



## Faculty and Student Policies Committee Meeting Minutes

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TO: Faculty and Student Policies Committee  
FROM: Jennifer Underwood, Chair  
DATE: April 15, 2021  
SUBJECT: FASP Meeting Minutes – April 8, 2021 at 2:30 PM  
VIRTUAL MEETING: [Zoom Link](#)  
Meeting ID: 985 9539 4337  
Password: 752886

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ATTENDEES: Danielle Hidalgo, 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 (proxy for Nicholas Burk), Jenna Wright, Ennies Musvosvi, Laura Sparks (proxy for Kendall Leon), Kathy Kaiser, Nicole Sherman, Seth Klobodu, Callie Norton

Meeting convened at 2:34 PM

1. Approve minutes of [04/01/21](#) - Approved
2. Approve [Agenda](#) - Approved
3. Proposed changes to [FPPP 17.2.4.d](#) (Chair appointment, time approximate: 2:30 PM - Jonathan Day) – Action item
  - a. Additional changes to FPPP 17.0 will be discussed at a later date.
  - b. Item approved
4. Proposed name change for Student Evaluation of Teaching ([Rationale](#), [FPPP 3.0](#), [8.0 \(8.1\)](#), [10.0 \(10.2.5a\)](#), and [16.0 \(16.9\)](#)) – Action item
  - a. Motion moved to accept the collection of amendments, and approved. Presented each of the documents and summary of changes. Answered question regarding USPOT vs. SPOT. One is the name of the committee, the other is the name of the instrument. Additional motion to change to FPPP 16.9 “Student Perceptions of Teaching & Learning” to remain consistent with intention and maintain consistency with language. Asked about the use of “questionnaire”- this is on par with current discussion in the CFA.
5. Proposed name change for Student Evaluation of Teaching ([EM 15-010](#)) – Action item
  - a. Item passes with no objection
6. Proposed changes to [FPPP definitions](#) (FPPP pg. 9)– Action item
  - a. Motion moved to accept the collection of amendments with brief summary of changes, and approved. Much discussion around the definition of Professional Activity and what professional activity may be comprised of.
  - b. Motion moved and approved to divide the question and address the FPPP Definition changes to include all accept the proposed changes for Professional Activity so that this particular definition may see more discussion.

- c. Continued to discuss for FPPP Definitions (without Professional Activity) - approved
  - d. Motion moved and approved to postpone discussion regarding FPPP Definitions Professional Activity and revisit discussion at the next FASP meeting of 4.15.21.
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
- a. Item was postponed during the FASP meeting of 4.01.21. Discussion begins with the motion left on the table. The motion is rescinded and a new motion moved and approved to accept the collection of amendments.
  - b. Discussion:
    - i. Moved and approved to add implementation note to allow for time to implement to include the next Academic Year (FA 22) and enable units to have time to update department standards and catch up to any changes that may be approved.
    - ii. Where are expectations found? Expectations would need to be implied in department standards and may include the understanding that, for example, publications may be pending but not confirmed and this would be discussed during RTP. Reiterated need to update department standards.
    - iii. Cultural change and larger changes regarding department standard updates. Need clear communications regarding the shift in RTP ratings and the time to implement those changes with clarity for how to move forward.
    - iv. FASP FPPP/RTP subcommittee to continue to consider language to provide clarity in the language when presented in Academic Senate.
  - c. Approved
8. Proposed policy [Campus Sustainability Committee – Green Curriculum Advisory Team \(collection of amendments\)](#) – Action item
- a. Motion moved to accept the collection of amendments with brief summary of changes, and approved.
  - b. Discussion:
    - i. Add additional relevant pathway. Question about committee appointment and approval thereof. Intention is to invite members with pertinent expertise and interest in the charge of the committee. Discussion around voting permanent members and clarity of who those members are. Added curriculum coordinator language to ex-officio members.
    - ii. Approved
9. Proposed FPPP changes regarding lecturer development - [FPPP 1.1.4 and 9.0](#) – Action item
- a. Review proposed changes.
  - b. Approved
10. Policy for [Academic Scheduling Advisory Committee](#) – Introduction item
- a. Brief summary of changes as pertinent, from the item as presented during discussion at FASP 04.01.21 meeting.
  - b. Discussion: no discussion

- c. Approved
11. Policy for [Targeted Harassment of Faculty](#) – Discussion item
- a. Summary and rationale of draft policy provided. Expressed need for support for faculty to be supported, who are targeted online. Many campus groups are connected to the draft policy but, as researched, do not appear to specifically address this area of targeted harassment. Policy includes definitions, mitigating harassment, actions, resources, best practices, and additional impact & action items, how to support faculty involved in these experiences.
  - b. Discussion:
    - i. Who is required to take action? Need additional input from appropriate constituents. This is a work in progress. Suggestion for consideration to remove campus directory. Consider all campus employees including student employees. How do we separate private activities on personal social media vs. professional related research? Once the faculty member's professional employment is at stake, in what way does the university become involved? How is the faculty supported with campus resources if such harassment occurs off campus and in the off campus social media environment? What about faculty who are involved in harassment in the opposite sense.
    - ii. Valuable discussion around this topic and questions to ask as research and policy language is considered.
    - iii. The charge for this FASP subcommittee was received from the Executive Committee and the draft will be discussed in EC and the subcommittee will receive guidance on how to move forward.
12. Proposed changes to [FPPP Introduction](#) – Introduction item
- a. Summary provided for proposed changes which include guidance for new employees and the awareness of FPPP.
  - b. Approved.
13. Timing of end of year Academic Senate meetings – Discussion item – did not discuss due to time.
14. Announcements – no announcements due to time.
15. Other – no other, due to time.
16. Adjourn - 6:20 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](#)