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

February 5, 2015

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

Members Excused:

Members Absent:

Visitors:

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 1/29/15.
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
   6. Research and Creative Activities awards delayed in distribution from Chancellor’s Office
   7. Campus Equity Program committee met Friday, 1/31/15 and is moving forward developing campus plan
4. New Business – Probationary Plan: Provost expressed interest in having Colleges develop model plans, and also selected departments
5. APM 325 – Policy on retention and Tenure – Discussion of language of Article IV.A.10 (it also is in Article II.B). General agreement that the language needs to be clearer, and that publications from previous work do not count, but unpublished data should be counted if materials are written while at Fresno State. Resolved to gather language from other campuses.
6. MSC [vote: 4 for – 0 against – 3 abstained] APM 114 – Policy on Faculty Consultation and Voting: Discussion of language update regarding limitations on lecturers participation in voting for department chairs. To become compliant with CBA, Article V.E.5 was deleted. Article V.E.6 then becomes V.E.5, where faculty on leave of absence **with pay** may participate in voting for chair. New Article V.E.6, allows lecturers to vote for chair, with those over .4 base a full vote, and those with less, a 0.25 vote.
7. 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 2/19/15, Meeting in Thomas 117

1. Approval of the Agenda.
2. Approval of the Minutes of 1/29/2015
3. Communications and Announcements
   1. APM 306 – Policy on Temporary Faculty and APM 360 – Policy on Sabbatical and Difference in Pay Leaves passed the Senate Consent calendar on 2/23/15
   2. APM 324 (Policy on Probationary Plans and Faculty Mentoring) & APM 325 (Policy on Retention and Tenure) Addressed by Executive Committee and sent to Personnel Committee (Received their comments last week)
   3. APM 355 (Policy on Assigned time for Exceptional Levels of Service) removed from consent calendar for discussion at next Executive Meeting.
4. New Business
5. APM 325 – Policy on Retention and Tenure

Discussion of Article IV.A.10

1. APM 337 – Faculty Workloads: Policies and Procedures
   1. Questions brought from Senate Floor (S. Fulop)