MINUTES OF THE PERSONNEL COMMITTEE

CALIFORNIA STATE UNIVERSITY, FRESNO

5241 N. Maple Ave., M/S TA 43

Fresno, CA 93740-8027

Office of the Academic Senate

Ext. 8-2743

January 29, 2015

Members Present: B. Tsukimura (Chair), A. Alexandrou, K. Forbes, F. Tehrani, M. Caldwell (ex-officio), P. Kingsford (Student rep)

Members Excused: A. Cowgill, J. Pitt, A. Radford

Members Absent:

Visitors:

The meeting was called to order by Chair Tsukimura at 9:07 a.m.

1. Agenda - MSC to approve agenda
2. Minutes - MSC to approve the Minutes of 12/4/14.
3. Communications and Announcements
   1. APM 321, 358, 367, 370, 393 on Senate Agenda for 2/2/15
   2. APM 332, 337, 361 on Exec. Comm Agenda this past Monday
   3. Campus Equity Program: CFA and campus administration are developing consensus at Feb 11 meeting with Provost and other campuses
   4. Probationary Plan Model: Template versus amount of faculty flexibility

Need to be more explicit in preface of the decision

* + 1. Change to create College-wide (rather than campus-wide) model plans
    2. Time required for service not rewarded in Probationary plans
       1. Hiring more people solves this, but then becomes very costly
       2. CBA now allows assigned time for “exceptional Service”
    3. ‘Work done prior to coming to Institution’
       1. Timeline?
       2. What is work? (data, or publications?)
       3. What is goal?

1. New Business – None
2. MSC: APM 306 – Policy on Temporary Faculty – Discussion of language from CBA 15.30 (pg 59) to Section IV
3. MSC: APM 360 – Policy on Sabbatical and Difference in Pay Leaves: Discussion of language update regarding limitations on denials for sabbatical leaves (27.8 (pg. 119)
4. MSC: APM 322 – Policy on the Effectiveness of Teaching:
   1. Add language about online visit and five-day notification CBA 15.14 (pg. 55)
   2. Add language about student ratings of librarian/counselors CBA 15.18 (pg. 56)

Agenda for the meeting 2/5/15, Meeting in Thomas 117

1. Approval of the Agenda.
2. Approval of the Minutes of 1/29/2015.
3. Communications and Announcements
   1. APM 332 – Policy on Range Elevation for Temporary Faculty and APM 361 – Policies on Faculty Leaves of Absences approved by Senate on consent Calendar
   2. APM 337 – Faculty Workload: Policy and Procedures was moved to regular Agenda and is in ‘first reading’
   3. APM 358 Triad Teaching Improvement program: MSC to be removed from APM
   4. APM 367 – Fresno State Affirmative Action Policy, APM 370 – Discrimination complaints (EO 419) and APM 393 – Employee Assistance Program Guidelines are in ‘first reading’
   5. APM 321 – Report of the Faculty Scholar Blue Ribbon Committee, in first reading. MS to place in APM near Probationary plan
4. New Business
5. APM 325 – Policy on Retention and Tenure

Discussion of Article IV.A.10

1. APM 114 – Policy on Faculty Consultation and Voting
   1. Lecturer participation in voting for department chair
   2. Currently excluded: APM 114.V.E.2 and 114.V.E.5
2. APM 125 – Policy on Department Chairs