

ACADEMIC SENATE
OF
CALIFORNIA STATE UNIVERSITY
SACRAMENTO

OCT 14 1980

Academic Senate Received

MINUTES

Issue #4

October 8, 1980

ROLL CALL

Present: Adams, Barkdull, Barrera, Bossert, Breese, Briggs, Campbell, Comstock, Connor, Covin, Esquerra, Fish, Foreman, Frost, Furey, Garthe, Gerber, Gillespie, Gillott, Golub, Haq, Jamieson, Kloss, Leezer, McDaniel, Moore, Murai, Neifert, O'Connor, Roth, Skube, Slaymaker, R. Smith, Stull, Tobey, Urone, Weininger, Whitesel

Absent: Brackmann, Elfenbaum, Gates, Gregory, Gustafson, Harley, Semas, Serrano, N. Smith, Tzakiri, Whitney

A regular meeting was convened by Jerry Tobey, Wednesday October 8, 1980 at 2:00 p.m. in SSC-107.

INFORMATION

1. Report on September 18-19, 1980 Statewide Academic Senate meeting (Attachment A)
2. The Communication Studies Department elected Barbara O'Connor as its Senate representative (replacement for L. Chase). Speech Pathology and Audiology/Theatre Arts elected Michael Gates (replacement for J. Reinelt).
3. President Johns approved AS 80-52 COMMITTEE APPOINTMENTS and AS 80-54 POST-AUDIT/STUDENT INPUT; and disapproved AS 80-55 EVALUATION OF ADMINISTRATORS.
4. The "Proposal for a Revised Faculty Salary Schedule for the CSUC" will be the subject of a special Academic Senate meeting on October 29, 1980.

ACTION ITEMS

AS 80-57/Flr. MINUTES

The Minutes of the September 10, 1980 meeting are approved.

Carried unanimously.

ACTION ITEMS (contd.)

AS 80-58/Ex. COMMITTEE APPOINTMENTS

Academic Policies Committee: PHILLIP HAWKES, At-large, 1982
(replacement for I. Hernandez)

Curriculum Committee: CAROLE BARNES, Liaison to General Education
Committee (replacement for J. Stockman)

Faculty Affairs Committee: DANIEL SCHEEL, Arts/Sci., 1983
(replacement for D. Lucas)

Graduate Policies/Programs Committee:

MICHAEL BAAD (Fall 1980 replacement
for J. Simes, At-large, 1983)

RUSSELL SMITH, Senator, 1982
(replacement for T. Gustafson)

DAVID WEINERTH, Prof. Serv.,
1983 (replacement for E. Fuson)

SALAH YOUSIF (Fall 1980 replacement
for N. Roth, Sch./Div., 1982)

*Academic Affairs Budget Committee: GERALD GARTHE, At-large, 1982

*Commencement Committee: GUY DEANER (Fall 1980 replacement for
G. Justin, 1981)

*Hornet Foundation Board of Directors: RICHARD BRADISH, 1982
(replacement for E. Kelly)

*Hornet Foundation Panel of Inquiry (ad hoc): SARA GREEN

*Parent Advisory Council (Child Care Center): SUSAN MILLER, 1981

Carried unanimously.
AS 80-60A/Ex. STUDENT INPUT - ARTP

The Academic Senate endorses and urges continuation of the
current policy which prohibits placing unsigned documents in
a faculty member's personnel file.

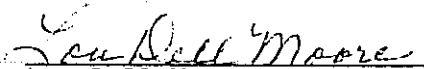
Carried.

ACTION ITEMS (contd.)*AS 80-60B/Ex. STUDENT INPUT - ARTP

Based on the current policy (AS 80-54), the following is the Academic Senate's interpretation of section 4.06.01,B.,2. of the FACULTY MANUAL, ". . . No unsigned communications shall be placed in the (Personnel Action) file except the results of standardized evaluation instruments. . .": (1) Written statements from students must be signed by the student; (2) Summaries of oral student testimony presented to primary ARTP committees must be signed by the chair of the primary committee, but need not be signed by the student; (3) Oral student testimony presented to a department chair, or anyone other than a primary ARTP committee, must be reduced to writing and signed by the student before being placed in the file; (4) Students' written statements on standardized evaluation questionnaires may be included in the Personnel Action File without signature.

Carried.

The meeting was adjourned at 3:50 p.m.


Lou Dell Moore, Secretary

LM/CD

*President's approval requested

R E P O R T

ACADEMIC SENATE OF THE CALIFORNIA STATE UNIVERSITY AND COLLEGES Meeting of September 18-19, 1980

Dorothy A. Sexter

The issue which dominated the September 1980 CSUC Academic Senate meeting was the draft of a proposed new salary schedule which was to be added to the September Board of Trustees' agenda by the Chancellor's staff as an information item after the agenda had been mailed to the Trustees and just about the time the Senate met. The proposal also dominated the meeting of the Senate's Faculty Affairs Committee, of which I am a member, whose chair attacked the process and assumptions of the proposal on the floor of the Senate, as did many other Senators.

Both Bill Crist of Congress of Faculty Associations (CFA) and Warren Kessler of United Professors of California (UPC) reported to the Faculty Affairs Committee on their separate conversations with Chancellor's staff, pointing out that these conversations on September 17, after distribution of the draft, were not to be construed as consultation. Both protested the secrecy, lack of consultation with the Academic Senate as required by law, and indicated they had requested the withdrawal of the item from the September Board of Trustees' agenda.

