

CALIFORNIA POLYTECHNIC STATE UNIVERSITY  
San Luis Obispo, California  
ACADEMIC SENATE EXECUTIVE COMMITTEE

MINUTES  
Tuesday, November 17, 1987  
UU 220 3:00 p.m.

I. Preparatory:

- A. The meeting was called to order at 3:12 p.m.
- B. The minutes of the November 3, 1987 Executive Committee meeting were approved as submitted.

II. Communications

The chair noted the list of items available for reading in the Senate office.

III. Reports

- A. President: none.
- B. Academic Affairs Office: none.
- C. Statewide Senators: none.
- D. Budget Committee:

Jim Conway, chair of the Budget Committee presented a report on faculty position control. He discussed the relationship between the amount of money funded and the level at which positions are filled. The concern of the Budget Committee is that control by dollar spent might affect overall level of instruction, summer school faculty position allocations, and sabbatical leave replacement policies. There was a large deficit from last year due mainly to three factors:

1. There is very little turnover among faculty at Cal Poly.
2. Summer school positions are funded at Associate Professor step 12. The positions are usually filled with people at a higher rank.
3. Sabbatical leave replacements are funded at Assistant Professor step 8. These positions are generally filled at a higher rank.

These deficits are not a new problem, but were covered using sources of funding that are no longer available. As a result, there may be some striking changes in hiring policies.

The Budget Committee would like ideas for how it should deal with this issue. They wanted the Senate to be aware of this issue, and would also like other Senate committees, such as the Personnel Policies Committee and the Instruction Committee, to look at the issue.

This issue was put on the Executive Committee agenda as a business item.

E. Senate Chair:

The chair reported on the Academic Retreat held last week at Asilomar Conference Center. A number of issues were addressed at the retreat, including use of lottery funds, the retention and promotion process, and the transfer of GE curriculum. Workshops were held on numerous topics, including teaching, scholarly activities, masters degrees, educational leadership, and student retention and recruitment.

IV. Consent Agenda: none.

V. Business Items:

A. GE&B Proposal for TH 328X

This proposal was approved by both the GE&B Committee and the area subcommittee.

M/S/P (Gooden, McGary) to put on the next Senate agenda.

B. GE&B Proposal for TH201X

This proposal was approved by the GE&B Committee and the area subcommittee.

M/S/P (Andrews, Burgunder) to put this item on the next Senate agenda.

C. Resolution on Budget Information Reporting

Jim Conway explained that this resolution is the culmination of about a year and a half of work on the part of the Budget Committee. It provides specific guidelines on reporting. A previous resolution (1977) has resulted in spotty reporting. The goal of this resolution is to provide guidelines for implementing the previous resolution. This will provide faculty with information on budgetary issues.

M/S/P (Andrews, Gooden) to put this resolution on the next Senate agenda.

D. Faculty Position Control

This discussion was initiated by the report of the Budget Committee

Frank Lebens gave a bit of history of the problem that has resulted in a salary savings deficit of \$491,000 this past academic year. He identified the biggest problems as

1. Summer quarter hiring
2. Sabbatical leave replacements
3. The fact that the state did not fund non-faculty merit salary adjustments last year
4. The golden handshake program that is now in progress will cause a short term deficit as dollars are diverted to fund the annuities of those exercising this option.

The administration is trying to implement some control over dollars spent by educating the deans and department heads on the issue of dollar control. It is expected that there will be an

effect this year in hiring for summer school and possibly in hiring of leave replacements.

Frank Lebens would like feedback, advice and ideas as to how to minimize the adverse consequences. He would welcome creative solutions.

A number of Senators expressed concern over the issue.

Tim Kersten indicated concern over the effects of implementing such a program on the quality of summer instruction.

Bill Forgeng indicated that he felt it was O.K. to make changes to summer hiring since it is a source of extra income for faculty members. The M.O.U. prohibits hiring faculty at a rank below their current one, but it does not prohibit paying 12/15 for summer work.

Charlie Andrews suggested that the real issue is the revenue generated by SCU's taught in summer school.

Reg Gooden asked if we were moving toward a cap on the number of full professors. Frank Lebens responded that he did not see that as a viable option.

Susan Carrier pointed out that it might help to give consideration to which courses were offered in the summer. However it was also pointed out that it may not be wise to move lucrative courses from the regular academic year where staffing is formulated.

Glen Irvin offered a warning not to fall into the trap of making assumptions about faculty and the validity of programs solely on the money generated by them. This issue really needs to be addressed from an institutional perspective. Tim Kersten concurred with Irvin's comments.

Frank Lebens indicated that the immediate needs are feedback from the Budget Committee on the monetary ramification of any proposed plan and from the Personnel Policies Committee on the issue of changing the compensation or teaching load for summer quarter.

It was decided to refer these issues to the Budget Committee, the Personnel Policies Committee, and the Instruction Committee. They are to provide input on those issues that are within their area of concern, and provide possible scenarios for dealing with the situation.

E. Full Senate Meeting

The next Senate meeting is scheduled for Nov. 24, which is the Tuesday before the Thanksgiving Holiday.

M/S (Borland, McGary) to cancel this meeting.

There were objections to canceling the last meeting of the quarter. The motion was modified to add a Senate meeting on Dec. 1.

The revised motion passed.