

## **FASP Standing Committee**

**February 21, 2019; ARTS 228; 2:30p**

**PRESENT:** Carl Pittman, Danielle Hidalgo, Jeff Livingston, Jennifer Brundidge by Proxy, Matthew T. Miller by proxy, Shelley Hart, Patti Donze, Jeff Trailer, Chuck Zartman, Jonathan Day, Kathy Kaiser by Proxy, Ashley Kendell by proxy, Betsy Boyd, Kishore Joseph, Jennifer Underwood, Paul Herman, Jennifer Gruber, Eddie Vela, Tim Sistrunk, Erin Tarabini.

**ABSENT:** Emily Peart

1. **Approved Minutes of February 7, 2019**
2. **Approved today's agenda** –Asked that subcommittee reports be moved up; amendment was approved without dissent.
1. **Subcommittee Reports**
  - a. Livingston reported on:
    - i. Classroom Recording and Cyberbullying against Faculty; will have EM ready for next FASP meeting
    - ii. Changing the Cyber Bullying subcommittee name to Targeted Harassment of Faculty. They are working on a policy draft.
    - iii. Working on an Ancillary Units Policy, will bring to FASP soon.
  - b. Day reported on Chairs RES (responsibilities, evaluation and support) subcommittee
    - i. Met this week, will get on the Chair's Council soon, should have intro item to FASP soon.
  - c. Sistrunk reported on FPPP/RTP Subcommittee
    - i. Sending two items forward today for introduction.
2. **Introduction item: Proposed changes to FPPP Introduction**
  - a. Sistrunk introduced the proposed changes to FPPP Introduction.
  - b. O'Donnell reported that the Provost intended to be at the meeting but also had to attend EPPC at the same time, she will come soon. O'Donnell stated that Provost Larson did not fully approve of the proposed changes, thought them too limiting, and O'Donnell read aloud to the committee the suggestions made by the Provost in a written memo. Asked the committee to consider how faculty with administrative appointments fall and how we might assess their work.
  - c. Sistrunk stated they are still working to address that.
  - d. O'Donnell suggested that the wording of "maintained and protected by guarantees..." may be too strong.
  - e. Discussion amongst committee members, many members asked for clarification on which Introduction wording/section was being addressed.
  - f. Discussion was put on hold for time certain Action Item: Proposed Internship Policy.

- 3. Action Item: Proposed Internship Policy (S. Roll, M. Thorpe, S. Rumiano)**
- a. S. Roll introduced the action item with S. Rumiano and M. Thorpe and explained the proposed edits to previous document.
  - b. Boyd moved to discuss the substitute document; Sistrunk seconded; no objections.
  - c. Roll explained that departments have flexibility in shaping this policy to suit their needs.
  - d. Vela asked about whether departments such as Social Work, who oversee many internships for students, would be in compliance with this proposed policy.
  - e. Roll clarified that clinical internships such as those with nursing, counseling, social work, etc. would not apply to this policy. Roll explained that many departments are already adhering to these regulations, this is simply a better way to document the procedures for internships.
  - f. Hart asked about the site assessment requirement.
  - g. Thorpe clarified that the site assessment will happen one time and is then valid for 5 years, the life of the contract.
  - h. Boyd asked a question about the insurance policy requirement, thought it might preclude certain privately owned or small businesses.
  - i. Thorpe said that this is standard language, but if an agency or business does not have this type of coverage his office would get involved to discuss and the form and language can be modified if necessary.
  - j. Boyd asked about timeline and turnaround for site evaluation and contract between agency and office of Risk Management.
  - k. Thorpe explained that both office of RM and Contracts and Procurement are responsive, they are also dependent upon response from host agency/site. Reminded the committee that these requirements are coming from CSU Chancellor's Office.
  - l. Sistrunk suggested they title the sample forms "example" so that users do not think they are mandatory templates.
  - m. Discussion by committee.
  - n. Boyd asked about annual renewal provision; what constitutes a review?
  - o. Roll: they can provide examples on the website once policy is in place. Departments will be responsible for implementing this.
  - p. Pittman called a vote. Seconded. Approved without dissent.
- 4. Continued discussion of Introduction item: Proposed changes to FPPP Introduction**
- a. Provost Larson was introduced to table by O'Donnell. Larson explained her reasoning behind suggested changes to the introduction wording proposed. She stated that the proposed wording was lacking a focus on the integrity of the enterprise and free inquiry, said wording needed more clarity and a focus on the larger purpose and objective of academia. The memo from the Provost was emailed to all FASP members for reference.
  - b. Donze proposed wording suggestions.

- c. Vela summarized discussion by committee members that this introduction is a way to discuss how faculty fit into the larger mission of the university.
- d. Discussion by committee, Pittman provided clarification as to which Introduction we were discussing.
- e. Livingston asked what % of faculty are lecturers; Sistrunk stated approximately 52% or more. Livingston voiced concern that tying this wording to tenure and promotion excludes a substantial portion of faculty.
- f. Discussion by committee.
- g. Boyd suggested that committee can either send this document back to subcommittee or pass as introduction item, then send suggested wording edits to subcommittee members and bring back as Action item with proposed changes.
- h. Tarabini made a motion to bring the introduction item to a vote, with the understanding that committee members will send suggested edits to subcommittee, and the proposed edits will be presented as an Action item at next FASP. Donze seconded. Approved without dissent.

**5. Introduction item: Proposed changes to FPPP section 8.1: Introduction Item**

- a. Sistrunk introduced the proposed changes to FPPP section 8.1.
- b. Livingston objected to the wording “or tenure” in second sentence. Suggested that the 3<sup>rd</sup> sentence should mention the CBA.
- c. Sistrunk clarified that the CBA is a contract, not written by the union, it is a product of shared governance and compromise.
- d. Discussion by committee.
- e. Herman suggested striking the wording “promotion and job security or tenure” in 2<sup>nd</sup> sentence and changing to “retention, tenure and promotion in order to...”
- f. Provost Larson suggested eliminating wording of “educational” before words growth and mission in first sentence, thought it too limiting. Suggested changing the sentence to: *“In order to develop and advance faculty of the highest quality, this system of evaluation is designed to cultivate continuous faculty improvement and growth to further the mission and vision of the University”*.
- g. Discussion by the committee.
- h. Livingston moved that the committee pass this item as Introduction, that committee members send any additional suggested wording changes to subcommittee, and this item will return as Action item with proposed edits. Seconded by Herman. Approved without dissent.

**6. Announcements**

- a. None.

**7. Meeting Adjourned at 4:10 pm**