I. Minutes:

II. Communication(s) and Announcement(s):

III. Reports:

IV. Consent Agenda:

V. Business Items:
   A. Resolution on a Vote of Confidence in Chancellor Charles B. Reed
   B. Resolution on Merit Pay Under the Imposed Employment Conditions
   C. Resolution Asking Chancellor Charles B. Reed not to attend the Cal Poly, 1999 Spring Commencement

VI. Discussion Items:

VII. Adjournment:
Whereas, the Legislature in its enactment of the Higher Education Employer Employee Relations Act (HEERA) declared that "[h]armonious relations between each higher education employer and its employees are necessary ..." to provide "an academic community with full freedom of inquiry and insulation from political influence in their administration of the system of higher education" (Title I, Division 4, Chapter 12, Article 1), and

Whereas, Chancellor Charles B. Reed through his repeated public disparagement of the faculty of the CSU, such as his remarks at Cal Poly on March 7, 1999, has created disharmony and acrimony between the faculty and the administration of the CSU, and

Whereas, Chancellor Reed's often repeated message of establishing a "culture of quality" in the system has cast aspersions on the integrity of the CSU, and

Whereas, Chancellor Reed has repeatedly misrepresented the faculty positions on merit and other employment conditions throughout the recent contract negotiations, and

Whereas, Chancellor Reed has frequently stated the positions of the members of the CFA do not reflect the views of the faculty of the CSU, and

Whereas, Chancellor Reed recommended, and the Board of Trustees of the CSU imposed on the CSU faculty, conditions of salary and employment that the faculty find disrespectful, onerous and a threat to academic freedom, and

Whereas, The imposition of salary and employment conditions has further eroded collegiality and faculty morale within the CSU, and

Whereas, The current discord within the CSU resulting from Chancellor Reed's comments and actions is threatening the disrupt the educational processes of the system, be it therefore

Resolved: That the Academic Senate of Cal Poly conduct a campus wide referendum, asking the faculty to vote on whether or not they have confidence in the ability of Chancellor Reed to continue to lead the CSU, and be it further

Resolved: That this referendum be held during the third or fourth week of April, 1999, and be it further

Resolved: That the chair of the Academic Senate of Cal Poly be instructed to ask the Academic Senates of all other campuses of the CSU to also hold campus wide referenda asking the same question during the same time period.

Proposed by: the Academic Senate Executive Committee
Date: March 30, 1999
Whereas, Any modification of the merit pay system should be done seriously with clear, well-defined objectives that preserve collegiality and academic freedom, and

Whereas, The merit pay procedure in the Imposed Employment Conditions jeopardizes both collegiality and academic freedom, and

Whereas, The Imposed Employment Conditions require that all faculty fill out two Faculty Activity Reports (FAR's) by May 1st, and

Whereas, The second FAR is to address faculty activity only for the time period from July 1, 1998 to December 31, 1998, which means one quarter or semester of work for most faculty, and this FAR will be used to distribute 40% of the coming year’s salary allocation, and

Whereas, The FAR form contained in the Imposed Employment Conditions was developed at the Chancellor's Office without faculty consultation and does not reflect the uniqueness of the missions of the 22 campuses of the CSU, and

Whereas, The FAR form asks for irrelevant and unnecessary information that is readily available to any administrator wishing to consider it, and

Whereas, The FAR form would require an inordinate amount of faculty time which should be more appropriately directed toward the education of students, and

Whereas, The FAR form neither addresses nor defines the standards by which the performance of faculty member could be considered meritorious or outstanding, be it therefore

Resolved: That the administration of the CSU and the administration of Cal Poly in particular defer implementation of the merit pay until it can be done properly with clear standards and criteria, and be it further

Resolved: That the administration of the CSU and/or the administration of Cal Poly work together with the faculty to develop a process and a form which are meaningful, respectful, do justice to the concept of merit and retain the integrity of academic freedom, and be it further

Resolved: That the merit money for the 1998-99 year be distributed equally among all eligible faculty members.

Proposed by: the Academic Senate Executive Committee
Date: March 30, 1999
Adopted:

ACADEMIC SENATE
Of
CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, CA

AS-____99/
RESOLUTION ON
ASKING CHANCELLOR CHARLES B. REED NOT TO ATTEND THE CAL POLY,
1999 SPRING COMMENCEMENT

Whereas, Cal Poly is honored to host the ceremony which would bestow an honorary doctorate degree on former student, colleague, and trustee Jim Considine, and

Whereas, This ceremony is scheduled to coincide with the Spring, 1999 commencement exercise, and

Whereas, Chancellor Charles B. Reed has been invited to confer the award, and

Whereas, Chancellor Reed has on numerous occasions and in various places disparaged the contributions of the faculty of the California State University by indicating that they are opposed to considerations of merit, and that they do not work hard, and

Whereas, Chancellor Reed has acted in a manner inconsistent with the principles of collegiality and mutual respect as agreed to in "Collegiality in the California State University System" approved by the CSU Senate March 7-8, 1985 and adopted by the CSU Board of Trustees on September 18, 1985, and

Whereas, Many Cal Poly faculty attend commencement to honor the graduating students, and

Whereas, The Cal Poly faculty could not in good conscience participate in an event attended by Chancellor Reed; be it therefore

Resolved: That the Cal Poly Academic Senate urge Chancellor Reed not to attend the Spring, 1999 commencement ceremony at Cal Poly, and be it further

Resolved: That the Cal Poly Academic Senate so inform Chancellor Reed, the Board of Trustees, and the other campuses of the California State University, and be it further

Resolved: That the Cal Poly faculty support the Academic Senate in this regard.

Proposed by: Reginald Gooden
Date: March 30, 1999