



Faculty and Student Policies Committee Agenda

TO: Faculty and Student Policies Committee
FROM: Tim Sistrunk, Chair
DATE: April 2, 2022
SUBJECT: FASP AGENDA – April 7, 2022 at 2:30 PM

VIRTUAL MEETING Via Zoom:

<https://csuchico.zoom.us/j/2154349094?pwd=aTYlSIVNVzBmMzZuQVVDMEVmUFJxQT09>

[Zoom Link](#)

Zoom ID: 215-434-9094

Password: 279547

Attendees: Tim Sistrunk, Adam Irish, Kendall Ross, Danielle Hidalgo (Proxy for Laura Sparks), Kim Williams, Rebecca Ormond, Dennis O'Connor, Jen McKee, Miriam Walter, Jennifer Underwood (Proxy for Todd Gibson), Jennifer Rotnem, Nicholas Burk, Jeff Trailer, Brian Oppy, Brooke Banks, Duncan Young, Julie Monet, Nicole Sherman, Seth Klobou, Elizabeth (Betsy) Boyd (Proxy for Kathy Kaiser).

Meeting called to order 2:35

Duncan Young will be the Secretary of this meeting – Adam Irish filled in while Duncan was traveling

1. Approve Minutes of [FASP Minutes March 10, 2022](#)
Minutes approved without objection
2. Approve Agenda
Agenda edited to replace two Item 3's and then approved without objection
3. Action Items:
 - Proposed Changes to [FPPP Definitions Full-time and Part-time Lecturers](#)
 - (Oppy) Question of applying CBA language to definition of Lecturer vs. a more general definition to cover the variety of positions (e.g., lecturer, coach, librarian, tenure-track faculty, etc.)
 - (Underwood) Originally provided to draw attention to Lecturers to clarify what Full Time Lecturer would be classified in this case (30 WTUs)
 - Underwood moved (Irish Seconded) amendment suggested by Oppy to replace “Full Time Faculty Unit Employee...” with “Full Time Lecturer Faculty Employee...”

- (O'Connor) Are there consequences to not reaching full time status? Oppy replied, consequences for lecturer's load being contingent or non-contingent.
 - (Underwood and Irish) Question about inserting Lecturer into Part-Time definition as well.
 - Accepted as friendly amendment
 - Amendment passed without objection
 - The Action Item passed without objection
- Proposed Revision of [EM: 19-033 Campus Sustainability Committee](#)
 - (Sistrunk and Rotnem) Overview of the EM. Sistrunk highlighted changes, Rotnem pointed to changes on last page – 1) placed general description of membership of curriculum subcommittee, 2) Added new mission language for Agricultural subcommittee.
 - (Boyd) Subcommittees not mentioned in EM language directly. Why is the list of subcommittees in the appendix rather than listed in EM?
 - (Sistrunk) Originally placed in appendices so they can be changed more quickly, added to, combined, or removed (as needed).
 - (Boyd) Motion to move contents of the appendices prior to "References" (Julie Monet Seconded)
 - Amendment passed without objection
 - (Boyd) Motion CSC Subcommittee Expectations (Sistrunk seconded) item 1 – "Identify annual priorities and goals, in the absence of such priorities and goals the subcommittee shall effectively disband."
 - (Snyder) Intention to disband the subcommittee or to allow subcommittee to not meet? (O'Connor) similar comment, much of this work is concerned with ongoing issues.
 - (Irish) Motion to Amend the Amendment to add "or develop new priorities and goals".
 - The amendment to the amendment passed without objection
 - The amendment passed without objection
 - The Action Item passed without objection

