

CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA

ACADEMIC SENATE

FACULTY AFFAIRS COMMITTEE

REPORT TO

THE ACADEMIC SENATE

AS-2909-201-FA

Response to President's Response for AS-2909-201

Faculty Affairs Committee

Date: 09/7/2021 (date received from EC)

Executive Committee
Received and Forwarded

Date: 10/06/2021

Academic Senate

Date: 10/20/2021

Referral

Response to President's Response for AS-2909-201

Background

The president responded to FA-005-190 indicating 4 requested changes. Two instances of a minor title change in 4.1.3 and 4.1.3.1 (from: "CPP Director, Employee Diversity, Inclusion & Campus Climate or HR designee" to "President's Designee for Inclusion and Chief Diversity Officer (or equivalent position)"). The other two requests were (indicated in red):

4.2.1.1 **Up to** six full-time tenured or tenure-track faculty members selected by the Executive Committee of the Academic Senate

Justification: *"This request is due to less than six faculty members selected, at times, by the Academic Senate, which delays the launch of search committees pending appointment of all six faculty members."*

4.2.1.2 Up to **four** persons, one being a permanent staff member as provided in 4.1.6, selected by the President or Provost as appropriate

Justification: *"Request to reinstate the number to four persons selected by the President or Provost."*

Resources

Discussion

The FAC discussed in detail the implications of these changes, including the role of the faculty on various search committees, to ensure a faculty majority on these important committees. The FAC Chair also consulted with the EC and interim AVP Faculty Affairs on our discussions.

One proposal was to define a set ratio of 3:2 for faculty appointed to the search by the EC and those appointed by the President or Provost. The disadvantages of this was several, including that this could provide a smaller committee size than what would otherwise be needed for such a heavy work load. Another proposal was adding language requiring a simple majority of faculty. However, both of these were ultimately voted against recommendation by the FAC because it does not address 1) faculty recruitment for these search committees and 2) counting the student representative, the faculty may not have a majority.

For the appointed positions, the FAC agreed that the number of those appointed by the President or Provost be four.

For the language surrounding the requested title in 4.1.3 and 4.1.3.1, it was pointed out that the title had changed since the President's response: "President's **Appointee** for Inclusion and Chief Diversity Officer."

Recommendation

The FAC recommends maintaining the required number of faculty appointed by the EC as 6, to read:

4.2.1.1 Six full-time tenured or tenure-track faculty members selected by the Executive Committee of the Academic Senate

The FAC also recommends adopting the President's request for 4.2.1.2:

4.2.1.2 Up to four persons, one being a permanent staff member as provided in 4.1.6, selected by the President or Provost as appropriate.

As for the title change request in the policy, the FAC recommends: "President's designee for Inclusion and Chief Diversity Officer". Specifically, a lower-case "designee" to remain consistent with either appointee or designee, at the President's discretion.