



**APPROVED MINUTES FACULTY AFFAIRS COMMITTEE**

**MEETING** Wednesday, March 6, 2019 SF 329

In attendance:

FAC Members

Kate Bell, Communication

Linda Dobb, Presidential Appointee

Eric Engdahl, Teacher Education

Chandrakala Ganesh, Health Sciences

Kathy Hann, Mathematics

James Murray, Chair

Jiannan Wang, Library

Guests:

Sartaz Aziz, English

Lisa Handwerker, Human Development

Margaret Harris, Educational Leadership

Mark Karplus, Chemistry and Biochemistry

Michael Lee, Senate Chair

Jeff Newcomb, Marketing and Entrepreneurship

Vibha Puri, Women's Studies

Called to order 2:40PM

1. Appointed Secretary – Kathy Hann
2. Approved the agenda- Engdahl moved , Bell seconded, all in favor.
3. Approval of [2/20/19](#) minutes- Murray moved, Bell seconded, passed with 1 abstention
4. Reports:
  - a. FAC Chair – senate amended policy on Monday problem after a discussion between senate chair and president. Classes will start on Monday 6pm and later. Monday is now an instructional day. Dobb- we have to inform the chancellor's office. Lee - not signed by president yet, will notify chancellor once signed. Murray- Footnote added to RTP policy that was shared via email.
  - b. Presidential Appointee – call for an executive session. Karplus, constrained to specific amount of time. Dobb- yes just 2 minutes. One of the guests applied for exceptional level

of service to students. Policy specifies members of FAC will make a subcommittee of 3 members, FAC, FDEC, EXCOM: Carlos, Michael and Kathy. Committee formed.  
Meeting re-opened.

5. Business:

- a. Referral from Excom to review election procedures under the [Constitution and Bylaws](#) and consider making recommendations on amendments
  - i. [RegFac google doc with comments](#)
  - ii. [Con Bylaws Modified](#) google doc showing special subcommittee suggestions
  - iii. [Word doc version](#) of the google doc above showing Markup Track Changes

Murray – Intent was to be explicit as possible in language and concentrate on most important and easiest to fix. Refer to mark up. Chair Lee and Murray created priority list. Going through priority list from the emailed outline.

1. Faculty and University Faculty.

Murray - Defined Faculty to be both University Faculty and Lecturers.

Significant clarification is Faculty applies to everyone in the CBA.

University Faculty defined and replaced Regular Faculty. Lee- “Faculty” applied to other sub-constituencies, ie, Lecturer Faculty, FERP Faculty, etc. None of the definitions were changed, just language was made specific. Karplus – he made 3 passes and each time he found something new to be addressed. One important point: Article 2 section 2 circular logic in defining University Faculty using Department Faculty and defining Department Faculty using University Faculty. Lee – we did not make any structural changes.

Newcomb – In part new language prohibits lecturers from being officer of Academic Senate. Need time to have lecturers review this change.

Murray – he has referred this to the lecturer subcommittee. Chair Lee and Murray’s intent was not to change structure. Lee- constitution indicates that officers of senate come from University Faculty. Intent was to address ambiguity and lack of clarity. What we don’t say is that the officers of the academic senate should be members of academic senate, this is implied in the document but is not explicitly mentioned. Murray- rules already indicated officers have to be part of University Faculty. Lee – narrow charge is for FAC to decide this issue. Karplus – it is not obvious that the constitution excludes lecturers from being officers of Senate. Also disagrees to be an officer you must be a member. He agrees with the notion that when there is ambiguity we should side on being

more inclusive of lecturers. Harris- Department Faculty definition is quite upsetting. In a small department the lecturers take on substantial administrative work for the department. If lecturers are not defined as Department Faculty how will they be motivated to do the work they do? Lecturers have just as much knowledge and experience as tenure-line faculty, they are dedicated to the university and our students. She takes offense to this definition personally that lecturers are not part of the Department nor University Faculty. Murray – our intent was not to change the constitution, just to clarify what’s already there.

Lee – you have an issue with the bylaws as they exist, nothing has been changed, this should be part of a larger conversation. Harris – so for those who take this literally, lecturers will not have access to department resources as available to tenure track faculty.

Dobb – please check rules on who can serve on FAC. Murray - Only tenured faculty are on FAC. Dobb- I am little uncomfortable in discussing these issues with guests here, some things should be discussed in executive session and then opened. Karplus – I strongly disagree.

Dobb– members should have a chance to discuss this first among themselves, Chair Lee’s point that we are just updating is correct.