4. Introduction Items:

- Proposed Change to [FPPP Recommendations and Clean-Up \(searches\)](#)
 - (Oppy) Noted other faculty also go through periodic evaluations may need to refine language to reflect review processes for different positions on campus.
 - Accepted as an introduction item. Will be taken up next time as an Action Item.
- Proposed Changes to [FPPP Ranges-Order of Hire-Salary- Lecturers](#)
 - (Sistrunk) Gave background on the several revisions here and how they were suggested by a broad committee and BIPOC faculty. Attempt is to correct for and clarify ranges and supports for lecturer faculty. Much of this is reflected in CBA. Changes emerged out of concerns from Dean Vela for transparency and clarity on salary, support, and elevations for lecturers.
 - (Snyder) Does this address the concerns of Dean Vela?
 - (Sistrunk) Salary schedules are more involved (state law) and so these FPPP changes are work around to bring CBA language into FPPP to help clarify lecturers.
 - (Trailer) 5.1.1.e – CBA doesn't address the listed issue fully. Second sentence "shall receive an interview" – this is problematic for hiring processes. (Oppy concurred).
 - (Oppy) 12.2.8 – CFA posted version of CBA (not yet official) language in that reads "When campus search committees find qualified lecturer faculty who has applied should be interviewed." This differs from "shall." Lecturer must apply and be found qualified.
 - (Underwood) There are changes not reflected in the submitted document. Likely a file mix-up and we can offer a collection of amendments.
 - (Oppy) These elements may weigh down the FPPP (e.g., 5.2.5.c is a simplification of SSI info). Likely better to reference to existing technical documents. There may also be timing issues about when raises (call promotions in document, though may be inaccurate).
 - (Sistrunk) Some of these are referencing issues (e.g., SSIs) that occur only through specific processes (CBA negotiations).
 - (Underwood) Lecturers will benefit from summary in FPPP that can help everyone to understand the salary elevation methods (e.g., market, equity, etc.).
 - (Sistrunk) Inclusion of "Annotated Assignment Order for Temporary Faculty" helps in the educational challenge of bringing everyone on

- campus up to speed on the process of appointment (order of hire) and potentially for salary increase. Based in language from OPAL training.
- (Oppy) Handout used by OPAL is only a quick guide, the current language is also blended with pre-semester and during-semester activities. Concern expressed about including this summary section in the FPPP.
 - (Sistrunk) Noted similarities in the lists of documents used by OPAL.
 - (Irish) Sympathetic to intention of the proposal but also this seems like an educational issue. Would welcome attempt to simplify material to help the lecturers.
 - (O'Connor) Also concerned about whether this should be placed in the FPPP but supports the intention of the proposal.
 - Accepted as an introduction item. Will be taken up next time as an Action Item.
- Proposed Revision to [EM: 11-045 Campus Fee Advisory Committee](#)
 - (Underwood) CFAC Revision – proposal to take IRA duties and shift them to CFAC. Recounted history of EMs that shifted from obligating and IRA Committee to allowing but not requiring them. Proposed changes would supersede EM 16-002 (EM establishing IRA Committee).
 - (Irish) Supports the new documents addition of faculty and college unit committees. Overall a very solid proposal. Consider clarifying number of faculty on the college committee units and possibly a longer term for faculty (3 years) to allow time to get up to speed on issues with IRA.
 - (Snyder) Consider including student voting majority – also AS VP of Business and Finance may need to be there versus designee.
 - (Young) Concur that VP may need to be there. Austin (other member of subcommittee, served as VP Business) suggested designee option. Young agreeable to eliminating designee.
 - (Irish) Congratulations to Underwood and Young on proposal!
 - (Snyder) Also congratulations to CFAC subcommittee for thinking about proxies in the document.
 - Accepted as an introduction item. Will be taken up next time as an Action Item.

5. Subcommittee Reports ([FASP EMs 2021-22](#) and [Policy Subcommittees 2021-22](#))

- Ongoing Activity: Reports from Subcommittees that have things to say
 - (Boyd) Update on University Budget Committee EM revisions to deal with ongoing issues. Preview membership make up changes.
 - (Sistrunk) EMEDEC could update EM's, however current workload makes this difficult with ongoing searches (possibly next year). Also, Chico Enterprise EM work is likely to happen next fall with addition of members. Academic Senate Constitution update language – may come back to full Senate this year. Policy on Campus Violence Prevention – more language on workplace intimidation. Language was integrated but needs more time for OPAL and HR to weigh in on policy – may wait until next fall. Workplace efficiency committee – work is ongoing – talked to many Deans, but likely to take up next Fall.
- Remaining Timeline for Spring April 14 last day for Introduction Items

6. Announcements

- (Oppy) Question about the Rating levels choice by faculty.
- (Irish) new standard was to be enforced, but old standards could be used. Expressed concern that there has been a push to quantify elements which was not part of the FPPP revision or intentions.
- (Trailer) The new ratings need to translate to the new standards. FPPP supersedes department standards.
- (Boyd) Doesn't require new standards, just translations to prior standards to new rating structure.

7. Other

8. Adjourn – Meeting adjourned at 5:17

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](#)

[FASP Subcommittee and Document Handling Protocols.pdf](#)

[EM Template](#)