

CALIFORNIA STATE UNIVERSITY, EAST BAY
FACULTY AFFAIRS COMMITTEE

Minutes of the Meeting of November 9, 2011

Present: Eileen Barrett (chair), Mitch Craig, Linda Dobb (ex officio), Liz Ginno (quarter secretary),
Ching-Lih Jan, Danika LeDuc, Tony Lima
Absent: Jeanette Bicais, Scott Hopkins, Dave Larson
Guest: Mike Mahoney

1. Approval of the agenda

M/S/P (Craig/LeDuc). Modified with today's date, item 2 – October 19, 2011 minutes, and room, LI 2302.

2. Approval of the October 19th minutes

M/S/P (LeDuc/Craig).

3. Report of the Chair

Eileen reported that all of the subcommittee memberships were approved and that Oanh Tran (CEAS) stepped in to serve on the RTP Procedures Subcommittee, and that Michael Moon (CLASS) has agreed to serve on the Special Subcommittee on Student Evaluations.

We will be convening the Lecturer's Subcommittee and Linda Dobb has asked that we work with them to review the Range Elevation document. A recent system-wide court finding stated that we could not deny range elevation because of a lack of a Ph.D. There is language referring to the "terminal degree" (see <http://www20.csueastbay.edu/faculty/senate/files/documents/08-09/Range%20Elevation%20revision.pdf>). Linda recommended that the subcommittee also look at the CSUMB policy.

Time, place, and manner of free expression policy – is a document that is being discussed by the Academic Senate – it is in its first reading. May 2007 document approved, since then, there has been a judicial ruling that necessitates a review of our document. The resultant revised document was adopted by the administration, and discussed at ExCom where they had concerns with a lack of language referring to academic freedom as it relates to the policy, and the enforcement of the policy.

CFA communicated an issue with the RTP policies and procedures that we will be addressing in our discussion on RTP. The second issue has something to do with the right of the candidate to grieve about ... The 3rd item is a problem with office hour policy – affects lecturers in that part time faculty that teach small unit classes may be required many more office hours than a full time faculty member. Wording needs to be changed.

4. Report of the Presidential Appointee – None.

5. Old Business

a) RTP Policy and Procedures document, Report from Chair and Presidential Appointee

Item 1: Barrett/Dobb report – M/S/P (Ginno/Lima).

Wherever possible, for each category of criteria – instructional achievement, professional achievement, university service, and community service – a committee or reviewer shall indicate whether the candidate 'meets expectations,' 'exceeds expectations,' or 'does not meet expectations.' Add this sentence in sections, 3.6.5, 10.2.4, 10.2.6, 11.2.6, 11.2.8

Item 2: Committee decided it was not a necessary addition.

Item 3: Professional misconduct: not appropriate to the RTP doc but the Committee will review the campus Statement on Professional Ethics (97-98 FAC 5: <http://www20.csueastbay.edu/faculty/senate/files/documents/ethics.pdf>).

Item 4: Section 4.0 – Uniform Criteria – One exception applies: Departments **may** establish and maintain their own Guidelines for Professional Achievement that are consistent with..., ...approved by the College Dean in consultation with his/her council of chairs. To be considered in the retention, tenure, and promotion process, these guidelines must be approved by a majority vote of all regular faculty in the department and by the College Dean.... The Committee discussed to change “will” to “may” in the first sentence and add:

The guidelines will be developed by the departmental faculty and approved by the College Dean in consultation with his/her council of chairs. To be considered in the retention, tenure, and promotion process, these guidelines must be approved by a majority vote of all regular faculty in the department and by the College Dean. Such Guidelines, with a dated record of the department vote and the Dean's approval, shall be kept on file in the offices of the College Dean and the Provost and Vice President of Academic Affairs. The Guidelines may not be used retroactively.

Item 5: 3.6.6 The candidate may request reconsideration, may submit a rebuttal letter, and is entitled to meet with the committee to discuss each recommendation.

Item 3: 3.9.1/3.9.2 Bias – add paragraph about academic malfeasance. The Committee decided that this was not the appropriate place.

Further discussion on the rest of the RTP document recommendations as well as discussion on the below items will be on future meetings:

b) Policy on Emeritus/a Status

c) Policy on Administrative Review

6. Adjournment – M/S/P (LeDuc/Craig). Meeting adjourned at 4pm.