

CALIFORNIA POLYTECHNIC STATE UNIVERSITY, SAN LUIS OBISPO  
ACADEMIC SENATE  
EXECUTIVE COMMITTEE - AGENDA  
September 27, 1983

Chair, Jim Simmons  
Vice Chair, Barbara Weber  
Secretary, Charlie Crabb

- I. Minutes
- II. Announcements
- III. Discussion Items
  - A. Timelines for Personnel Actions (Attachment 1)
  - B. Senate Review of New Contract (Attachment 2)
  - C. Letter from Bill Tidwell (Attachment 3)
  - D. Memorandum from Thomas Lambre (Attachment 4)
  - E. Dean of Engineering: Job Description and Committee

# I. RETENTION, TENURE, AND PROMOTION TIMELINES

attachment 1

Articles 13.5 and 14.5

President announces retention, tenure, and promotion timelines after consideration of recommendations by appropriate faculty committee.

Article 13.11

1st and 2nd year probationary faculty are to be notified by February 15.

Article 13.12

3rd thru 6th year probationary faculty are notified of retention, tenure, or terminal notice year by June 1.

Article 14.2

Probationary faculty are normally considered for promotion and tenure at same time.

Article 14.9

Promotion decisions are announced by June 15.

	OLD				NEW	
	<u>1st</u>	<u>2nd</u>	<u>3-6th</u>	<u>Prom.</u>	<u>Retention (1-2nd Year)</u>	<u>Retention (3rd-6th) Tenure &amp; Prom.</u>
Peer Review	--	--	--	--	12/1	2/1
D/H to Dean	1/17	11/2	11/1	2/10	12/10	3/1
Sch. Comm to Dean	--	--	--	--	--	3/15 (Promotion ranking only)
Dean to VP	1/31	11/15	12/5	3/10	1/15	4/15
VP to PRC	2/9	11/19	12/10	3/15	--	--
PRC to VP	2/19	12/1	1/15	5/1	--	--
Notification	3/1	12/15	2/5	6/1	2/15	6/1 retention, tenure 6/15 promotion

#### IV. SABBATICAL AND DIFFERENCE IN PAY LEAVES

Articles 27.4 and 28.6	President announces sabbatical and difference in pay deadlines after considering recommendaton from the Professional Leave Committee.
Articles 27.5 and 28.7	Professional Leave Committee (at school level) will be elected by probationary and tenured faculty.
Implementation 1983/84	The Academic Senate Executive Committee will be considered for Professional Leave Committee for considering deadlines during 1983/84.

Librarians are now eligible to compete for sabbatical leaves. Impact on University allocation is uncertain. Allocations will not be distributed to schools/library. Decisions will be based on quality of purpose of leave. Provost will consult with universitywide Professional Leave Committee formed by Academic Senate before making final decision.

#### Leave with Pay deadlines:

Existing	New	
Oct. 15		Distribution of eligibility lists
Nov. 1		Applications due
Nov. 10		Department head to dean
Nov. 15		Dean to school committee (elected)
Nov. 15-Dec. 15		School Committees conduct interviews
Dec. 15		School committee send priority lists to Deans
Dec. 31		Deans forward recommendations to Provost
	**	Deans do not forward materials to PRC
	Jan. 5 - Jan. 15	Provost consults with universitywide Professional Leave Committee
Feb. 1		Provost notified applicants of decision

attachment 3

San José State University  
SAN JOSE, CALIFORNIA 95192

RECEIVED (408) 277-2471  
ATSS (8) 522-2471

Academic Senate

SEP 19 1983

September 13, 1983

Academic Senate

TO: CSU Campus Senate Chairs

*Bill Tidwell*

FROM: Bill Tidwell, Chair  
SJSU Academic Senate

As we get into this new era of collective bargaining, I urge you to work for the preservation of the Academic Senates. Thus far, our President has been most supportive, but I sense here some misconstruction (possibly deliberate) of the MOU's by others in the administration. In response, I have sent the attached to our "faculty affairs" committee and Executive Committee (on which the President and both Vice Presidents sit).

In case it might be useful, here it is. Please share with me, in turn, anything from your campus which you may think helpful.

ea

attachment

# San José State University

WASHINGTON SQUARE  
SAN JOSE, CALIFORNIA 95192

(408) 277-2471

Academic Senate

ATSS (8) 522-2471

September 8, 1983

TO: Robert Wrede, Chair  
Professional Standards Committee

FROM: *Bill*  
William Tidwell, Chair  
Academic Senate

Your committee, more than any of the other Senate committees, faces a major workload this year in bringing our university policies into conformance with the Memoranda of Understanding negotiated for Bargaining Units 3 (teaching faculty, librarians, and coaches) and 4 (academic support personnel).

