

CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, CA 93407
ACADEMIC SENATE

Minutes of the
ACADEMIC SENATE
EXECUTIVE COMMITTEE MEETING
Tuesday, November 10, 1992
UU 220, 3:00-5:00pm

Preparatory: The meeting was called to order at 3:13pm.

- I. Minutes: The minutes of the October 20 and October 27, 1992 meetings were approved without change.
- II. Communication(s) and Announcement(s): Executive Committee members were asked to calendar November 17 and 24, 1992 for additional meetings to discuss the college responses to the Strategic Plan.
- III. Reports:
 - A. Academic Senate Chair: none
 - B. President's Office: none
 - C. Vice President for Academic Affairs:

Vice President Koob gave a brief report of the faculty meetings which have been held during Fall Quarter. The concerns which were repeatedly voiced to him included the loss of support for faculty (library services, staff positions, maintenance crews, etc.) vs. the loss of faculty. In this regard, the university has taken the position to protect faculty positions first. What the optimum balance is between the ratio of support for instruction vs. the number of faculty is a matter he would like discussed by various groups on campus.

The second major concern voiced was the physical planning of the campus. It was felt the instructional side of the university has not had an impact on the physical environment of the campus. Vilkitis stated there have been many faculty involved in the planning of certain structures on campus; however, when the buildings are erected, the advice of the faculty is not considered. Peach supported Vilkitis' comment and felt the process should be more responsive to those who have to use the buildings. The third major concern expressed by faculty was that administration made curriculum decisions independent of the faculty. There wasn't a sense among the faculty of the actual power and authority they have in the area of curriculum. We must work hard to let faculty understand that this is their area; it is not the administration's area of decision making.

Koob also reported there was no rejection of the concepts of the Strategic Plan, but there was concern regarding the barriers to achieving these goals: (1) the physical barriers (space and design), (2) budgetary restrictions, and (3) the sense of powerlessness to make changes. Generally, the attendance at the meetings stayed between 32 and 38 faculty which represents over 60 percent of all invitees.
 - D. Statewide Senators: none
 - E. Anna McDonald, Director for Affirmative Action, gave a report on the Affirmative Action efforts of the university. "Affirmative Action" was founded in state and federal legislation in 1965. This legislation made it mandatory to increase the representation of women, minorities, and other underrepresented individuals in the work force. "Diversity" is a concept which is used in several different ways. It is not legislated but it is a way of achieving Affirmative Action goals. Diversity and Affirmative Action complement one another. The university is also in compliance with the Americans with Disabilities Act which states that affirmative steps be taken to include individuals with disabilities into the recruitment pool.

The rules that surround the hiring of U.S. citizen minorities vs. noncitizen minorities have a gray area of interpretation. Affirmative Action could include any minority able to work in the U.S. Minority classifications are often defined inconsistently: Hispanic refers to a language group, Asian refers to a continent, women are a gender group. We try to look at the needs of the marketplace in making this determination, but the applications are not clear. Under Title 7, one cannot discriminate due to national origin. Peach remarked that under the Immigration Act, one could hire noncitizens only if no citizens (with the specialized skills needed) could be found to fill the position. Under these circumstances, Title 7 is not applicable. McDonald concluded by stating we must keep in mind what the goal of Affirmative Action is when certain issues are open to interpretation--that is, to diversify the campus. Brown noted there was a conflict between diversity as an institutional goal vs. the intent of anti-discrimination legislation: If a person is precluded from consideration for a position due to race or gender (which includes white males), competition is not allowed.

McDonald further added that to keep minorities here after they have been hired, a critical mass is needed as well as an environment conducive to keeping them here. She would like to see a mentoring program in place based on areas of interest, not color or gender.

