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 22, 2021

Members Present: Alexandrou, Low, Moore, Nguyen, Rivera, Rocha Zuñiga, Vitali

Absent: Baum, Hopson-Walker

**Meeting called to order by Chair David Low at 9:04.**

1. Minutes – MSC to approve minutes of 4/15/21.
   1. Vitali moves, Nguyen seconds, motion carries.
2. Agenda – MSC to approve agenda of 4/22/21.
   1. Vitali moves, Moore seconds, motion carries.
3. Communications and Announcements
   1. Committee member updates/open discussion
      1. Thế, Monica, and David have been reelected to the Personnel Committee. Zhanna Sahatjian (Craig School of Business) has also been elected to serve. These terms go through 2024.
4. New Business
   1. Nominations for Personnel Committee chair (2021-22)
      1. D Low self-nominated, ran unopposed, and was reelected by unanimous vote.
   2. In the fall, the committee will discuss whether to continue meeting virtually in 2021-22 or return to face-to-face meetings.
5. Continuing Business
   1. Student Ratings Subcommittee’s recommendations on editing APM 322.
      1. Review and discuss:
         1. Subcommittee’s memo asking Personnel Committee to consider revisions to APM 322.
         2. Subcommittee’s proposed revisions and reorganization.
      2. **Action Item:** Discussion and voting on whether to move forward with revisions to APM 322 at this time.
         1. The committee feels there is substance to the Subcommittee’s recommendations and we wish to pursue this work. However, there is no likelihood that any revisions made to APM in late April will be seen by the Senate this AY.
         2. Alexandrou moves to Table, Rivera seconds, motion passes unanimously (7-0).
   2. APM 125 (Policy on Department Chairs)
      1. Tabled until Fall 2021. Committee will:
         1. Examine School bylaws/constitutions to see how Dept. Chair Evaluations are currently conducted in various Schools.
         2. Continue editing APM 125.
   3. RTP Process Clarification
      1. Tabled until Fall 2021. Committee will:
         1. Work with M Baum on developing guidelines for review committees that employ language from APM 325 and 327. Guidelines will come from the Office of Faculty Affairs.
         2. Discuss how to value anti-oppression labor
   4. Conflict of Commitment
      1. Tabled until Fall 2021. Committee will:
         1. Look closely at the language of [APM 345](http://www.fresnostate.edu/academics/facultyaffairs/documents/apm/345.pdf) and discuss whether faculty are required to come to campus? (D Low’s read? Not explicitly.)
            1. “a faculty member has an obligation to conduct his/her activities in a manner such that their responsibilities to the State, and to the university and its students are not impaired.”
            2. “The university also has the right to call a faculty member to campus when the individual is needed for university business during the period of active employment.”
            3. “Each faculty member should be alert to and avoid any activity which is inconsistent, incompatible, in conflict with or inimical to his/her responsibilities.”
         2. Look into APM 336 – Anything in the Collegiality policy that discusses physical proximity to campus?
   5. [APM 320](http://www.fresnostate.edu/academics/facultyaffairs/documents/apm/320.pdf) (Policy on the Composition of Search Committees for Designated Administrative Positions)
      1. Tabled until Fall 2021.
      2. Background:
         1. VP Astone is interested in having the Personnel Committee consider another amendment to APM 320 to clear up some ambiguity. The general search committee composition language suggests that the president can only appoint one community member to a search committee, but the specific language on the composition of search committees for MPPs answering to the president suggests the president can appoint any four people of their choice. VP Astone is not recommending any particular change, though I suspect the administration would prefer having the flexibility to appoint more than one community member. **D Low reached out to VP Astone on 3/11 seeking additional information on proposed changes to APM 320 that would allow for more community members on administrative searches. Waiting for response.**
         2. Committee’s previous discussion: What’s the purpose of including additional community members? What sorts of community expertise is needed? Different administrative positions call for different perspectives. As a committee we have misgivings about bringing donors onto a provost, academic VP, or dean search, whereas they may be more pertinent to an Athletic Director search. It’s important to mitigate potential conflicts of interest w/ donors, community members, and industry insiders.
         3. **Action item: vote on whether to take on this work.**
         4. The nitty gritty:
            1. Our previous modification of APM 320 is still on the Senate’s docket. If we decide to go ahead with this, these are our options:

We could handle VP Astone’s request as a separate (new) item that goes through its own Senate hearing process.

We could ask Tom Holyoke to bounce back our modification of APM 320. We would make new changes and then re-submit all of our modifications for the Senate’s consideration at once.

As a committee, we could vote on an amendment and then have that amendment brought up in Senate at the time when our prior submitted changes to APM 320 are being considered.

* 1. APM 122/125
     1. Tabled until Fall 2021.
     2. Some roles are not identified under APM (e.g., undergraduate coordinators; directors; associate chairs; area reps). Find language in section 100 APM (re: graduate coordinators) that can be adopted for these unidentified positions.
        1. Clarify items such as: annual reappointment, term limits, units of assigned time, etc. Who appoints or votes on the position? How often? Who evaluates? How often?
           1. Give faculty a voice in determining whether program coordinators continue in their role from year to year.
           2. Establish appointment terms
           3. Go off of Dept. Chair policy? (APM 125)
           4. Go off of Graduate Program Coordinator policy? (APM 122 indicates a 1-year appointment.)
           5. Some directors are MPPs while others are designated as faculty. Titles (director; coordinator) are given out inconsistently. A deep dive into HR classifications is needed.
  2. APM 415 (dispute resolution policy) -- Student Grievance Taskforce
     1. Tabled until Fall 2021.
  3. Statutory Grievance (as distinct from Contractual Grievance)
     1. Tabled until Fall 2021.

1. Motion to adjourn at 9:49. Motion carries.