One of your major tasks will be sorting out what must be changed from what needs to be, but does not have to be, changed from what we want to retain unchanged. Priorities will also be needed to allow necessary functions of the University to proceed. It will be helpful to keep in mind language from both HEERA (the collective bargaining law) and the MOU's.

In HEERA, please note:

"Section 3561.

(a) It is the further purpose of this chapter to provide orderly and clearly defined procedures for meeting and conferring and the resolution of impasses, and to define and prohibit certain practices which are inimical to the public interest.

(b) The Legislature recognizes that joint decisionmaking and consultation between administration and faculty or academic employees is the long-accepted manner of governing institutions of higher learning and is essential to the performance of the educational missions of such institutions, and declares that it is the purpose of this act to both preserve and encourage that process. Nothing contained in this chapter shall be construed to restrict, limit, or prohibit the full exercise of the functions of the faculty in any shared governance mechanisms or practices, including the Academic Senate of the University of California and the divisions thereof, the Academic Senates of the California State University and Colleges, and other faculty councils, with respect to policies on academic and professional matters affecting the California State University and Colleges, the University of California, or Hastings College of the Law. The principle of peer review of appointment, promotion, retention, and tenure for academic employees shall be preserved.

(c) It is the policy of the State of California to encourage the pursuit of excellence in teaching, research, and learning through the free exchange of ideas among the faculty, students, and staff of the University of California, Hastings College of the Law, and the California State University and Colleges. All parties subject to this chapter shall respect and endeavor to preserve academic freedom in the University of California, Hastings College of the Law, and the California State University and Colleges."

"Section 3562.

(r) For purposes of the California State University and Colleges only, "scope of representation" means, and is limited to, wages, hours of employment, and other terms and conditions of employment. The scope of representation shall not include:

(1) Consideration of the merits, necessity, or organization of any service, activity, or program established by statute or regulations adopted by the trustees, except for the terms and conditions of employment of employees who may be affected thereby.

(2) The amount of any student fees which are not a term or condition of employment.

(3) Admission requirements for students, conditions for the award of certificates and degrees to students, and the content and conduct of courses, curricula, and research programs.

(4) Criteria and standards to be used for the appointment, promotion, evaluation, and tenure of academic employees, which shall be the joint responsibility of the academic senate and the trustees. The exclusive representative shall have the right to consult and be consulted in matters excluded from the scope of representation pursuant to this paragraph. If the trustees withdraw any matter in this paragraph from the responsibility of the academic senate, the matter shall be within the scope of representation.

All matters not within the scope of representation are reserved to the employer and may not be subject to meeting and conferring, provided that nothing herein may be construed to limit the right of the employer to consult with any employees or employee organization on any matter outside the scope of representation."

In the MOU's, note particularly the language of the supersession of the MOU for previous policies and the management rights article. The quotes here are from the Unit 3 MOU:



THE CALIFORNIA STATE UNIVERSITY  
Office of the Chancellor  
430 Golden Shore  
Long Beach, California 90802  
(213) 594-5601

Date: August 16, 1983

To: Presidents

From: Thomas A. Lambre  
Assistant Vice Chancellor  
Employee Relations

Subject: Ratification of Collective Bargaining Contracts

RECEIVED  
AUG 17 1983

PERSONNEL

On August 16, 1983, the Trustees' Collective Bargaining Committee ratified all CSU collective bargaining agreements. Prior to Trustee ratification, the exclusive representative for each unit had completed its ratification process. The ratified contracts are as follows:

<u>Bargaining Unit</u>	<u>Effective Date</u>
Unit 1 - Physicians	July 1, 1983
Unit 2 - Health Care	July 1, 1983
Unit 3 - Faculty	August 16, 1983**
Unit 4 - Academic Support	September 16, 1983**
Unit 5* - Operations Support	July 1, 1983
Unit 6* - Skilled Crafts	July 1, 1983
Unit 7* - Clerical/Administrative Support	July 1, 1983
Unit 8* - Public Safety	September 16, 1983**
Unit 9 - Technical Support	July 1, 1983

\*Reopened Articles only.

\*\*Salary and Benefits Articles effective July 1, 1983.

TAL:mw

cc: Dr. W. Ann Reynolds  
Vice Chancellors