I. Preparatory: called to order at 3:12 pm

II. Minutes: The minutes of the March 7, 1995 meeting of the Academic Senate were approved as submitted.

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

A. **Academic Senate elections results for 1995-96:** Remaining vacancies in each college are as follows: Agriculture—Research and University Professional Leave Committee (UPLC); Architecture and Environmental Design—one senate position; Business—two senate vacancies, UPLC, and Research Committee; Engineering—UPLC; Science and Mathematics—three senate positions; University Center for Teacher Education—one senate position. The College of Liberal Arts and Professional Consultative Services have no vacancies remaining.

B. **Nominations for Academic Senate Chair, Vice Chair and Secretary** are being received.

IV. Reports:

A. The Senate Chair announced that a reception is being planned to honor Craig Russell for his selection as outstanding faculty member in the CSU. The event is by invitation only and is set for Wednesday, April 26 from 5-6:30 pm on President Baker's patio. All senators are urged to attend in order to honor Dr. Russell who has been both an active member and an officer of the Academic Senate.

President Baker has sent a memo to the Academic Senate Chair notifying the Senate that based on input from the Senate and from the ASI, the decision has been made not to change the academic calendar from the current quarter system to semesters.

The Academic Senate's Resolution on Promoting Curricular Review has been approved by President Baker. That is, he has agreed that there will be no reductions in budgets tied to curriculum changes for 4 year period.

B. **President's Office:** no report

C. **Vice President for Academic Affairs' Office:** Vice President Koob reported that a proposal is being developed to give Cal Poly more budget flexibility. The Senate Chair said that this will come to the full senate after the Executive Committee has decided how to handle it during an upcoming special meeting.

D. **Statewide Senators:** Tim Kersten reported that the recent trip of CSU statewide Academic Senators to visit with government officials in Sacramento was fairly successful. Among those he met with were Warren Fox who is the Executive Director of the California Postsecondary Education Committee; Chris Cravalda, Tom Bordanaro, and Jack O'Connell. It looks like a proposal for a student fee increase next year may be in trouble due to anticipated opposition in the state Legislature.

E. **CFA Campus President:** George Lewis reported on the current situation in regard to collective bargaining. He also provided copies of the April 4, 1995 CFA Bulletin and of an April 6 letter written by Paul Murphy. Briefly stated, the Chancellor has decided that the bargaining process has reached a state of impasse. The main problem is in the area of faculty salaries. Therefore a mediator has been appointed and will begin work on May 5. If the mediator is
unsuccessful, PERB will appoint a fact finder who will write a report which will not be binding. At that point the last best offer made by the Chancellor will be on the table and the union's only option if this happens is to strike which Lewis does not see happening. At any point during this process the two bodies can return to bargaining.

How did this situation come to pass? Since 1983 the CFA has always managed to get the faculty a contract. In the past when there was a situation like this Willy Brown or Jack O'Connell would call the Chancellor. But this time Brown made a phone call and it didn't work. In other words the union doesn't have the political leverage it formerly had.

The major area of disagreement is the Chancellor's salary schedule. (See the CFA Bulletin). Although it contains many additional steps, a faculty member would probably have to teach 34 years at Cal Poly before reaching the top. Additionally, the proposed steps are about half of what they currently are. Also there is not enough money to fund the upper levels (i.e. steps 21 through 34). Of particular concern are the step increases based on merit which has not been defined. The Chancellor plans to throw the question of what constitutes merit back to the Academic Senate. Some are very concerned that this will result in a huge amount of additional paperwork for the campuses. For example it is not unreasonable to assume that as many as 500 faculty will apply for a merit increase each year at Cal Poly. Additionally Lewis believes that there won't be enough money to fund them. It is felt that this process also will result in a tremendous number of grievances.

Kersten noted that HEERA states that Academic Senates are responsible for setting standards and criteria for evaluating faculty.

F. Staff Council: no report

G. ASI Representative: Yvonne Archibeque introduced Tara McQuerry, the new ASI representative to the Academic Senate for this quarter. Tara announced that the ASI currently is collecting syllabi for fall and summer.

IV. Consent agenda: none

V. Business Item(s):

A. Resolution to Expand Form 109 to Include Diversity-related Activities  MSP to allow Chairman Wilson to pass the gavel to the Vice Chair in order to speak to the issue.

