Anderson (guest).

Meeting called to order at 2:35 PM

1. Minutes of 10/08/20 approved with several corrections
 - a. Motion by Sistrunk to add more detail about SET and PAF discussion; Boyd added corrections, as well (seconded by Kaiser); no objections to changes
 - b. Unanimously approved with changes
2. Agenda approved by chair
3. Subcommittees – Information item
 - a. Targeted Harassment of Faculty – updates from Hidalgo/Sistrunk: committee has met; still discussing how to lay out the policy and who it will impact; next meeting in several weeks.
 - b. Campus Climate Survey Policy – update from Trailer: draft already in place with suggested components (thanks to last year's subcommittee); Spring deadline; recommends more outside involvement once policy draft comes to FASP; commends Irish for his work on this policy last year.
 - i. Irish offers more context about participants; considerations of survey neutrality; Herman questions timing, given that we are in exceptional circumstances; Trailer responds: so far in policy, there are two parts to survey (one modifiable and one consistent); policy would allow committee to be flexible and determine timing; Kaiser reminds committee that it's important to capture data from current circumstances (ex. Camp Fire); Irish on timing: Senate would need to approve survey instrument first.
 - ii. Motion by Herman: policy draft comes to FASP as Intro item (seconded by Trailer)

1. Trailer clarifies that no new committee members would be added if this motion passes; no objections/concerns raised
 2. Unanimously approved
- iii. Boyd asks subcommittee to consider mechanisms for a vote of affirmation by Senate – less room for editing on Senate floor but Senate can still convey support; Sistrunk questions how bringing survey to Senate every few years would work, logistically and financially; Trailer responds that committee decides timing, and Senate would receive instrument after approval from President and EC; Boyd responds: policy sets stage for survey frequency and should remain nimble; Irish clarifies procedure for approving questions, emphasizes accountability with campus community.
- c. Digital Technologies in Teaching and Learning Policy – update from Smith: subcommittee discussed Go Virtual
 - d. Instructionally Related Activities Policy – no update available
 - e. FPPP – update from Sistrunk: subcommittee remains hard at work
4. RTP– Discussion item
- a. Optional SET inclusion and lecturer reviews. Underwood asks: how would optional SET inclusion impact lecturer reviews moving forward?
 - i. Sistrunk asks about alternatives to SETs; Anderson shares lecturer concerns in sciences, incl. whether class websites (e.g., BbL pages) could be evaluated; Oppy stresses importance of framing narrative and shares concerns about CBA reqs; Paiva recommends that lecturers are able to decide which two SETs to include in review; Smith asks Anderson: does Lecturer Council have a position on SETs? Anderson responds that it's still under discussion; Smith advocates student survey as option for gathering feedback.
 - ii. Boyd on CBA 15.15: no min. SET requirement; can “fewer” be zero? Oppy responds that per CBA, if we do SETs they must be in PAF; Sistrunk notes CO left individual campuses to figure out Sp20 agreements; discussion ensues among Underwood, Anderson, Sistrunk, and Boyd about if Lecturer Council could share opinions re: SETs in a survey and/or get impressions from their constituents and share them; timing is crucial.
 - iii. Underwood requests unofficial vote re: whether 6th yr lecturers could provide alternate forms of teaching effectiveness, if SETs are not included.
 - b. Underwood asks: May 6th year lecturers up for 3 yr appointments defer review until Fall 2021?
 - i. Oppy asks what benefit to deferring might be; Irish compares to his choice to extend tenure file, notes that the risk is course availability and security; Paiva asks if entitlement still carries; Underwood asks for clarification of provisional appts; Oppy responds: no way to guarantee, but seniority is in play; Boyd asks about referral's impact on reviewers and international faculty, emphasizes importance of chairs/deans in helping lecturers develop their files; Paiva questions how budget will change over time – could impact contracts if lecturers delay? Herman: If goal is to protect, we should be as flexible as possible.
 - ii. Underwood asks for unofficial vote on what's been discussed – whether 6th yr lecturers could defer review until fall and receive provisional appointments.

- c. Underwood asks for unofficial vote on maintaining normal review cycle but including options for lecturers to demonstrate teaching effectiveness.
 - d. Underwood asks: may 1st or 2nd yr lecturers up for annual appointment defer review for Fall 2021?
 - i. Comments reiterate alternatives to SETs (e.g., lesson plans? participation in FLCs? how can we better mentor one another?). Herman questions the diff. b/w tenure-track dossiers and lecturer dossiers – is this too much like RTP process? Paiva emphasizes importance of paid work, not hidden and uncompensated expectations; Boyd reminds that contracts govern our work; Sistrunk suggests we should reconsider tenure/teaching track options; Paiva welcomes Sistrunk to the Dark Side.
 - ii. Underwood asks for unofficial vote on whether 1st or 2nd yr lecturers up for annual review could defer until Fall 2021.
 - iii. Underwood seeks clarification on whether the deferral option should be maintained, as long as candidates know the risks. Irish and Ormond respond that options are important, and we just want to support everyone the best we can.
5. Announcements
- a. Kaiser: Today is last day of census; K-12 opening in AM/PM model on 10/19 or 10/21 (H.S.); Voting in BMU starts 10/31 (8 am-5 pm) and continues 11/1-11/2, 11/3 (7 am-8 pm); Congrats to our teams!
 - b. Boyd: CO has asked us to review draft of CSU GE Breadth EO. See [EPPC agenda](#), item 3, attachments 3a-c. Note proposed changes to required units in several areas to make room for Area F. Other supporting docs in EPPC agenda. Share with constituents. Feedback can go to CO and Board of Trustees.
 - c. Irish: Share with your students: [upcoming speaker](#) relevant to 2020 election. Facebook link [here](#).
 - d. Paiva: Parents would appreciate WiFi in school pickup areas; Town Halls are starting now.
 - e. Sistrunk: Academic Senates across CSU system are passing resolutions condemning draft EO shared by Boyd.
6. Adjourned at 5:07 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](#)