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

November 6, 2014

Members Present: B. Tsukimura (Chair), A. Alexandrou, J. Pitt, A. Radford, M. Caldwell (ex-officio),

Members Excused: A. Cowgill, K. Forbes

Members Absent: P. Kingsford (student rep)

Visitors:

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

1. Agenda - MSC
2. Minutes - MSC to approve the Minutes of 10/2/14.
3. Communications and Announcements
   1. CFA still voting on contract until November 9, 2014
4. New Business - Explanation of new CBA (Unit III) contract
   1. Salaries – Retroactive to July 2014
      1. Everyone get 1.6% GSI increase
      2. Eligible faculty (Tenure/Tenure-track and 3 yr contract lecturers) get 3% by formula on CFA website
      3. System-wide Equity pool of $2M
         1. Lecturer A w/PhD increased to Lecturer B (5% increase)
      4. Fresno State Equity program - $1M for Tenure/Tenure-Track faculty
         1. Procedures developed with CFA representatives
      5. Extended Education: 3% increase in salary rate
      6. Years 2 & 3 negotiated next Spring
   2. Personnel Action Files – Permits electronic submissions
      1. PAF
      2. WPAF
      3. RTP
      4. Probationary plans – test within LCOE using ‘Pathbrite’
   3. Workload
      1. New Faculty (through 2017) – workload is 18 WTU/yr for first 2 yrs
         1. Can bank overload units (until 2017)
      2. Lecturers: 16th Unit will now be compensated
   4. Assigned time for ‘Exceptional Service to Students’
      1. System-wide $1.3M – Distributed by FTES, which translates into ~20 awards for Fresno State
      2. CBA requires campus policy for distribution of awards
      3. Proposed new APM 355 – will introduce next week
         1. Criteria are specified in CBA
         2. Policy states that if assigned time is already provided, it cannot be received twice
5. Examination of old policies:
   1. Old Executive orders (EO’s – APM 367, 370 and 393, which are out-dated EO’s
      1. MSC to remove these APM policies and store in archive
6. APM 322 – Policy on the Assessment of Teaching

Faculty request to examine review of part-time employees (Social Work)

Postponed

Agenda for the meeting 11/13/14, Meeting in Thomas 117

1. Approval of the Agenda.
2. Approval of the Minutes of 11/6/2014
3. Communications and Announcements
   1. Results of CBA negotiations and ratification
      1. Impact on APM
4. New Business
5. APM 237 – Policy on Faculty Responsibility for Accessible Instructional Materials
6. APM 355 – Policy on Assigned Time for Exceptional Levels of Service – First Reading
7. APM 322 – Policy on Teaching Assessment

Faculty request to examine review of part-time employees (Social Work)