Clarification was provided by the Chair of the Personnel Policies Committee (R. Terry) that it was the intent of the committee that both the resolution and the exact wording of revisions in the Form 109 provided by the Committee be approved.

Having passed the gavel to the Vice-Chair, Chairman Wilson gave the history of the resolution. A similar resolution came to the Senate and failed last year. Because he felt that the issue was extremely important and that the debate of the previous resolution was confusing because it included several alternatives, he decided to bring the issue back to the Senate this year.

The two overriding issues raised in concern about this proposal related to the clarity of the wording (or lack thereof), especially of the proposed revisions in the Form 109; concern that diversity-related activities will become a requirement for tenure and promotion; and a need to separate the resolution from the Form 109 revisions. Examples of points made include the following:

• The implication of the process is troubling because it will lead us to micromanaging the departments.

• Wording of the suggested 109 Form revisions needs some work; for example, using the term "mentoring."
A possible amendment might be to add under "Other Factors" section of the 109 Form a statement that evaluators be encouraged to consider the factors laid out in the strategic plan which includes diversity.

Concern about the weakness of the wording. What does diversity-related activities mean to someone who hasn't been involved with some of the Senate's internal debates? A preferred wording might be something like, "supporting students of minority groups or mentoring activities."

The proposed 109 Form does not provide a checklist of activities that a faculty member must undertake but asks that diversity-related activities be one option.

MSPU Amend the last resolve clause so that it says that the Form 109 will be revised so as to include diversity-related activities among optional factors in category three of the Form as indicated in the document entitled "Factors of Considerations..." provided by the Personnel Policies Committee. The intent is that Form 109 changes would stand alone.

Additional points included the following:

- The Senate needs to deal with the spirit of the resolution. We want diversity to be recognized. It is not meant to be something that a faculty member has to do but rather that such activities count in the RPT process.
- "optional" means encouraged but not required.
- A friendly amendment was made to the resolution such that the first resolved clause become a whereas clause: "Whereas faculty members who choose to take part in diversity-related activities should be recognized for their participation" It was offered as a friendly amendment but one Senate member objected. The Chair ruled that the amendment would have to be made through the formal amendment process.

MSP that the first resolved clause of the resolution become the following whereas clause: "Whereas faculty members who choose to take part in diversity related activities should be recognized for their participation."

It was noted that with the passage of the above amendment, there now is a written history of what the Senate intended to be the meaning of the Form 109 revisions.

The question was called. **MSPU to move directly to a vote on the resolution as amended.**

**MSPU the Resolution to Expand Form 109 to Include Diversity-related Activities as amended.**

**B. Resolution to Amend CAM 411 Requirements for Completion of Minor Degree Programs** (first reading). The purpose of this resolution is to remove the barrier some students face in attempting to earn a minor. Currently, CAM prohibits students from using units taken for a minor degree program for courses in the major column of the student's curriculum sheet.

**MSPU Resolution to second reading status.**

**MSPU to approve the Resolution to Amend CAM 411 Requirements for Completion of Minor Degree Programs.**

**C. Resolution on Change of Grades** (first reading) several concerns were noted. For example, After 1 year, there is no provision for a rapid change of administrative error. The policy requires more levels of administration that lengthens over the course of time, regardless of the type of problem. Problems occur when students have internships or practicums for which
students are signing up prior to conducting their work. Of the changes that are being made by the Registrar's staff, some have been in contradiction not only to the wishes of the faculty members but even those of the Deans. The Registrar interprets the original resolution as it relates to changes of grades to mean that no changes can be made after 1 year, to including Incompletes and Satisfactory Progress.

It was noted that the Instruction Committee is working on the policies related to graduate programs as a separate issue.

The one year time frame is too short. For example how is a situation handled when the faculty member has left on sabbatical for a year and is not available to change the grade. (eg faculty

It would be preferable that the changes be made by a faculty committee rather than the Registrar's staff.

This resolution will be the first on the agenda at the next Senate meeting.

VI. Discussion Item(s): none

VII. Adjournment: The meeting scheduled for May 2 is postponed until May 9. MSPU to adjourn.

Submitted by
Sam Lutrin, Secretary
Academic Senate