

**Faculty Affairs Committee
Annual Report
2016-17**

In the 2016-2017 academic year, the Faculty Affairs Committee was able to conclude discussion on several key issues, and make progress on other issues that will continue into the next year. FAC met with representatives of the University Strategic Planning Council and WASC Steering Committee to provide input and feedback. We were thus part of the campus-wide conversation on future directions for the University. FAC is heartened to see the consultation process followed so robustly by so many constituencies.

FAC sent forward five resolutions to Academic Senate, all of which were approved. The committee would like to thank all of those who participated in discussion of these various issues. In particular, we would like to thank faculty who asked questions that led us to deeper conversations, and, we hope, better policy decisions.

In brief, here is what we accomplished this academic year:

I. FAC sent two revised policies and three Constitutional amendments to the Academic Senate:

10/AS/16/FAC Consensual Relationships & Power Disparity Policy

In fall, we completed consultation on the Power Disparity Policy, reconciling the Chancellor's Executive Order with our previously-in-place local policy. This was passed by the Academic Senate on October 18, and approved by President Junn on December 2, 2016.

9/AS/17/FAC Temporary Faculty Range Elevation

At the end of the academic year (in April), an issue arose regarding Contingent Faculty being eligible for Range Elevations (pay raises). In order to fix the problem, we needed a temporary policy in place for Fall 2017. FAC met with Chris Nagel, CFA lecturer representative, and Jake Myers, AVP for Faculty Affairs. We created a policy that will be in place only for 2017-2018. It was approved by the Academic Senate on May 9, and is awaiting approval by the President. In 2017-2018, FAC will continue the discussion and propose a permanent campus policy.

Amendments to the Constitution of the General Faculty

FAC continued consideration of expansion of the definition of General Faculty, specifically including part-time faculty in the definition, and thus in governance work. After extensive consultation and information-gathering, an amendment was proposed and sent forward to faculty. During this discussion, FAC also noted aspects of the Constitution that needed updating. The proposed amendments were sent forward in three sets:

3/AS/17/FAC/SEC Amendments to Article IV. Sections 1.0, 2.0, and Article IV. Sections 2.1, 4.0, 5.0 for editorial changes to committee membership descriptions

This amendment clarified language which describes committee membership. Membership for each committee is now given in parallel structure, making it easier to compare membership requirements across committees. This amendment was approved by the Academic Senate on 4/4/17, and by the General Faculty on 4/27/17, and currently awaits approval by President Junn.

4/AS/17/FAC/SEC Amendments to Article VI. Sections 2.1, 3.0 for changes to committee membership designations

This amendment added language to three committee membership lists: Committee on Committees, GE Sub, and Writing Committee. Anticipating the change in the definition of General Faculty, the new language maintained the restriction that only full-time faculty should be on the two UEPC subcommittees, and opened the possibility of a part-time faculty member being on CoC. This amendment was approved by the Academic Senate on 4/4/17, and by the General Faculty on 4/27/17, and currently awaits approval by President Junn.

5/AS/17/FAC/SEC Amendment to Article III. Organization of the General Faculty. Membership of the General Faculty

This amendment changes the definition of General Faculty as follows (new material is in italics):

Membership of the General Faculty of California State University, Stanislaus, is defined to include the President of the University and all full-time academic and academic-closely related employees. Academic closely-related employees include librarians, counselors, and employees with academic rank. *Additionally, after two consecutive academic years of service, academic and academic-closely related personnel employed less than full time shall be members of the General Faculty in any academic year in which they are assigned at least twelve WTUs (or the equivalent for librarians and counselors).* In general, membership in the General Faculty shall be limited to professional employees whose duties pertain to instruction, instructional support, and student counseling.

Academic and academic-closely related personnel who are not members of the General Faculty shall have the privilege of debate.

Members of the General Faculty with MPP status shall not be eligible to stand for election nor serve as faculty representatives on any established standing committee.

This amendment was approved by the Academic Senate on 4/18/17, and by the General Faculty on 4/27/17, and currently awaits approval by President Junn.

II. The Faculty Affairs Committee has within its charge the interpretation of the Constitution of the General Faculty. As such, we are occasionally asked to provide our interpretation on specific situations. In 2016-2017, FAC delivered two rulings:

- (1) A faculty member who moves to an administrative (MPP position) can not serve as a faculty representative in a governance committee. This ruling also led to one suggested change to the constitution, as described below.
- (2) A committee in charge of implementing a policy can create procedures, including forms, without sending that form through the governance process.

III. The Faculty Affairs Committee began (or continued) conversations on several important campus issues that will continue into 2017-2018.

(1) Security cameras on campus

After issues were raised by faculty, FAC sent a memo to the University Police department, outlining the concerns and issues. We have received a response, and continue to discuss faculty concerns regarding privacy.

(2) Process and Procedure for on-line course creation, conversion, and approval
FAC recommends that department faculty always be part of the discussion, as courses are often offered in multiple modes. We also recommend that continued training be offered and faculty be encouraged to take advantage of those opportunities. Given the draft Intellectual Property Policy from the Chancellor's Office, FAC will be re-visiting our campus policies in the coming year.

(3) Faculty Recruitment and Appointment Manual

Issues/concerns were forwarded to FAC from several faculty members. The Committee discussed ways in which the manual can be clearer. We met with AVP Myers, who will consider clarifying language.

(4) College Organizational Structure (focus on Program Directors/Coordinators)

FAC began this discussion in 2015-2016. We had begun discussion with Provost Strong, and have received some information from Provost Greer. As our new provost settles into her new position, we will be continuing this important discussion. It is clear that there are issues in how position titles are defined, or not.

(5) Processes for approving contracts.

FAC discussed issues with these procedures. These are now being addressed within the Strategic Plan. FAC will continue to monitor procedures as they are addressed by the administration.

(6) Department control of website

FAC will be developing information to share with faculty regarding website changes. We have learned that staff and faculty can be trained in the software, and though there is still a review process before changes go "live," the review happens within 24 hours.

It has been a very busy year. My thanks to all of the members of the committee for their thoughtful work this past year. The committee addressed several complex issues, and continually worked to balance our own views with those of the General Faculty. The 201-17 Faculty Affairs Committee members are:

Bill Foreman, Chair-Elect
Michael Bice, COS
Shradha Tibrewal, COEKSW
Keith Nainby, CAHSS
Maryann Hight, Counseling/Library
Gokce Soydemir, CBA
Stuart Sims, Speaker of the Faculty

FAC also continues an open and productive working relationship with the Office of Faculty Affairs; our thanks to VP Ted Wendt and AVP Jake Myers for consultation. Lastly, a very grateful thank you to Isabel Pierce for her administrative support.

Submitted on behalf of the committee by:
Cathlin Davis, Chair
Faculty Affairs Committee
May 11, 2017