

MINUTES OF THE PERSONNEL COMMITTEE
CALIFORNIA STATE UNIVERSITY, FRESNO
5241 N. Maple Ave., M/S TA 43
Fresno, CA 93740-8027

Office of the Academic Senate
Ext. 8-2743

March 12, 2015

Members Present: B. Tsukimura (Chair), A. Alexandrou, A. Cowgill, K. Forbes, J. Pitt, A. Radford, F. Tehrani, M. Caldwell (ex-officio),

Members Excused:

Members Absent: P. Kingsford (Student rep)

Visitors:

The meeting was called to order by Chair Tsukimura at 9:05 a.m.

1. Agenda - MSC to approve agenda
2. Minutes - MSC to approve the Minutes of 2/19/15. Modified to reflect correct attendance
3. Communications and Announcements
 - A. APM 306 – Policy on Temporary Faculty and APM 360 – Policy on Sabbatical and Difference in Pay Leaves passed the Senate Consent calendar on 2/23/15
 - B. APM 355 – Policy on Assigned Time for Exceptional levels of Service, passed the Executive Committee March 2, and the Academic Senate on March 9 (after waiving the second reading)
 - C. Resolution supporting Teaching Assistant fee waivers passed the Senate. A committee will form to discuss how to move forward and to complete fact finding. At some point we may be involved if policy is required to assist in how the waivers are distributed.
 - D. APM's 367, 370, & 393 are up next in the Senate for removal
 - E. APM 321 & 337 are in their second reading on the Senate Floor
 - F. APM 322 is on the Agenda for introduction
 - G. The Provost will likely suggest to the Deans that each College/School or Department develop their own probationary plans, which is already recommended in the Policy

- H. Training and language on re-evaluating the data from IDEA Center may be possible, particularly in separating out the TA's from the lecturers and T-TT Faculty
- 4. New Business –
 - A. The Dean of the Library has requested an exception to APM 304 (Policy on Terminal Degrees) to allow searches to review applications of candidates who are almost finished with their terminal degree (Master's in Library Science, MLS). The request does not waive the degree requirement at the start of hire, but rather during the application review process.
 - B. Proposed language will be offered to the Library faculty to review.
- 5. APM 337 – Faculty Workloads: Policies and Procedures
 - A. Questions brought from Senate Floor on workload
 - B. Policy communicates values
 - i. Not just policy but have to consider humanity
 - ii. Work-life balance
 - iii. How does the policy (and by implication the University) reflect its value on research
 - C. By definition, Unit 3 are exempt employees (therefore 40 hours are not legally binding)

Agenda for the meeting 4/16/15, Meeting in Thomas 117

- 1. Approval of the Agenda.
- 2. Approval of the Minutes of 3/12/2015
- 3. Communications and Announcements
 - A. Julie Moore Elected from Library for 2015 – 2018
 - B. Tony's Resignation – Need to ID replacement for Fall Election
 - C. Campus Equity Program notices will be sent out within the week to those faculty receiving them
 - D. APM 306 – Policy on Temporary Faculty passed the Senate Consent calendar on 2/23/15
 - E. APM 360 – Policy on Sabbatical and Difference in Pay Leaves passed the Senate Consent calendar on 2/23/15

- F. APM's 367, 370, & 393 are still in their second reading on the Senate Floor
- G. APM 321 & 337 are still in their second reading on the Senate Floor
- H.
- I. APM 325 – Policy on Retention and Tenure – MSC Senate 4/12/15
- J. APM 324 – Policy on Probationary Plans – on second reading in Senate
- 4. New Business
- 5. APM 304 – Policy on Terminal Degrees
 - A. Discussion of Library exemption -
- 6. APM 337 – Faculty Workloads: Policies and Procedures
 - A. Questions brought from Senate Floor (S. Fulop)
- 7. Committee End of Year Event?