

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

January 25, 2018

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

Members Excused: M. Rivera

Members Absent:

Visitors:

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

1. Agenda - MSC to approve agenda of 1/25/18
2. Minutes - MSC to approve the Minutes of 11/30/17 by adding B. Sepulveda to attendees (attached)
3. Communications and Announcements
 - A. Letter from Kathleen Dyer requesting Associate Professors be allowed to serve on College personnel Committees. This is NOT permitted under CBA 15.43 that states that members must be of higher rank to evaluate WPAF/RTP decisions.
 - i. This can only be achieved if there are two college committees that review Assistant professors, and a second that evaluates Associate Professors.
 - ii. In addition, Colleges would be required to change their bylaws to establish two committees.
 - B. President's Leadership Academy: 25 people are first cohort, who meet monthly to develop leadership skills
 - i. Currently run by Rudy Sanchez and Kathleen Scott
 - ii. B. Tsukimura is on planning committee
 - C. ASI bought New York Times Annual Subscription for students and faculty

4. New Business -
 - A. Sample Probationary Plan being put up on APM website
 - B. Student Rating Forms being Discussed in Senate
5. Student Rating Instrument
IDEA plans to go online [Monica was on taskforce]
OIE & Dr. X. Fu wants to administer instrument to save money
 - A. Alexandrou raised questions about validity and reliability on any new instrument or set of questionsOne option is to extend contract one additional year

Discussion:

- 1) Request that discussion be sent to Personnel Committee
- 2) Online is only final option
- 3) Response rates vary dramatically between administrations
- 4) MSC: Letter to Senate and Provost
 - a. Stay with current system [IDEA]
 - b. Remind that instrument is to identify poor performance in instruction
 - c. IDEA provides a 'long-form' that suggests modules for improvement, and can act as accommodation to assist struggling faculty improve
 - d. On any new form, both questions and instruments must demonstrate reliability and validity, particularly for issues such as gender, race and age, etc.
 - e. The best possible instrument should be used for our newest faculty
 - f. Allows for across nation comparisons of performance
6. Freedom of Speech Discussion:
 - A. Develop Best Practices
 - i. AAUP 2007 Best Practices starting point
 - ii. *Free Speech on Campus* by Chemerinsky and Gillman
 - iii. postponed
7. Social Media Policy – post-poned
8. APM 332 – Range Elevation for Temporary Faculty – postponed
9. APM 357 – Update on modification progress –postponed

Agenda for the meeting February 8, 2018 Meeting in HML 1222

1. Approval of the Agenda of 2/08/18
2. Approval of the Minutes of 1/25/18
3. Communications and Announcements
 - A. Student Ratings Form Discussion in Senate
4. New Business
 - A.
5. Digital RTP
6. Freedom of Speech
 - A. Best Practices
 - i. AAUP 2007 statement
7. Social Media Policy – is not a policy
 - A. Best Practices
8. APM 332 – Range Elevation for Temporary Faculty
 - A. Review additional modifications for librarians from J. Moore
 - i. 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. -