A Faculty Affairs Committee resolution, brought to the floor of the Senate, spoke only to the procedures, not to the substance of the proposed salary schedule. The resolution stressed the lack of consultation with the Academic Senate CSUC, local campus Senates, or appropriate faculty representatives. Further, the resolution indicated that the claims and assumptions made in the draft document have not been examined by the faculty of the CSUC. The resolved clause read that the Chair of the Academic Senate CSUC be instructed to request, in the strongest terms, that the CSUC Board of Trustees return the draft document "A Proposal for a Revised Faculty Salary Schedule for the CSUC" to the Chancellor with the instruction that he consult with the Academic Senate, the campus Senates or Councils, and appropriate faculty representatives regarding the need for such a proposal.

After the Senate had gone into a committee of the whole which allowed for lengthy, complete, and informal discussion on both the substance and procedures of the proposal, the Faculty Affairs Committee resolution was passed without dissent.

On Thursday, September 18, during the plenary session, Chancellor Dumke reported to the Senate and was questioned at length for more than an hour, with the questions centered primarily on the draft proposal.

The Chancellor's rationale for presenting the proposal to the Board of Trustees at this time was two-fold: 1) The proposal allows for overlapping salary levels and originated in 1972. (Parenthetically, it also surfaced in 1975.) According to Dumke, it was before the Board of Trustees at least

once. 2) "A crisis has now developed", which concerns accreditation and survival of several departments and disciplines which are having difficulty in hiring at existing entry level salaries, with positions going unfilled. Moreover, according to Dumke, the Presidents are very concerned. Therefore, the decision was made to have staff prepare a discussion paper concerning the issue of a new salary schedule which goes back more than 10 years. Dumke also indicated that the Senate was confusing consultation with the right to originate a proposal and that this was not a matter which could be consulted about over a one to three year period -- the usual time for consultation -- since, given that time lag, the system will lose departments.

As indicated in the discussions during the committee of the whole, the Senators did not buy Dumke's explanation. Senators were disturbed by the secrecy, the lack of consultation, the decision to push this through quickly, the failure to study the problem to see how widespread it is or even if there is a problem, the fact that a 2½% increment and an extended salary scale with super steps at presidential discretion does not respond to the alleged problem -- difficulty in hiring in some disciplines because of too low starting salaries; the implications of Dumke's explanation that 2½% steps will make it easier to reward merit (increments going from 0 to 7½%), the need under this proposal to evaluate faculty many many more times, and the timing of the presentation of the proposal which is designed to be approved just prior to the collective bargaining election.

The Chancellor finally indicated that there is nothing to prevent the Senate from requesting a modest delay -- say to January.

I have since learned that the proposal became an information item only for the Board of Trustees' Faculty and Staff Affairs Committee at the September meeting. It therefore becomes an information item for the full Board in November and an action item in January. Moreover, while the Trustees meeting normally follows the Academic Senate meeting, the Trustees have taken over the date originally scheduled by the Senate in November, causing the Senate to meet after the Trustees, which precludes any further input from the full Senate before the item appears on their agenda.

The Senate was also briefed on the budget. The 1980-81 budget has a 13.1% increase over the 1979-80 budget, of which 9.2% is in salary increases. The total 1980-81 budget is \$932 million. Student services fees will be increased approximately \$30, basically because of inflation and higher salaries. The non-resident fee will rise.

Further information: Local Senates will be asked in a survey to identify their costs - but only the cost to the Senate and not where the Senate serves administration. A document on "Funding Levels and Quality Education in the CSUC" will also be sent to local Senates for consideration.

Senate Chair Kully reported on the May and July Board of Trustees' meetings where: 1) The General Education program as recommended by the Academic Senate CSUC was approved; 2) Presidential Selection procedures were sent back to staff, an amendment added to the procedures which according to Kully makes the new procedures better, but still do not provide for extensive faculty representation. (Information I received this week: The Senate's 1979-80 resolution urging faculty not to be involved in the selection process unless this involvement is meaningful may soon be tested or perhaps reconsidered, since the recent resignation of the President of Fullerton, Don Shields, now requires a search under the new procedure.) 3) The May Board of Trustees' meeting examined the document on evaluation of tenured faculty but did not deal with procedures. In July, the policy was adopted by the Board, including written summaries of evaluation to be placed in faculty members' files -- contrary to the Academic Senate recommendation. Most importantly, and

something every local Senate should bear in mind, the policy calls for each department to design its own procedures for evaluation.

Several resolutions were approved at this meeting: 1) Proposed amendments to the procedure for Selection of Presidents, which as indicated previously, makes the procedures as adopted somewhat more palatable. However, the Senate resolution warned that support of the amendments should not be construed as a Senate endorsement of the recently revised policy on Presidential Selection. 2) Resolutions on Review of Academic Administrators, stressing appropriate faculty consultation; 3) a Board of Registered Nursing Statement on implementation of Transfer and Challenge Policies, which opposed Board of Registered Nursing policies as violating campus standards and policies, was approved unanimously.

First reading items included resolutions on External Agencies and Degree Requirements; Funding Levels and Quality Education in the CSUC; and Funding for Early Retirement.

My own announcements as Affirmative Action Liaison/Specialist included: 1) Staff is monitoring positions available as the consequence of more than 1000 retirements under the Early Retirement legislation to see whether Affirmative Action guidelines are being followed and whether there is an increase in Affirmative Action hires; 2) A position to implement the Disabled Employees Program Change Proposal is being advertised nationally; 3) The Senate has been consulted on the Guidelines to the Affirmative Action policy approved by the Board of Trustees. These Guidelines will be issued in the form of an Executive Order.

In summary, although this was a meeting where few action items were on the agenda, it was a trying meeting and a serious one. Personally, I would like for once to begin a school year at the Senate where the Chancellor's Staff does not tell us we are in a state of crisis - be it because of Prop. 13, Prop. 9, or threats of loss of accreditation!