Murray – I do not want to close the meeting, all senate meetings are open. Karplus – the outline describing what was changed that was emailed to FAC should have been made public. Murray pulled up the outline. Bell – is it your feeling that changes were made to the

constitution’s intent when all we were trying to do was clarify? Karplus – yes, he has found numerous issues, 11 that are pressing. In particular the language addition that would exclude lecturers from being officers of the senate. Also, should it be explicit whether officers need to be members of the senate? If so, this is missing. In the new language, term of the senate chair is 2 years, but missing is what if someone becomes chair in

midyear? Engdahl – would like clarification from chair Murray, how narrow would we like to keep our conversation, since this conversation is ranging far from election procedures. Murray – we had to define

everything and that effects who can serve. Chandrakala – can we look at the priority document to focus. Murray – intent was to use outline that was emailed to FAC.

Email outline was put up. We moved on to item 2 on the email outline.

2. Article IX Section 7 and X Section 5. Should we create an ad hoc committee when the Bylaws need fixing for reorganization? Or can FAC handle that?

Murray – should have an ad-hoc committee to look at this. Lee- that is what we did.

3. Article XI explains how to adopt the new constitution, but how is that necessary beyond the need to amend the constitution as per Article X?

Murray - Adoption vs Amending the constitution – need to clarify language , maybe in future

4. The bylaws require "University Faculty" to be full-time, but it seems that PRTB and FERP are considered University Faculty despite being part time. How shall we revise?

Murray - Delete requirement to be full time. Karplus - may not be necessary. Murry- used in def of University Faculty . Hann-shouldn't have two statements that contradict each other, just delete "full time".

Karplus Article I 1.d. explicitly excludes lecturers from University faculty. Karplus suggested – perhaps in future we could add language that says an officer of the senate shall be considered part of the University Faculty. At the very least we should leave it as it is in the original where it was not spelled out. Lee – there was no intent to put "salt in wounds", just designed to make it clear what was intended. Newcomb- the necessary clarifications seem to give the impression on campus that being a lecturer is less than it's been perceived to be. That sense is something that the committee should not ignore.

Murray – 3:30, getting this done today seems to be out of reach. Lee – implication would be that the time frame for this will not get through this year. If we take care of this in next FAC meeting that would mean there would only be time for 1 reading.

Dobb – we need to be able to discuss this in executive session so we can have a free discussion. Murray – his understanding is all senate meetings are open.

Lee – intent was not to change current constitution, just to clarify what it already says.

Engdahl – moved we limit discussion to just FAC members motion,  
Hann seconded. Passed with one abstention

5. Do you agree that we should ask senate candidates to complete a form of eligibility and a statement of interest?

Form of eligibility was added.

6. We don't have a SALO – do we want to delete, ignore until next year  
Reference to SALO was left in document.
7. FAC membership – practice is that we adjust members so one from each college and library. This is not explicit in current document.  
We left it as not explicit.

Murray – summarize. Dobb – call the question. Library seconds. In favor  
3 – 4 no. So discussion continues.

Dob – motion to table, Engdahl second. Passed unanimously.

- b. [URTP in Word format with track changes](#). (RTP subcomm made a small changes in 3.8.3.h, 9 and 9.1, and 9.1.1., and in Appendix A moved the deadlines for dossier submission earlier and so that rebuttals and replies avoid times when campus is closed
  - i. [PDF](#)

Murray – mainly changed dates, earlier and such that if the candidate would rebut it wouldn't fall into the break. Dobb – this year the rebuttal would be due during the break. Still have a month after school starts to prepare your dossier. Murray – also made mention of interdisciplinary work.

Murray moved to approve, Bell seconded. Passed unanimously.

- c. [18-19 FAC 9: Recommended Changes to Range Elevation Policy and Procedures](#)

Murray – from Lecturer Subcommittee. Newcomb – we spent 2 years revising this document. Looking to make requirements for range elevation more specific, to increase inclusiveness. Elevation to Range C, terminal degree requirement eliminated. Changed “exemplary” to “satisfactory”. Engdahl – as a chair appreciates clarity for chairs taking lecturers through the process. Dobb – PhD is not required to obtain lecturer position, so it does not make sense to require it for promotion. Newcomb – good document to help both chairs and lecturers through the process, and in alignment with the CBA. Dobb – add rebuttal or response to “rebuttal”. Need to change dates. Dobb to send in corrections. We will vote via email.

6. Adjournment - meeting adjourned at 3:50.