

Faculty and Student Policies Committee

MINUTES

TO: Faculty and Student Policies Committee
FROM: Elizabeth Boyd
SUBJECT: FASP MINUTES – November 1 2:30, ARTS 228

Attendance:

Pittman, Kaiser, Boyd (Joseph), Livingston, Trailer, Sistrunk, Day, Brundidge, Kendell, O'Donnell, Herman, Zartman, Underwood, Hart (Hidalgo), Donze, Tarabini, Miller, Vela

Meeting commenced at 2:36 pm

1. Approve minutes of October 18, 2018
4A – discussion over the word “onboarding” add quotations or italicize?
Editorial: Typo in 4A period after Brundidge
Correction: Added Hidalgo and Zartman to attendance
Editorial: This play depicts social media
Motion to approve minutes as corrected, seconded – Motion approved without dissent
2. Approve today’s agenda –
Announcement added by Kaiser, agenda as amended was approved without dissent
3. Action Item: EM 17-013 Adjunct Appointments at California State University, Chico
Trailer offered a substitute document (moved by Kaiser, seconded, approved)
Kaiser proposed adding text to clarify background checks “Adjunct appointees are subject”. O'Donnell proposed move of text “Adjunct appointments can be renewed, but appointment as an adjunct does not confer any rights to permanent employment, no matter the length of service” to second sentence of first paragraph part 3. Trailer made motion to amend document with Kaiser and O'Donnell proposed changes. The motion was seconded, and approved.
Motion by Kaiser, seconded, to Strike the words “judge has been achieved by the individual” and add “as determined by” after accomplishment in the last sentence of first paragraph in Part 1. The motion was approved.
Several editorial corrections were made.
Trailer made a motion to approve the EM as an Action Item. The motion was seconded and approved without dissent.
4. Discussion Item: FPPP changes document
Sistrunk provided an overview of FPPP proposed changes related to appointment and review window.
Discussion ensued.
It was suggested that 10.4.5.a. should be edited to reflect The, although their entire working personnel action file (WPAF)

Brundidge suggested addition of the word “only” to the amendment language in 10.4.5.a after the word “evaluated”. Suggested move of amended sentence to end of paragraph by Livingston. O’Donnell mentioned that sentence opens a whole new window of evaluation.

Vela observed that we (collective) fixed the first problem of periods of review during probationary period. But issue of date of appointment is a new issue.

Several members offered testimony of issues with faculty having different start dates for their RTP period of review. One example included two faculty hires in the same AY, but one with an offer letter much earlier than the other and subsequently a longer period of review to include for RTP. Some members claimed they did not know about the offer letter start date and hence did not start the period of review until the first day of the AY.

Extensive discussion over the issue of “date of appointment”. How does service credit fit into this? O’Donnell’s suggestion was to standardize the period of review to 6 months before the appointment date was suggested. Boyd offered a similar standardization was offered that suggested a provision that allows accumulation of work starting at the last day of AY in which their offer letter was issued, or the first day of service credit, whichever period is longer. This provision was justified by analogizing the AY appointment of faculty and precedent of using summer (non-academic, off contract) days in all periods of review beyond the first academic day worked. Vela noted that this provision might require modification for faculty hired to start in January (Spring semester).

Kaiser asked for data: What is the scale of the issue? What is the average time of offer letters?

Several members were not convinced that the current practices are problematic and asked for additional information.

Some members offered that there were significant “leveling of the playing field” issues that could be resolved with standardizing the start of period of review.

Day raised concerns over postdocs that are employed during Boyd’s provision prior to the start of work at Chico State in August.

Several commented that the FPPP subcommittee should parse out issues raised with a standard RTP review start date.

Livingston made a motion to send this document back to subcommittee. The motion was seconded and approved.

5. Subcommittee updates

Ancillary Units (AU) – good masterlist of AUs in Academic Affairs, starting tinkering with the interim policy.

USET – determined last year, no signatures required on SET folders, but conflicts with FPPP – upcoming issue

Time Place Manner update on senate progress.

6. Announcements/Other

AAUW Presentation on Charter Schools, Sat. Nov. 3rd, 9-11am, Pleasant Valley Recreation Center, 2320 North Ave., Chico

7. Adjourned at 4:31 pm

Respectfully submitted,

Elizabeth “Betsy” A. Boyd