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 26, 2019

Members Present: B. Tsukimura (Chair), A. Alexandrou, D. Low, M. Hopson-Walker, J. Moore, T. Nguyen, M. Baum (Ex-Officio),

Visitors: Elizabeth Rocha Zuñiga (student member)

Members Excused: M. Rivera

**The meeting was called to order by Chair Tsukimura at 9:12 a.m.**

1. Agenda - MSC to approve agenda of 9/26/19
2. Minutes - MSC to approve the amended Minutes of 9/19/19

With change to spelling of “Administrative”

1. Communications and Announcements

* 1. Provost will review Workload Task Force Recommendations
  2. Provost Jimenez-Sandoval requested clarification of our discussion. I sent:
     1. After Kirsten Corey's request to review APM 320, the current structure of the policy APM320 VI.A.4 is to project the untenured faculty from any repercussions of supporting tenured professors (or not supporting faculty) in the process of selecting the Search Committee.  Initially, this restriction was not in place from the Personnel Committee nor from suggestions from the administration, but is an outcome of Senate floor amendments.
     2. The purpose of APM 320.VI.D.b is to protect the search committee members from the next Dean who may discover that a faculty member was less supportive of their candidacy. This restriction has been in place for as long as I can remember.
     3. APM 114 does not permit temporary faculty to participate in these proceedings.
     4. In times of civil and fair faculty and MPP's, this is never a problem, but apparently this has been a problem in the past, and the Senate has implemented these protections.
  3. Senate discussed “opt-out” method for faculty regarding the Athletic Dept advisors being placed in there Canvas course materials
     1. Lack of faculty consultation by Athletics resulted in many upset Senators after learning about the situation
     2. Athletics Reps assumed that asking Bryan Barrett of CETL was the equivalence of faculty consultation

1. New Business -
   1. APM 391 – Policy on Drug Free Workplace being replaced by another policy that includes both students and faculty, even though the information exists in the student handbook and in APM 391.
      1. This draft may be implemented without Senate approval.
2. Social Media Best Practices document – postponed
   1. Discussion on links of those that already exist
3. Faculty Workload Task Force Report – Postponed
   1. Implications on Personnel – pages 4 onward – Discussion occurred on what exactly Service faculty would perform
   2. How is service accounted? How does it fit with the academic mission, in terms of teaching and scholarship?
   3. Use of Independent Research units (190’s, 2901’s and 295’s) towards workload
4. Questions options for faculty interview process – postponed
5. APM 103 – Policy on Freedom of Speech – postponed
6. APM 328 – Periodic Evaluation of Tenured Faculty – postponed

Agenda for the meeting September 26, 2019 in HML 1222

1. Approval of the Agenda of 9/26/19
2. Approval of the Minutes of 9/19/19

1. Communications and Announcements
2. New Business
   1. Social Media Guideline draft
3. Social Media Best Practices –
   1. Discussion on Freedom of Speech new document
4. Faculty Workload Task Force Report –
   1. Implications on Personnel – pages 4 onward
5. APM 337 – Policy on Faculty Workload
   * 1. Sent from Executive Committee
     2. Requests review of pronoun usage in appendices
6. Questions options for faculty interview process –
7. APM 103 – Policy on Freedom of Speech
8. APM 328 – Periodic Evaluation of Tenured Faculty