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 5, 2020

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

Absent: Moore, ASI rep

Members Excused:

**Meeting called to order by Chair David Low at 9:03.**

1. Minutes – MSC to approve minutes of 10/29/20.
   1. Alexandrou moves, Hopson-Walker seconds, motion passes
2. Agenda – MSC to approve agenda of 11/5/20.
   1. Vitali moves, Alexandrou seconds, motion passes
3. Communications and Announcements
   1. Committee member updates/open discussion
      1. University beginning to discuss life after COVID, returning to physical campus life, modes of instruction. Specifics for Fall 2021 haven’t been discussed yet.
4. New Business
   1. Reviewing guidelines on promotion to Full
   2. RTP Training for Tenure Applicants (Evidence vs. Narrative)
   3. OIE pre- and post-surveys to assess efficacy of CFE trainings (M Baum to contact Student Ratings Subcommittee)
5. Old/Continuing Business
   1. Amending the language on Student Ratings instructions
      1. The Student Ratings Subcommittee will reconvene in January to discuss amending the email, and will do so autonomously.
   2. Statutory Grievance (as distinct from Contractual Grievance)
      1. Tabled.
   3. 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.

**Tabled. 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.**

1. Motion to adjourn at 10:10. Motion carries.