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

# April 25, 2019

Members Present: B. Tsukimura (Chair), A. Alexandrou, D. Low, T. Nguyen, M. Rivera, M. Baum (Ex-Officio), Primavera Martinez (ASI Exec VP)

Members Excused: J. Moore

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

1. Agenda - MSC to approve agenda of 4/11/19
2. Minutes - MSC to approve the amended Minutes of 4/11/19
3. Communications and Announcements

* 1. Freedom of Speech at California State University, Fresno passed senate 4/22/19
  2. eRTP will be moving forward after accessibility review
     1. Need volunteers for program
  3. Student Ratings – new platform will be significantly more expensive than IDEA
     1. $100K over three year period – due to printing and shipping of forms
  4. Personnel Committee Luncheon @12:30 Phoenician Garden

1. Election of Chair – Unanimous vote for Chair Tsukimura to continue
2. New Business -
   1. APM 332 – Senate requests clarification of terms? Lecturer A, B C & D.:
      1. Exist in CBA in 31.1, & 31.25, plus salary schedule
      2. Current CBA lacks SSI’s, only GSI’s, and these are by longevitiy
      3. Salary increases for lecturers:
         1. GSI’s & SSI’s – similar to tenure/tenure-track faculty [CBA]
         2. Can negotiate salary with each new contract
         3. Can apply for Market based Salary increase [APM 330 & CBA 31.25]
         4. Range elevation: CBA 12.17 & APM 332 (every 5 years)
   2. Freedom of Speech at CFA tabling event
      1. Requests to stop filming ignored during “Celebrate Lecturer Week”
      2. Were people discouraged from approaching table, thereby creating an intimidating environment?
      3. Where is line between harassment and Freedom of Speech?
      4. Does the invocation of the ‘Principles of Community’ suggest a greater power to document than an aspiration?
3. Social Media Best Practices document –
   1. Discussion related to contents of UCSF link
   2. The state of California has a Social Media document on privacy (2012) hosted on a UC Davis website
4. Faculty Workload Task Force Report – examined the three work positions noted
   1. Implications on Personnel – pages 4 onward – Discussion occurred on what exactly Service faculty would perform.
5. Questions options for faculty interview process – postponed
6. APM 328 – Periodic Evaluation of Tenured Faculty – postponed

Agenda for the meeting May 2, 2019 in HML 1222

1. Approval of the Agenda of 5/2/19
2. Approval of the Minutes of 4/25/19

1. Communications and Announcements
   1. APM 322 presented on Senate Floor
   2. Discussion of SRI costs on Monday 5/6 with Senate leadership
2. New Business
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. Questions options for faculty interview process –
6. APM 103 – Policy on Freedom of Speech
7. APM 328 – Periodic Evaluation of Tenured Faculty