

## **FASP Meeting Minutes, Thursday, February 17, 2022**

**Attendance:** Tim Sistrunk, Adam Irish, Elizabeth (Betsy) Boyd, Brooke Banks, Danielle Hidalgo (proxy for Laura Sparks), Dennis O'Connor, Ella Snyder, Ennies Musvosvi, Jeff Trailer, Jeffrey Bell, Jennifer Underwood, Jen McKee, Kathy Kaiser (proxy for Betsy Boyd later in the meeting), Miriam Walter, Nicholas Burk, Nicole Sherman, Patrick Newell, Rachel McBride-Praetorius, Rebecca Ormond, Seth Klobodu, Terence Lau, Todd Gibson

**2:34pm- Meeting Called to order**

**2:35pm- Approve Minutes of FASP Meeting Minutes Feb 3rd 2022.**

Correction to February 3 meeting minutes: Patrick Newell attended the meeting (late) and was not listed on the Agenda. Need to add his name. Cathy need to be updated to Kathy Kaiser.

**2:37pm- Agenda approved**

### **Action Items:**

**2:39-2:58pm Discussion on Action Item: Proposed Change to FPPP Faculty Code of Ethics**

Dennis O'Connor asked about a clarification of the word equity and how it is being used. Not sure if the grammar is correct. Respect the equity of people, striving to make it more equitable. Suggested change of language. Determine the intention of the word- equity vs equality. Equality of people reads better.

Adam Irish moved to change equity to equality. Equality is the intention. Dennis Seconded.

Betsy requested the use of an Oxford comma in the ethics/equality sentence.

Determined what is needed to edit the document in Box, screen sharing, permissions to edit. Can a change be made in Box? Trying to determine how the proposed Item 5 can be changed.

**Make sure that Oxford Comma is added and the word equity is changed to equality in the FPPP.**

**2:58pm- FPPP Faculty Code of Ethics; Voted and approved by faculty on FASP**

**2:59pm- Proposed Change to FPPP Faculty Evaluation 9.1.2.c.1 and 10.2.5.a**

Bullet points was suggested to clarify the information. Text had minimal changes, just a restructuring of the document to make it easier to read. List of ideas for Student Feedback of Teaching (SFOT). Discussion from the sub committee about suggested language changes. Meaning of culturally relevant and sustaining pedagogy. Embrace diversity. Confirming that this captured the intention of the discussion. Jeff Bell, Jeff Trailer, Adam Irish, Miriam Walker recognized for points of clarification, discussion summary of the subcommittee.

**3:08pm- Proposed Change to FPPP Faculty Evaluation 9.1.2.c.1 and 10.2.5.a. Voted and approved by faculty on FASP**

Betsy Boyd wanted to thank and appreciate the FPPP for the work on the committee and assigned responsibility of the faculty and department.

Tim Sistrunk always wanted to comment and appreciate student feedback on teaching to be more three dimensional to capture holistic understanding of teaching in the classroom.

### **Introduction Items:**

#### **3:11pm- Discussion on Proposed Changes to FPPP Non-Discrimination 2.docx**

Dennis O'Conner, Tim Sistrunk, Adam Irish, Kathy Kaiser, Betsy Boyd, Ella Snyder all provided insights and points of discussion related to legally defined non-discrimination categories, specific listings that could be infinite, discrimination for those that may be eligible for parental leave but this document is in the hiring process. Deals with legally protected classes

**3:20pm- Proposed Changes to FPPP Non-Discrimination 2.docx- faculty on FASP approved to move to action item.**

#### **3:21pm- Discussion on Proposed Change to FPPP Appendix V .docx**

Jeff Trailer and Michelle Morris worked on best practices in sub-committee. Suggested to include department RTP standards to the FPPP.

Betsy- Point of clarification for audit of FPPP references in the appendix document to make sure they are being referred to the contract correctly. References need to be connected appropriately, so at action, confirm that references are accurate.

Adam Irish- like that we are pushing forward the three-tiered system that Jeff Trailer pioneered last year to reduce from four to three standards and help junior faculty with promotion.

**3:24pm- Proposed Change to FPPP Appendix V .docx, faculty on FASP approved to move to action item.**

#### **3:24pm- Discussion on Proposed Changes to FPPP Chairs on Personnel Committees 4.1.10.c and d;10.1.12.docx**

Tim- housecleaning brought forward from Brian Oppy in OAPL to clarify that department chairs cannot sit on a committee and also write the report. Clarifying language.

Betsy- for clarity when this goes to Senate- make a correction to include a semi colon between FPPP and Chairs. Make sure the title is cleared and add a space between 10.1.120. Don't think we have a 120.

Make sure references are correct. **Add colon or hyphen between FPPP: Chair or FPPP- Chair.**

Recommend consistency with use of Department/Unit/Chair. Department Report vs. Chair report. 4.1 C should say unit to make it consistent.

Miriam- agreed for the need to make the correction to provide clarification.

