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

# October 8, 2020

Members Present: Alexandrou, Baum, Hopson-Walker, Low, Moore, Nguyen, Vitali

Absent: Rivera, ASI rep

Members Excused:

**Meeting called to order by Chair David Low at 9:06**

1. Minutes – MSC to approve minutes of 10/1/20.
   1. Vitali moves, Hopson-Walker seconds, motion passes
2. Agenda – MSC to approve agenda of 10/8/20.
   1. Hopson-Walker moves, Vitali seconds, motion passes
3. Communications and Announcements
   1. Committee member updates/open discussion
      1. Research/Teaching/Service Strand Taskforce (directly under the Senate)
         1. The taskforce’s work has stalled during the pandemic. University budget cuts will delay the conversation until there’s a new president and money is earmarked to hire instructors for units that are given to research faculty on a reduced teaching load. (Need to come up with a good estimate of how many faculty members would apply. Perhaps a pilot program would be valuable.)
            1. Budget Committee would need to come up with a budget for the initiative.
            2. New cabinet would need to raise money for it.
         2. The process may involve faculty applying to committees to be identified as research strand faculty.
         3. Craig School has endowment to give faculty a 3-3 teaching load with research expectations. Faculty must prove productivity.
         4. Not for probationary faculty. Just tenured faculty. This could be seen as discriminatory.
         5. If a faculty member is placed on the research track and is not deemed productive (by department criteria), what are the consequences? Will they pay the money back? Will they be ineligible to reapply?
         6. Look at models used by San Jose State, San Diego State. They have endowment monies coming in from private industry.
4. New Business
   1. Confidentiality of RTP / Sabbatical committees
      1. As required by APM 325/327, committee members are not permitted to discuss procedures or decisions with anyone outside of the committee.
         1. What happens when this rule is broken?
            1. If informed, Faculty Affairs files a Weingarten Letter against the accused person. If the accused denies the allegation, there’s an investigation. Disciplinary action may be taken in consultation with Dean (including letters of reprimand) depending on pattern of behavior.
         2. When personnel committees receive training from Faculty Affairs, make sure they are reminded of the confidentiality clause, APM, and any possible repercussions associated with breaking it. (Also, any special instructions regarding NOT recording meetings via zoom.)
         3. Candidate cannot file a grievance at this stage. They would document everything and file grievance after decisions are made, based on the impact of the decision (or reputational impact).
5. Old/Continuing Business
   1. Amending the language on Student Ratings instructions
      1. Chair Low will send the current language to Personnel Committee members for their review.
         1. Any interest in amending the language?
      2. Invite Carolyn Coon (Interim VP for Student Affairs) talk to the Personnel Committee.
   2. Conflict of Commitment
      1. For discussion: How best to ascertain whether a faculty member’s outside work negatively impacts their job performance?
         1. Periodic review/audit
            1. Faculty must document their work outside the university.
            2. Some chairs have a “reluctance to document” behaviors that are problematic.
            3. **Marsha is looking at other universities’ language concerning conflict of commitment.** **If Marsha finds language that can expand our policies while still adhering to CBA, she will bring this to the committee.**
   3. Local K-12 school districts returning (in any capacity) to face-to-face schooling
      1. **This could impact FFCRA eligibility.**
         1. If a school or daycare provider is no longer closed, a faculty member is no longer eligible for FFCRA. Substitute contracts will be terminated and faculty members will come back to teaching their class. If doing so is deemed too disruptive, the university can look for other work the faculty member can perform. Determinations will be made on a case-by-case basis.
            1. What about schools that allow for two models (face-to-face or online modalities)? Are faculty still entitled to FFCRA if they are making a choice not to send their child to school.

Likely no. If the parent is making a choice to keep their child in the online option, they would likely lose FFCRA eligibility. This hinges on whether the school is considered “closed” or not.

1. Motion to adjourn at 9:52. Motion carries.