

CALIFORNIA POLYTECHNIC STATE UNIVERSITY  
San Luis Obispo, California  
ACADEMIC SENATE

EXECUTIVE COMMITTEE - MINUTES  
Tuesday: December 2, 1986  
UU 220 3:00 p.m.

Chair: Lloyd H. Lamouria  
Vice Chair: Lynne E. Gamble  
Secretary: Raymond D. Terry

Members Present: Botwin, Cooper, Crabb, Currier, Forgeng, Gamble, Gooden, Kersten, Lamouria, Riener, Terry, Weatherby, Wheeler

I. Preparatory

- A. The meeting was called to order at 3:12 p.m. upon obtaining a quorum.
- B. The Chair announced that approval of the minutes of the November 18, 1986 Executive Committee meeting would be deferred until the January 6, 1987 Executive Committee meeting.

II. Communications: None

III. Reports: None

IV. Business Items: None

V. Discussion Item

A. Background

At the November 18, 1986 Executive Committee meeting Reg Gooden indicated his desire to initiate a campus-wide debate on the issue of separation of rank and salary. At the November 18 meeting Reg distributed as many copies of a Developmental Paper on the Separation of Rank and Salary as he had. Subsequent to the meeting, he provided anyone who had not received a copy at the meeting with one. As a result, the Executive Committee members in attendance were fully-prepared to discuss the issue.

Reg Gooden emphasized that he had not come to the meeting to support or oppose the position taken in the developmental paper, but rather to receive input from those present so as to be able to accurately portray the campus' views when the matter is discussed in the CSU Academic Senate in January.

B. Arguments in Favor of a Separation of Rank and Salary for New Hires

1. The plan will result in greater hiring flexibility in assigning rank and salary coupled with the possibility of increasing the number of reviews to which a faculty member would be subject.
2. Departments which presently rely on MCSS's to lure qualified applicants would have an additional bargaining chip.
3. No longer would it be necessary for a hard-to-hire department to extend initial offers of Associate V or Full Professor I to inexperienced, but outstanding, applicants.

C. Arguments Against a Separation of Rank and Salary for New Hires

1. Such separation could lead to a devaluation of the liberal arts and sciences in undergraduate education if salary appropriations to the CSU are distributed in a more market-oriented fashion.
2. The morale of and collegial relations among the faculty could suffer under a two-tiered salary system.
3. The peer evaluation process would be contaminated by inevitable conflicts of interest resulting from conflicts between faculty groups in competing for limited salary dollars.
4. Greater authority may be given to the President or his designee to set individual salaries, to resolve RTP issues, to control and direct the priorities of the institution.
5. A separation of rank and salary for new hires may lead to an uncoupling of rank and salary for all faculty.
6. It is premature to change the structure of salary administration without considering the effects of external forces over which the CSU has limited control; e.g., the changing demographics of both the faculty and the population of California, the changing federal tax structure, etc. We should at least wait to receive and analyze the reports of the Commission to Reexamine the Master Plan for California Higher Education and the task force that is currently studying the future staffing needs of the CSU.

7. A separation of rank and salary may have an adverse effect on the achievement of affirmative action standards and goals.

D. Outcome

After almost two hours of discussion, there was no consensus of opinion as to the desirability of adopting a salary system separated from rank.

VI. Adjournment

The meeting adjourned at 4:50 p.m. after George Lewis had called the Executive Committee's attention to a memo he had recently authored requesting that Departments not place restrictions on the GE&B courses that their majors may take.