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A. Resolution on Presidential Selection (Olsen, Larsen) (Attachment #1)
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D. Resolution on State Supported Summer Quarter (Tryon) (Attachment #5)
E. Class Withdrawal Procedures (Rosenman) (Attachment #6)

Old Business

A.
WHEREAS, The Academic Senate, California Polytechnic State University, San Luis Obispo has, as a matter of record, endorsed both the concept of consultation and collegial governance with reference to academic affairs on CSUC campuses; and

WHEREAS, A Presidential Selection Committee should appropriately be an extension of the concepts of consultation and collegiality; and

WHEREAS, The present Presidential Selection Committee is actively engaged in selecting the best qualified candidate(s) to be considered for the position as President of the California Polytechnic State University, San Luis Obispo; and

WHEREAS, The Board of Trustees of the California State University and Colleges is entrusted with the responsibility and legal authority to make the final selection of campus presidents; therefore be it

RESOLVED: That the Academic Senate of the California Polytechnic State University, San Luis Obispo, urge the members of the Board of Trustees of the California State University and Colleges to make their choice of a new president for the California Polytechnic State University, San Luis Obispo from the list of candidates recommended by the duly constituted Presidential Selection Committee.
RESOLUTION ON PROMOTION

WHEREAS, Paragraph 342.2.B of the Campus Administrative Manual specifies that "promotion in rank . . . is granted only in recognition of competence, professional performance, and meritorious service during the period in rank," and

WHEREAS, Paragraph 342.2.B of the Campus Administrative Manual stipulates that "recommendations for promotion of individuals are based on the factors and subfactors listed on the Faculty Evaluation Form with emphasis on merit and ability in each factor," and

WHEREAS, the amount of money provided by the State of California for promotions this year is inadequate to promote at least thirty faculty members who have been deemed worthy of promotion on the basis of the factors specified in the Campus Administrative Manual, therefore be it

RESOLVED: That the Academic Senate of California Polytechnic State University, San Luis Obispo urge the University Administration, the CSUC Administration, and the Board of Trustees to adhere to the policy specified in the Campus Administrative Manual and ensure that the Legislature provide funds to grant promotions recommended on the basis of merit and ability, and be it further

RESOLVED: That the Academic Senate of California State Polytechnic State University, San Luis Obispo encourage any faculty member recommended for promotion, but subsequently denied due to lack of funds, to seek the aid of faculty organizations in obtaining redress through grievance procedures and, if necessary, through the courts.
CSUC EMPLOYEE SALARY RESOLUTION

WHEREAS, CSUC employees have lost purchasing power equivalent to 30 percent of their current salaries since 1969 due to a failure of salaries to keep pace with inflation (see attached data), and

WHEREAS, this purchasing power decline amounts to more than one year's salary lost since 1969 (see attached data), and

WHEREAS, workers in other areas are asking for and receiving wage pacts guaranteeing annual increases of 10 percent or more (auto workers - 30 percent; postal employees - 30 percent; and Teamsters requesting 35 percent over the next three years), and

WHEREAS, morale is declining among CSUC employees, because they are having to shoulder the bulk of Proposition 13 cutbacks, while many city and county workers are receiving retroactive pay increases for 1978-1979 (Governor Brown has threatened to veto any retroactive pay increase), and

WHEREAS, collective bargaining will not take effect for at least two years; we should not be subjected to punitive policies now, with the reason that all will be settled under collective bargaining, therefore be it

RESOLVED: that all CSUC employees should be granted annual percentage salary increases at least equivalent to the percentage increase in the consumer price index. Every effort should be made to restore CSUC employee salary losses incurred over the nine year period, 1970-1979.

Adopted by the Academic Senate Budget Committee, April 6, 1979, by unanimous vote.
### FACULTY SALARY LOSS

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Increase in Consumer Price Index</th>
<th>Actual Salary Full Professor (Step V)</th>
<th>Salary Necessary to Keep Up with Consumer Price Index</th>
<th>Difference Between Columns 3 and 4</th>
<th>Cumulative Difference</th>
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<tbody>
<tr>
<td>1970-71</td>
<td>4.5%</td>
<td>$18,224</td>
<td>$20,089</td>
<td>$1,865</td>
<td>$925</td>
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<td>1971-72</td>
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<td>1972-73</td>
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<td>1973-74</td>
<td>11.0%</td>
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<td>1974-75</td>
<td>9.3%</td>
<td>$23,532</td>
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<td>$3,067</td>
<td>$8,254</td>
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<td>1975-76</td>
<td>10.6%</td>
<td>$25,212</td>
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<td>1976-77</td>
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<tr>
<td>1977-78</td>
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<td>1978-79</td>
<td>9.0%*</td>
<td>$27,955</td>
<td>$36,283</td>
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</table>

* Estimate on latest trend.

1. 30% of current salary lost since 1969!!
2. More than one year's salary lost since 1969!!

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**By Robert Fischer**
Professor of Economics, CSU, Chico

While every state employee has now experienced the displeasure of receiving a paycheck for August that looks damnably similar to the July check, the long-run impact of a zero cost-of-living (C-O-L) salary adjustment is often overlooked.

Even though voicing resentment at once more being used as the ball-cut factor in the state's real and imagined budgetary problems, few faculty realize the extensive salary loss that accrues over an academic career from the denial of just one C-O-L raise.

The following chart illustrates how a zero C-O-L adjustment remains as a loss year after year. Even if C-O-L adjustments were regularly acquired in the future, CSUC faculty could lose anywhere from $37,000 to $186,080. For the top step Full Professor, represented in the chart, the 6% C-O-L loss ($2,481 in 1974-75) will continue until retirement (assume 18 years away) for a total salary loss of $57,282.

