MINUTES OF THE PERSONNEL COMMITTEE

CALIFORNIA STATE UNIVERSITY, FRESNO

5200 North Barton Avenue, MS#ML34

Fresno, CA 93740-8014

Office of the Academic Senate

Ext. 8-2743

# September 17, 2015

Members Present: B. Tsukimura (Chair), A. Alexandrou, K. Forbes, J. Moore.

Members Excused: J. Pitt, R. Sanchez (ex-officio)

Members Absent:

Visitors: Dianne Volpp

**The meeting was called to order by Chair Tsukimura at 9:05 a.m.**

1. Agenda - MSC to approve agenda
2. Minutes - MSC to approve the Minutes of 4/30/15
3. Welcome New Members: Julie Moore (Library) and Rudy Sanchez (Interim AVPFA)
4. Communications and Announcements
   1. APM 322 – Policy on Assessment of Teaching signed by the President
   2. APM 324 – Policy on Probationary Plans signed by the President
   3. APM 325 – Policy on Retention and Tenure signed by the President
   4. APM 306 – Policy on Temporary Faculty signed by the President
   5. APM 332 – policy on Range Elevation for Temporary Faculty signed by the President
   6. APM 360 – Policy on Sabbatical and Difference in Pay Leave signed by the President
   7. APM 361 – Policy on Faculty Leaves of Absences signed by the President
   8. APM 355 – Policy on Assigned time for Exceptional Levels of Service signed by the President
   9. APM 358 – Triad Teaching Improvement Program removal from APM approved by the President
   10. APM 114 – Policy on Faculty Consultation and Voting – MSC in Exec Comm and sent to Senate floor
       1. Current discussion is some departments want to completely exclude lecturers from voting for chair, others want one vote for each.
       2. Arbitration is unclear on how it applies to other departments and only applied to Fresno State
       3. There is a symbolism associated with lecturers voting on the chair nomination
          1. Lecturers contribute to mission of teaching,
          2. But they do not have same responsibilities as T-T-track faculty
          3. Lecturers are subject to a much lower level of review during the hiring process, often hired without example of presentation skills
          4. Tenure/Tenure-track faculty have a larger range of responsibilities, including performing research activities to gain tenure and promotion
   11. APM 125 – Policy on Department Chairs - MSC in Exec Comm and sent to Senate floor
   12. APM 367, 370 & 393 on Senate agenda for retirement
   13. APM 321 on Senate agenda for reassignment to new place on website
5. New Business –
   1. Executive Orders – What are they? And do our faculty/staff know what they are?
   2. APM 311 – Policy on Teaching Associates is currently in Graduate Committee and will likely be coming here. RE: TA tuition waivers
6. APM 337: Faculty Workloads: Policies and Procedures
   * 1. Suggestion to look at language to define “normal workload”
     2. Make APM 337 more similar in tone and language to CBA
     3. Examine workloads across colleges,
        1. Especially for women and faculty of color
     4. A broader discussion of retention and tenure rates:
        1. Needs more research
        2. Must gather more data
7. Address disciplinary culture of taxation
8. Look at other University models
9. Discussion of Executive Orders
   1. Need to have an area of APM that indicates what these are? And where to put them so they are easily found.
   2. Attempt to align new policies with MAPP format

Agenda for the meeting September 17, 2015, Meeting in HML 1222

1. Approval of the Agenda
2. Approval of the Minutes of 4/30/15
3. Communications and Announcements
   1. APM 322 – Policy on Assessment of Teaching signed by the President
4. New Business
5. Executive Orders – Where in APM they should go
   1. Define what they are
6. APM 337: Faculty Workloads: Policies and Procedures