

MEMORANDUM

TO: Raymond Hall, Chair, Academic Senate

FROM: David Low, Chair, University Personnel Committee

DATE: March 10, 2022

RE: APM 301 – Policy and Procedures on the Appointment of Tenure-Track Faculty including the Award of Service Credit

At its meeting on September 9, 2021, the University Personnel Committee voted to undertake revisions to APM 301 – Policy and Procedures on the Appointment of Tenure-Track Faculty including the Award of Service Credit. At its meeting on October 14, 2021, we voted 6-0 to approve the committee’s working revision and submit it to the Academic Senate. At its meeting on March 3, 2022, the University Personnel Committee voted to undertake additional revisions to APM 301 to align with the recently updated Collective Bargaining Agreement for 2021-2024. At its meeting on March 10, 2022, we voted 6-0 to approve the committee’s updated working revision and submit it to the Academic Senate for deliberation and enactment.

The policy has been amended in the following areas:

1. A footnote has been added (301.III.5) clarifying the term “insufficient.” In the interest of recruiting and hiring diverse faculty, the Personnel Committee feels it is important to acknowledge representational insufficiency as a rationale for including a search committee member (with full voting rights) from outside the department.
 - This proposed amendment to APM 301 will not disrupt existing procedures, such as “two-thirds of the membership of the committee consist[ing] of full-time tenured faculty.”
 - As a reminder, all prospective members of any faculty search committee must be voted in by members of the department in which the search is conducted.
2. APM 301.IX.D.4 has been added to bring the policy into alignment with the CBA. This addition states: “Pursuant to the Collective Bargaining Agreement, when a temporary faculty unit employee applies for a tenure track position on their campus, and the search committee deems them to meet the minimum requirements of the position, that employee should be interviewed. If the temporary faculty unit employee is not granted an interview, the search committee should provide sufficient justification.” A footnote clarifies: “See CBA (2021-2024) Article 12.28. This provision uses the word “should” rather than “must” and is not subject to grievance.”

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3. APM 301.XV has been added. This provision is titled PROBATIONARY APPOINTMENTS OUTSIDE OF A FORMAL SEARCH and mirrors language from the new CBA. To wit: “Pursuant to the Collective Bargaining Agreement, a departmental peer review committee may review and recommend a probationary tenure-track faculty appointment for a part-time or full-time lecturer within the same department who has received an offer of tenure track employment from another university. Such a recommendation may only occur in a department where there is no current tenure-line recruitment for which the temporary faculty member is qualified.
“Such recommendation[s] shall be directed to the President or their designee for review, consideration, and response. The decision of the President or designee shall not be subject to Article 10 (Grievance Procedures) of the Collective Bargaining Agreement.” A footnote clarifies: “See CBA (2021-2024) Article 12.22.c.”
4. APM 301’s use of gender-binary pronouns has been updated to include gender-neutral pronouns (the singular they).
5. Several minor tweaks in wording and spacing have been applied for ease of understanding.

Enclosed are tracked changes to APM 301 for the Executive Committee and full Senate review.

Respectfully submitted,

D. Low

CC: Xuanning Fu, Interim Provost
Jim Schmidtke, Interim Associate Vice President for Faculty Affairs