In addition, this professor will lose $87,000 in pension benefits during his/her retirement (assuming life expectancy to 80). Actuarially both of these losses by discounting them at 6% results in a Present Value of $30,000 in salary and $120,000 in retirement benefits, or $420,000 total loss.

Similar losses accrue to the Associate and Assistant Professor ranks. Total income loss for an Associate Professor, Step 1, with 25 years remaining in the system is $133,000 with a Present Value of $43,000. (Note: Even though the total amount of income loss increases substantially for Assistants and Associates, the Present Values are quite similar for all three groups. This fact simply reflects the fact that dollars earned 20-30 years in the future will be worth considerably less than dollars earned today.)

The absurdity of such a situation, of course, is magnified when analyzed against a remaining state surplus of $1.5 billion and a projected $7.2 billion surplus for next year.

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**Salary Loss for Top Step Full Professor, CSUC**

- $70,000
- $60,000
- $50,000
- $40,000
- $30,000
- $20,000
- $10,000
- $0

- With 6% C-O-L adjustment
- Present Value (with 6% discount)

*Assume the Full Professor is 50 years old, will teach for 18 more years and retire at age 65 with 35 years in the system.*
RESOLUTION ON STATE-SUPPORTED SUMMER QUARTER

WHEREAS, The campus of the California Polytechnic State University at San Luis Obispo has been impacted for the last three years, turning away approximately 4,000 applicants annually, and

WHEREAS, Termination of State-Supported Summer Quarter would result in the denial of entrance to a minimum of 1,300 applicants who are now accommodated, and

WHEREAS, The San Luis Obispo curriculum offers degree programs which are unavailable at other CSUC campuses, so that students turned away cannot fulfill their degree objectives elsewhere, and

WHEREAS, During the academic year, 1977-1978, the Summer Quarter accounted for 24 percent of the degrees awarded, and since this campus is operating under an enrollment plateau which has already been met, an equivalent number of new students would have to be denied fall quarter admission, and

WHEREAS, The impaction of the San Luis Obispo campus has already resulted in high percentages of over-utilization of laboratory and other facilities, the pressure thus far only being mitigated by the existence of State-Supported Summer Quarter, and

WHEREAS, The extensive agricultural program by its nature must operate on a year-round basis, and

WHEREAS, The cost of maintaining facilities and grounds continues through the summer whether or not there are students, and

WHEREAS, Students polled during the 1978 Summer Quarter stated their need for State Supported Summer Quarter for the following major reasons: early degree completion (45.6%), could not afford to lengthen education (46.4%), and difficulty in scheduling classes in other quarters (32.0%), and

WHEREAS, The Academic Council and the Administrative Council of the Associated Students, Inc., unanimously support continuation of State-Supported Summer Quarter, and

WHEREAS, The Report of the President of September 15, 1978 indicates that Summer Quarter operations at San Luis Obispo are cost-effective, and

WHEREAS, The termination of State Supported Summer Quarter would result in significant losses in revenue to Food Services, University Bookstore, on-campus housing program, and University Union (losses estimated at $40,000 for the U.U. alone), and

WHEREAS, The community of San Luis Obispo, with a population of approximately 35,000, would suffer an estimated loss of almost $2,000,000.00 of revenue with the termination of State-Supported Summer Quarter, therefore be it

RESOLVED: That the Academic Senate of the California Polytechnic State University, San Luis Obispo, urges in the strongest terms the continuation of State-Supported Summer Quarter as essential to the educational programs at this institution, to the needs of the students, and to the best interests of the community.
CLASS WITHDRAWAL PROCEDURES
(Fairness Board)

WHEREAS, CAM 485.3 and the Class Schedule read: "A student may not be dropped from a lecture class by the instructor for failure to attend the initial section meeting unless the student is absent at the end of the first class meeting at which the instructor has the official class list. The instructor may remove any student's name from the official class list who fails to appear after the first thirty minutes of the first meeting of an activity or laboratory class, whether or not the instructor has the official list at that time"; and

WHEREAS, The CPSU 1977-1979 Catalogue Issue reads: "A student may withdraw from a course without academic penalty during the initial 15 instructional days of the quarter provided the instructor is formally notified . . . . Any student who fails to provide notification . . . will be subject to failing grades. (U or F)"; and

WHEREAS, Gerald Punches' "Class List Processing Instructions" reads: "A student may withdraw from a course without academic penalty during the initial 15 instructional days of the quarter provided the instructor is formally notified. After the third week census date, the instructor must assume that any student who has not provided notification of withdrawal will remain officially enrolled in the course"; therefore be it

RESOLVED: That these versions be brought into agreement and the resulting statement be printed in CAM, the Class Schedule, the University Catalogue and the Class List Processing Instructions. Suggested statement: "Students will be dropped from a lecture class by the instructor for failure to attend the initial section meeting if they are absent at the end of the first class meeting at which the instructor has the official class list. The instructor will delete the names of students who fail to appear after the first thirty minutes of the first meeting of an activity or laboratory class, whether or not the instructor has the official class list at that time. Should students who do not attend the first meeting wish to remain in a course, they must notify the instructor before the first class meeting not to delete their names. Students may withdraw from a course without academic penalty during the next 14 instructional days of the quarter provided that they inform the instructor in person and make sure that their names are deleted from the class list. After the third week census date, the instructor must assume that any students who have not provided in-person notification of withdrawal will remain officially enrolled in the course. Students who fail to provide such notification will therefore be subject to a failing grade (U or F)."