

ACADEMIC SENATE – FACULTY AFFAIRS COMMITTEE

Spring 2019

Due: Wednesday, June 12, 2019

MEMBERS	
Name	College/Unit
Bodemer, Brett	PCS
Brown, D. Ken (CH)	CLA
Chand, Christy	CLA
Cheung, Maggie	ASI
Fidopiastis, Pat	CSM
Liddicoat, Al	Admin
Qenani, Eivis	CAFES
Smith, Hugh	CENG
Zambrano, Eduardo	OCOB
VACANT	CAED

CHARGES		
Charge	Complete?	Status/Notes
Update university-level personnel policies document. AY 2018- 2019	<input checked="" type="checkbox"/>	<p>This should be one of the standing charges for FAC, equivalent to reviewing curriculum proposals for ASCC.</p> <p>We completed the work on this charge that we set out to accomplish this year. This work amounted to the passing of seven resolutions and two consent agenda items. The result of this work is the establishment of University Faculty Personnel Policies (UFPP) as the governing policy document for faculty personnel policies at Cal Poly. The document is in a transitional phase consisting of six complete chapters, one subchapter, and placeholders for a few other chapters, with all gaps in policy filled by the current governing document (University Faculty Personnel Actions) which is included in UFPP as an appendix.</p> <p>In AY 2019-20 we plan to propose more chapters of UFPP until it covers all the areas in UFPA, and then we would formally retire UFPA. We also will propose revisions to other policies that we will move into UFPP, such as sabbatical and leave policies and office hour policies.</p>

<p>Discussion of continuation of equity programs. AY 2018-2019</p>	<input checked="" type="checkbox"/>	<p>We discussed this topic in Spring. Al Liddicoat can provide FAC with data about salaries across the university in Fall and we can draft a report for the Senate based on that data. Delivering such a</p>
<p>Revision of office hour policy. AY 2018- 2019</p>	<input type="checkbox"/>	<p>In progress. We have distributed to colleges and</p> <p>as a subchapter of UFPP. This charge should</p>
<p>Discussion of faculty input for associate dean appointments. AY 2018- 2019</p>	<input checked="" type="checkbox"/>	<p>Cal Poly uses the standard baseline policies for</p> <p>any further policies about the nature of that</p> <p>reasonable to us.</p> <p>Perhaps UFPP could include a provision requiring colleges/library to include such policies in their policy documents, but other than that possible directives to the faculty units, the content of a university level policy on an MPP appointment does not properly belong in UFPP. We need to determine whether Campus Administrative Policies (CAP) should be updated to include such a policy, and if so, we should be included in the consultation on that policy.</p> <p>This topic should be picked up in AY 2019-20 when we can decide whether to advance a resolution on this topic.</p>
<p>Discuss allowing sabbatical leave review procedures to remove the interviewing of applicants</p>	<input checked="" type="checkbox"/>	<p>We took on this task very late in Spring on request of Al Liddicoat. We discussed an appeal from CLA to allow them to forego interviewing applicants for sabbatical leaves. We conducted all discussion and decision on this topic via our Polylearn forum.</p>

		<p>We agreed with the basis for this request from CLA and drafted and delivered a memo to the Provost recommending the piloting of a review process without interviews.</p> <p>We would like for a charge in AY 2019-20 for us to revise sabbatical leave review policies for inclusion in UFPP. If the Provost grants this request from CLA (which we recommended should be allowed for any college or the library), the results of this interview-free process would inform our revisions to such policies.</p>
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NOTES: FAC met five times in Spring: 4/8, 4/22, 4/29, 5/20, 5/28. We had quorum at all meetings except for 4/29, and for that meeting Ken updated the attendees on prior actions FAC had taken on the salary adjustment program back in 2015.

Eduardo Zambrano was on leave in Spring. Eivis Qenani and Pat Fidopiastis were unable to attend meetings in Spring, but participated on a few topics in our online forum. We still lack representation from CAED.

Ken has met with some college deans, associate deans, faculty, and analysts to discuss with them their specific challenges in updating their policy documents to conform with the general structure of UFPP.