

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

January 29, 2015

Members Present: B. Tsukimura (Chair), A. Alexandrou, K. Forbes, F. Tehrani, M. Caldwell (ex-officio), P. Kingsford (Student rep)

Members Excused: A. Cowgill, J. Pitt, A. Radford

Members Absent:

Visitors:

The meeting was called to order by Chair Tsukimura at 9:07 a.m.

1. Agenda - MSC to approve agenda
2. Minutes - MSC to approve the Minutes of 12/4/14.
3. Communications and Announcements
 - A. APM 321, 358, 367, 370, 393 on Senate Agenda for 2/2/15
 - B. APM 332, 337, 361 on Exec. Comm Agenda this past Monday
 - C. Campus Equity Program: CFA and campus administration are developing consensus at Feb 11 meeting with Provost and other campuses
 - D. Probationary Plan Model: Template versus amount of faculty flexibility
Need to be more explicit in preface of the decision
 - i. Change to create College-wide (rather than campus-wide) model plans
 - ii. Time required for service not rewarded in Probationary plans
 - a. Hiring more people solves this, but then becomes very costly
 - b. CBA now allows assigned time for “exceptional Service”
 - iii. Work done prior to coming to Institution’

- a. Timeline?
- b. What is work? (data, or publications?)
- c. What is goal?

4. New Business – None
5. MSC: APM 306 – Policy on Temporary Faculty – Discussion of language from CBA 15.30 (pg 59) to Section IV
6. MSC: APM 360 – Policy on Sabbatical and Difference in Pay Leaves: Discussion of language update regarding limitations on denials for sabbatical leaves (27.8 (pg. 119)
7. MSC: APM 322 – Policy on the Effectiveness of Teaching:
 - A. Add language about online visit and five-day notification CBA 15.14 (pg. 55)
 - B. Add language about student ratings of librarian/counselors CBA 15.18 (pg. 56)

Agenda for the meeting 2/5/15, **Meeting in Thomas 117**

1. Approval of the Agenda.
2. Approval of the Minutes of 1/29/2015.
3. Communications and Announcements
 - A. APM 332 – Policy on Range Elevation for Temporary Faculty and APM 361 – Policies on Faculty Leaves of Absences approved by Senate on consent Calendar
 - B. APM 337 – Faculty Workload: Policy and Procedures was moved to regular Agenda and is in ‘first reading’
 - C. APM 358 Triad Teaching Improvement program: MSC to be removed from APM
 - D. APM 367 – Fresno State Affirmative Action Policy, APM 370 – Discrimination complaints (EO 419) and APM 393 – Employee Assistance Program Guidelines are in ‘first reading’
 - E. APM 321 – Report of the Faculty Scholar Blue Ribbon Committee, in first reading. MS to place in APM near Probationary plan
4. New Business
5. APM 325 – Policy on Retention and Tenure
Discussion of Article IV.A.10
6. APM 114 – Policy on Faculty Consultation and Voting
 - A. Lecturer participation in voting for department chair
 - B. Currently excluded: APM 114.V.E.2 and 114.V.E.5
7. APM 125 – Policy on Department Chairs