

Faculty Affairs Committee Minutes

Thursday, March 20th
10:00 to 11:30 am

Education Building, Room 123

Present: Z. Zenko, E. Enos, A. Stokes, N. Kamyabi, S. Roberts, J. Kegley, S. Sarma, D. Boschini

Absent: T. Salisbury

I. Call to order-10:00 AM

II. Volunteer to Take Minutes- Najmeh

III. Approval of Minutes

1. March 6th minutes - Sumita approved; Jackie seconded.

IV. Announcements

V. Approval of Agenda

1. Eli approved; Jackie seconded.

VI. New Business

1. Discussion on the Academic Senate Review Committee for Associate Deans
 - a. Reviewed handbook language about who serves on the review committee for Associate Deans
 - b. Updates were needed due to some administration changes (e.g., eliminating or renaming positions), and discussed how to handle future changes by possibly adding flexible language.
2. Discussion on the Unit RTP Committee Election with the aim of ensuring a clear workload and fair process for forming Unit RTP committees. The following suggestions were discussed
 - i. All eligible tenured faculty would be put on the ballot, and the department would vote on who would serve.
 - ii. Departments may have more than one RTP committee if needed (for different areas), but the group must agree on who serves, rather than allowing candidates to choose.
 - iii. Discussion on what to do if a department lacks sufficient eligible faculty.

VII. Old Business (Time Certain: 10:15 AM)

1. Discussion resumed on proposed revisions regarding the composition of the Academic Search Committee for academic administrators (e.g. Deans, AVPs)
 - i. Originally, it had eight members, but concerns were raised about tie votes and the suggestion of a shift to 9 members
 - ii. Debate on whether the fifth faculty representative should be a librarian, counselor, or someone not affiliated with the four main colleges
 - iii. It was clarified that coaches (although technically faculty) shouldn't be included due to their limited instructional roles.
 - iv. Agreement to allow flexibility in committee composition and encourage diversity of perspectives.
 - v. A motion to send the revised version back to the Academic Senate for a second reading (Jackie approved, Amber seconded)
2. Discussion resumed on the role previously performed by the Committee on Professional Responsibility (CPR)
 - a. Emphasizing the CPR's purpose to focus more on proactive professional development rather than mediation
 - b. Clarify the committee's role in relation to the grievance process (with caution regarding how and when the process should be utilized). Multiple attendees raised concerns about the appropriateness of the grievance process:
 - i. The grievance process is mainly for faculty vs. management, not faculty vs. faculty
 - ii. Filing a grievance is emotionally taxing and should not be the first step
 - iii. The handbook should not direct people to the grievance process too early.
 - iv. One suggestion was to include an additional guidance pathway (e.g., through the Dean or CFA rep) before initiating formal grievances.
 - c. Approved accountability measures
 - i. The Committee on Professional Responsibility (CPR) be required to host a minimum of one faculty town hall each academic year to ensure transparency and engagement
 - ii. The Executive Committee of the Academic Senate should conduct a formal review of the CPR after five years to assess its effectiveness and determine whether it should be continued, revised, or terminated.
 - iii. While acknowledging a potential increase in workload, members expressed support for the new direction, emphasizing that it represents a promising step toward improving campus climate and faculty culture.

VIII. List of Actions (updated continuously)

1. 2024-2025 06 Sixth-Year Lecturer Review

- a. Recommendation to create a task force with task force composition forwarded to Academic Senate
 - b. Executive Committee has made appointments
 - i. Thank you Dr. Kegley for being the FAC representative
- 2. 2024-2025 05 – Faculty Director Performance Review
 - a. Passed Senate
- 3. 2024-2025 07 – Evaluation of Academic Administrators
 - a. Passed Senate
- 4. RES242409 – Search and Screening Procedures for Administrators
 - a. Introduced to academic senate
 - b. Passed Senate
- 5. 2024-2025 23 – ASCSU constitution Ratification Bylaws Change
 - a. Passed Senate
- 6. RES 242510 – Process and Timeline of SOCI Administration
 - a. Passed Senate
- 7. 2024-2025 27 – Program Discontinuation Moratorium Policy
 - a. Draft with AAC
- 8. 2024-2025 24 – Administrator Search Committee Composition
 - a. RES 242521 passed on to Academic Senate for consideration
 - b. First reading completed, now in revision
 - c. Resolution passed on Second reading
- 9. 2024-2025 30 – CSU Generative AI Report and Professional Ethics
 - a. AS&SS taking a lead with parts of referral
 - b. “Humans as Faculty” had first reading completed
 - c. Currently in revision and with AS&SS

IX. Tabled

X. Adjourn- 11:30 AM