

## MEMORANDUM

TO: Faculty and Student Policies Committee

FROM: Barbara Sudick, Meeting Secretary

DATE: Thursday, March 8, 2018

SUBJECT: Draft FASP Minutes: March 22, 2018

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Present: Wilking (chair), Day, Underwood, Gentles, Trailer, Ford, O'Donnell, McLemore, Peart, Pittman, Sistruck, Schulte, Newell, Hidalgo, Livingston, Prucha, Scholz, Zartman

1. Introductions  
New member  
Dean Pat Newell is replacing Dean Judy Hennessey as the Deans' representative
2. Approve minutes from 2/22 – Approved [Attachment 1]
3. Announcements -  
Midsummer Night's Dream is being presented on campus 3/08-3/15, Wismer Theatre  
Chico Bach Festival Friday 3/9 7:30 Zingg Recital Hall  
CSU Chico students' murals for rural communities in the north state is featured in the current issue of Rural Schools Collaborative newsletter.  
CFA will host Aimee Shrek to speak about race and ethnic data of Chico State 12:00 3/12 in Kendall 207-209
4. Policy on Policies, Procedures and Guidelines - Discussion Item [Attachment 2]  
  
Wilking provided an overview of redline changes to Policy on Policies. Discussion on organizing a decommissioned material archive followed. Newell reported that the library has a new hire that will roll out an institutional policy archive in the fall. The CSU is instituting a system-wide system to archive this material. Implementation will be discussed by the executive committee this week. Policy on Policies was passed as an Introduction Item.
5. Proposed revisions to EM03-010 and 04-043 (EMEDC) – Discussion Item [Attachments 3 & 4]  
  
Trailer provided an overview of proposed updates to the Executive Management Evaluation and Development Memorandum. Section II. lii on term limits was discussed at length. The main issue was whether or not to impose term limits. O'Donnell spoke in support of term limits (wo-year renewable terms with a three-time limit of six years total). Prucha proposed a "compromise" to impose term limits with the stipulation that they could be suspended. A lively discussion followed which included the considerations of institutional knowledge, workload, and the role of EMEDC members (to conduct reviews and searches). A poll was taken to

determine preference regarding the three options under consideration (Term Limits, Term Limits that can be suspended at the request of the EMEDC through an EMEDC member request to the Academic Senate Executive Committee, or No Term Limits) by a show of hands. 0 voted for Term Limits. 10 voted in favor of the Term Limits option that could be waived by the EMEDC membership request to suspend the limits. 4 voted against Term Limits. Pittman suggested adding a vice chair position (to be elected by EMEDC committee members) with an optional ex-officio position (of 1 year) offered to the outgoing chair. Zartman spoke about EMEDC's responsibility regarding confidentiality. Peart raised the issue of balancing transparency and confidentiality in EMEDC's work. The issue of who would chair search committees was also discussed. Since time was limited, it was agreed that discussion of EM03-010 and 04-043 would continue at a later meeting.

6. Hiring Waiver Draft – Discussion item [Attachment 5]

Day provided an overview of redline items on the current hiring waiver draft. Chair Wilking discussed the comments about the waiver provided by department chairs, deans, and the Chancellor's office. 1. The issue of whether 5% of all hires made by college or unit per year should instead be 5% of university hires and how this would impact small vs large departments was discussed. 2. Funding was also deliberated. That discussion included the question of whether it would be deans or provosts who decide how to fund these hires, the source of this funding, and whether or not these hires would impact the area's next hire. Whether it's stronger to leave the funding issue in or not was also considered. 3. Whether or not hiring foreign nationals is a collective bargaining issue was also discussed. The point was raised that other schools must have dealt with this issue and it was suggested that the committee make inquiries into how other campuses (ie. Berkeley) have handled it. The policy draft is scheduled to be discussed at the executive committee meeting on Friday. The subcommittee will make revisions incorporating any feedback given.

7. On-line Harassment of Faculty – New Subcommittee  
(see <https://onefacultyoneresistance.org/faculty-attack-fighting-targeted-harassment/>)  
Hidalgo, Pittman, and Livingston volunteered. Chair TBD.

8. Subcommittee Updates

FPPP- will convene next week  
Internship Committee- draft out for comments  
Title IX-will come back soon

Adjourned at 4:00 pm