

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 16, 2017

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

Members Excused: M. Briggs

Members Absent:

Visitors:

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

1. Agenda - MSC to approve agenda of 11/16/17
2. Minutes - MSC to approve the Minutes of 10/12/17
3. Communications and Announcements
  - A. APM 303 will remain on books as is (Executive Committee decision), V.P., however, D. Astone considers Vice Chancellor letters binding.
  - B. Trial run on electronic Chair elections
    - i. Chairs can affect committee and course assignments in Department
  - C. Open seat for Personnel Committee was not filled, open to CSS, KSEHD, & CSB
  - D. Lecturer contracts with DAA's, are becoming more digital
  - E. There is no 'Winter Intersession Policy is on course assignment, currently it is chair's discretion
  - F. Sexual Harassment: Me too! – Investigations go directly to HR or Title IX officer.
    - i. There has not been an increase in reports on campus
4. New Business -
  - A. CHHS (Kinesiology) offers activities courses
    - i. Current Policy requires a Master's Degree to teach on campus.

- ii. Request may come to allow those with Bachelor's to teach on campus
  - iii. It may be better to handle on individual case basis, than trying to change policy
- 5. Freedom of Speech Discussion:
  - A. T. Nguyen: Free speech vs Safe Speech
  - B. J. Moore: 1<sup>st</sup> Amendment protects speech no matter what the content, but doesn't protect behavior, including
    - i. Hostile Work Environment, or
    - ii. Individuals who target another individual
    - iii. Need to raise awareness of the distinction
  - C. Hate Speech: ACLU believes more speech is better than restricted speech
  - D. Next Directions: Developing Best practices
    - i. Cabinet
    - ii. Faculty
      - a. Faculty to class/students
      - b. Faculty to Internet/other technology
    - iii. Staff
  - E. Discourse methodology?
- 6. Social Media Policy – is not a policy
  - A. Best Practices
- 7. APM 332 – Range Elevation for Temporary Faculty – postponed
- 8. APM 357 – Update on modification progress –postponed

Agenda for the meeting November 30, 2017, Meeting in HML 1222

- 1. Approval of the Agenda of 11/30/17
- 2. Approval of the Minutes of 11/16/17
- 3. Communications and Announcements
  - A. Brandon Sepulveda (ASI Executive VP) is joining committee
- 4. New Business
  - A.
- 5. APM 324a – Sample Probationary Plan

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. -