IV. Consent Agenda: none

V. Business Item(s):

- A. Academic Senate/committee vacancies: The following vacancies were filled:
Academic Senate
CAGR - Hany Khalil replaces Weber for the '92-94 term.
PCS - Wendy Reynoso, '92-94 term.
Academic Senate committees
CLA - Patrice Engle appointed to the Long-Range Planning Committee.
PCS - Wendy Reynoso appointed to the GE&B Committee.
university-wide committees
Johanna Brown appointed to the El Corral Bookstore Advisory Committee.
- B. Resolution on Library Support: Background information to this resolution was given by Mueller. Koob mentioned he had asked the Academic Senate Research Committee to address the issue of cost sharing. Should the formula be goal-driven vs. source-driven? Gamble noted that many campuses include their libraries in the distribution of indirect costs. Andrews was opposed to the earmarking of funds. He would not be able to support this resolution because it needed to look at the total picture for research funding. He suggested we delay agendizing this resolution until a report is received from the Research Committee. Mori recommended including the library in the distribution of indirect costs but not stating a specific percentage. Mueller felt the Library Committee would be amenable to that suggestion. The Chair will draft a memo to the Research Committee to review this matter.

VI. Discussion:

M/S/P to move Discussion item C, Program Discontinuance, to the first item on today's agenda.

- C. **Program Discontinuance:** A motion was made (Botwin/Gamble) to agendize the resolution for censure that came before the Executive Committee last month. Vilkitis stated there were two different actions being discussed: defunding and discontinuance. He didn't feel it was well understood what defunding is--line item veto power. We can't control defunding, but the faculty do have the power over curriculum (discontinuance). Defunding should not precede discontinuance. Koob replied that the program discontinuance policy was developed under a different set of circumstances than is presently the case.

Botwin reiterated his position. What happened was more like a criminal indictment. Programs were indicted, they had a chance to defend themselves, and then the sentencing was given. Defunding is de facto discontinuance. Kersten felt that better courses of action might have been taken by the administration in this regard, but he did not feel there was a conscious effort to deceive the faculty. He further stated he did not feel the issue of how

to make cuts was brought to proper conclusion by the Senate body last year. The Senate was invited to discuss ways of meeting the necessary budget reductions (vertical cuts, downsizing, defunding, discontinuance) but this wasn't done satisfactorily. Censure is such a serious matter to put between this body and senior administration that the Executive Committee was urged to consider it very seriously. Andrews added that due process requires proof of intent. He felt there was no evidence before the committee to prove any malicious action was intended. Are the differences of opinion between faculty and administration cause for censure? If we take the position that defunding is a sneaky way of discontinuing programs then we must answer how this is so. He saw nothing productive coming from this resolution.

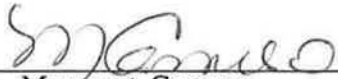
Gamble had a different viewpoint. She felt the Executive Committee should not decide this issue. The resolution should be agendized. The fact that it is a difficult issue should not keep it from coming before the entire body. Kersten replied that it is not only the Executive Committee's responsibility to ensure the structure of a resolution is in a form that can be intelligently debated but also to protect the standing of the institution. Koob remarked that defunding had not yet occurred in Engineering Technology and Home Economics. However, the discontinuance process will determine whether this will occur.

Vilkitis asked Botwin if he would consider withdrawing his resolution and the two of them draft another resolution that addresses the process and how the problems that occurred last year can be avoided in the future. Gamble withdrew her second to the motion to agendize in favor of working with Vilkitis and Botwin to redraft a new resolution. No other second was made to the motion. The motion failed for lack of a second. The new resolution on defunding/discontinuance will be drafted for Senate deliberation as soon as possible.

- A. Discussion of the proposed Faculty and Staff Service Center (relocation of the Academic Senate offices): The Chair gave some background information on this matter. Koob stated a Faculty and Staff Service Center was intended to be a one-stop service center to support faculty needs. Having the various departments named (CFA, Academic Senate, Faculty Affairs, Grants Development, Faculty Development) in one place would make these services as convenient as possible. Moving the offices named above will also free up the space where they are presently located for single-faculty offices. Discussion occurred regarding the pros/cons of relocating the Senate offices. Mori asked Koob whether the requests "to not move" made by the individuals involved would be considered. Koob responded that the offices would be moved. The Chair reminded the Vice President of their agreement to forego moving the Academic Senate offices until after the end of Spring Quarter 1993.

VII. Adjournment: The meeting was adjourned at 5:00pm.

Recorded by:


Margaret Camuso
Academic Senate