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

# November 16, 2017

Members Present: B. Tsukimura (Chair), A. Alexandrou, J. Moore, T. Nguyen, M. Rivera, R. Sanchez (ex-officio)

Members Excused: M. Briggs

Members Absent:

Visitors:

**The meeting was called to order by Chair Tsukimura at 9:10 a.m.**

1. Agenda - MSC to approve agenda of 11/16/17
2. Minutes - MSC to approve the Minutes of 10/12/17
3. Communications and Announcements
   1. APM 303 will remain on books as is (Executive Committee decision), V.P., however, D. Astone considers Vice Chancellor letters binding.
   2. Trial run on electronic Chair elections
      1. Chairs can affect committee and course assignments in Department
   3. Open seat for Personnel Committee was not filled, open to CSS, KSEHD, & CSB
   4. Lecturer contracts with DAA’s, are becoming more digital
   5. There is no ‘Winter Intersession Policy is on course assignment, currently it is chair’s discretion
   6. Sexual Harassment: Me too! – Investigations go directly to HR or Title IX officer.
      1. There has not been an increase in reports on campus
4. New Business -
   1. CHHS (Kinesiology) offers activities courses
      1. Current Policy requires a Master’s Degree to teach on campus.
      2. Request may come to allow those with Bachelor’s to teach on campus
      3. It may be better to handle on individual case basis, than trying to change policy
5. Freedom of Speech Discussion:
   1. T. Nguyen: Free speech vs Safe Speech
   2. J. Moore: 1st Amendment protects speech no matter what the content, but doesn’t protect behavior, including
      1. Hostile Work Environment, or
      2. Individuals who target another individual
      3. Need to raise awareness of the distinction
   3. Hate Speech: ACLU believes more speech is better than restricted speech
   4. Next Directions: Developing Best practices
      1. Cabinet
      2. Faculty
         1. Faculty to class/students
         2. Faculty to Internet/other technology
      3. Staff
   5. Discourse methodology?
6. Social Media Policy – is not a policy
   1. Best Practices
7. APM 332 – Range Elevation for Temporary Faculty – postponed
8. APM 357 – Update on modification progress –postponed

Agenda for the meeting November 30, 2017, Meeting in HML 1222

1. Approval of the Agenda of 11/30/17
2. Approval of the Minutes of 11/16/17
3. Communications and Announcements
   1. Brandon Sepulveda (ASI Executive VP) is joining committee
4. New Business
5. APM 324a – Sample Probationary Plan
6. Freedom of Speech
   1. Best Practices
      1. AAUP 2007 statement
7. Social Media Policy – is not a policy
   1. Best Practices
8. APM 332 – Range Elevation for Temporary Faculty
   1. Review additional modifications for librarians from J. Moore
      1. Most deletions presented by J. Scott have been reinserted
9. APM 357 [Policy on Center for Enhancement of Teaching and Learning] – discussion with B. Barrett. -