Betsy- When it comes back at action in 10.1.12- remove chair from the first reference. By calling it/labeling it as a Chair Report it misconstrues the intention of the report. Department/Unit report and utilize the language suggest cleaning up the language consistently in the FPPP. Suggest at action that Chair is removed to leave it reflected as Department/Unit report.

Kathy- Agreed with Betsy's comment. Made a change already, made a point to make a distinction that a chair will not submit a separate chair report. Need to clean up the language.

**3:37pm- Proposed Changes to FPPP Chairs on Personnel Committees 4.1.10.c and d;10.1.12.docx, faculty on FASP approved to move to action item.**

**3:38pm- Discussion on Proposed Changes to FPPP 8.1.4 (SFOT Online)**

FASP Subcommittee- student feedback on teaching- moved towards electronic only process for delivery of the SFOT. Todd Gibson took the lead for recommending changes.

Instructor controls exposure to the SFOT online, link is on Blackboard. The instructor can control the access to the link. With that in mind, clarified about modalities with published meeting times. Also clarified the time of delivery, ways to administer, and proposed to remove the distinction between paper and electronic SFOT.

Betsy- section 8.1.4a.2 useful to strike electronic and elsewhere in the document. What is the drive to push this to electronic? Suggest striking electronic as that can be limiting; unsure of the drive to electronic.

Sub-committee response (Todd): IR gets inundated with the processing of data for the SFOT.

Adam Irish- faculty push back for it being electronic; suggest course feedback and remove electronic so that it can be vetted appropriately by the faculty. Strong support for shared governance and this process does not look to include the faculty or student voice in the decision.

Tim was on the University Student Feedback on Teaching Committee. Survey of faculty and committee recommendation of the committee for the last five years has consistently recommended the SFOT go online.

Discussion- If you are already online, then there is no way to offer an in-person option

**Kathy Kaiser will now be holding proxy for Betsy Boyd**

Todd- will concede that different people have different levels of technical proficiency to turn the SFOT on or off in an electronic accessible.

Adam- had unprofessional responses when trying to bring forth the opinion that it may not be equitable by going to electronic. Expect opposition if pushed through as electronic. Should not just impose the change without a democratic approach to this process.

Kathy- point of clarification- confirm that electronic is the direction this SFOT process is heading. Serious concern for data/technology skills can change or hack the electronic evaluations. Concern for only thing that is going to be reviewed.

Todd- acknowledged the additional security risks if SFOTS are moved to electronic; it would change the way that it is done, but, there are other processes that were recently moved online. Have to determine if the additional risk to other electronic processes changed.

Jennifer- Comment to include that it is challenging to state equality to access and inclusivity in one part of the document/intention and then move away from that in another part of FPPP.

Adam- worth taking the vote about the item not being approved as an intro and not moving to action.

Kathy- Cannot edit the document/offer language feedback until it goes to action.

Dennis- for the last six years, administered 5 years SFOT written and received and incredible feedback, versus online 95% of feedback on paper, versus electronic- a lot of extra care to get them to complete the SFOT, and the rate of return was minimal. With emphasis on SFOT being a part of promotion, would be cautious to move to electronic with such limited responses.

**4:01pm- Discussion on Proposed Changes to FPPP 8.1.4 (SFOT Online)** Call to vote to move to action: Majority faculty on FASP passed to go to action.

### **Subcommittee Reports (FASP EM and Policy Subcommittees 2021-22)**

4:02pm **Up-coming Ems**; EM about Campus Sustainability Committee will likely be heading to the Academic Senate soon.

4:03pm- **Workload Efficiency Project**- Adam Irish and Nick Burke- Met with Eddie Vela [BSS Dean] and Mahalley Allen [POLS Dept Chair] to look at work load efficiency project and will begin to compile and meet with other Deans/Department Chairs.

### **Announcements/Other**

Danielle Hidalgo- reminder of her book release party Tues, April 26 4:30-6:30 in the library. Adam Irish- offered congrats and kudos.

Adam Irish- Special Agent in the FBI was hired on campus. If you have any students interested in working in law enforcement/FBI, send an email to Adam Irish to pass along to the staff member (not named)

CFA is holding a summit to discuss biased instruments for SFOT, biased comments for BIPOC, women, how to set up reviews to be more equitable. Continued conversations from CBA contract about bias and feedback. Can provide comments back to biased feedback. CBA February 23, ZOOM 1-3:00.

Kathy- on behalf of Betsy- AB 920 Feedback Portal is open to be able to provide feedback on the GE changes proposed IGETC changes. More info can be found on EPPC agenda for links

Title IX issues and CSU Chancellors Office, CSU Chancellor Dr. Castro, and some campuses and offering a resolution to resign or be fired. Consider/offer an opportunity for FASP to offer a resolution from Chico. General call for Title IX services to be more specifically supported with funds for staff and experts to support Title IX issues.

Reminder: Marianne Paiva for nominations for a position for Academic Senator at large. Nominations due tomorrow 2/18.

### **4:10pm- Meeting Adjourn**

Minutes respectfully submitted by Jennifer McKee 2/21