

Joe - Copy of Oct. 14 min
Fairness
George Suchard
Jim Law

Anna Boken

CALIFORNIA POLYTECHNIC STATE UNIVERSITY, SAN LUIS OBISPO

ACADEMIC SENATE EXECUTIVE COMMITTEE

Agenda - October 28, 1975 + November 4, 1975

3:15 PM - Ag 241

I. Minutes - Executive Committee Meeting, September 23, 1975

II. Business Items

- A. Disabled Students Day (Culver - Student Affairs)(Attachment to be dist'd.)
- B. Candidates for Graduation - Recommendation of (CAM 619.1) (Greffenius - Instruction) (Attachment to be distributed)
- C. Kranzdorf Memo - Records and Privacy (Beecher - Personnel Policies; Culver - Student Affairs)(Attachment to be distributed)
- D. Procurement and Retention of Quality Faculty (Labhard) (Response due adm. Nov. 3)(Attachment to be distributed)
- E. San Diego State University Resolution on Reciprocity With Foreign Universities (Labhard)(Attachment II-E)

Kennedy's memo + final copy

OK need copy

LRP-LARRY WOLF PPC-Eng-Sennett

III. Discussion Items

- A. Collective Bargaining (Berman)(Attachment III-A)
- B. Fifteen Unit Teaching Load (Pippin)(Attachment III-B)
- C. Presentation of Curriculum Packages to Senate (Sullivan)
- D. Women's P.E. (White)(Attachment to be distributed)
- E. Telephone Installation Charge (Sennett)(Attachment III-E)
- F. Guidelines for Faculty Sponsorship of Events (Buffa) (Attachment to be distributed)
- G. Degrees from Non-Accredited Institutions (Jones)(Attach. III-G)
- H. Faculty Input on School Council (Saveker)(Attachment III-H)
- I. Military Time (Olsen)
- J. Closure of California Entrance (Hughes)
- K. Definition of Grades (Murphy)
- L. Kennedy Presentation - Questions/Answers (Labhard) (December 9 Senate Meeting)
- M. Marley Visit (Labhard)
- N. Parking Resolution - Kennedy Response (Labhard)(Attach. III-N)

ASK MIKE ABOUT STATEWIDE SENATE INFO RE COLLECTION BARGAINING

minutes included this

Check last spring's minutes
ASK JDE ABOUT FACULTY WHEN FIED ABOUT COLLECTIVE BARGAINING - EXPERIMENTAL

ADM. Council

xerox

type

IV. Announcements (Labhard unless otherwise noted.)

- A. Meeting Coordinating Committee - November 4
- B. Reactions to Fall Conference
- C. Fresno Meeting - Campus Senate Chairs
- D. Acting Dean Science and Math - Dr. Charles Hanks appointed
- E. PRC members from Science & Math

? F. Ad Hoc Comm Report on Student Evaluation of Faculty

IG.

After 60 min what (Beecher) - xerox



SAN DIEGO STATE UNIVERSITY

SAN DIEGO, CALIFORNIA 92115

The Senate

ACADEMIC SENATE

OCT 20 1975

CAL POLY - SLO

October 17, 1975

Ms. Lezlie A. Labhard, Chairperson
Academic Senate
CPSU San Luis Obispo
San Luis Obispo CA 93407

Dear Professor Labhard:

On October 14, 1975 The Senate at San Diego State University adopted the attached Resolution concerning Reciprocity with Foreign Universities.

We feel very strongly that this inequity should be remedied as soon as possible, and hope that you will support our effort in any way you can.

Sincerely yours,

Lowell Tozer, Secretary
The Senate

LT:jw

Attachment

Attachment II-E, 10/28/75
Exec.Comm.Agenda

RESOLUTION ON RECIPROCITY WITH FOREIGN UNIVERSITIES

- WHEREAS CSUC-IP students for more than a decade have benefited from foreign subsidies in support of international student exchange, and
- WHEREAS Executive Order #153 in both its existing and proposed forms is based on a "one-to-one" concept of international student exchange which ignores the CSUC-IP standing obligation to certain foreign universities, and is therefore irrelevant, and
- WHEREAS students from those foreign universities supporting CSUC-IP, have, with few exceptions, been expected to pay out-of-state tuition when studying at a CSUC campus, even though their home university granted full, or nearly full tuition waivers to CSUC-IP students, NOW THEREFORE BE IT
- RESOLVED that The Senate of San Diego State University urges the Chancellor of the California State University and Colleges to establish a policy whereby a tuition waiver is granted in kind to all foreign students from those foreign universities which in turn grant tuition waivers to California State University and Colleges students, whether those California State University and Colleges students be a part of the California State University and Colleges International Programs or not, and BE IT FURTHER
- RESOLVED that The Senate of San Diego State University calls upon the statewide Academic Senate to seek such a policy at the earliest possible date.

October 14, 1975


Memorandum

† Leslie Labhard, Chairman
Academic Senate

Date : September 25, 1975

File No.:

Copies :

From : James Bermann 
Agricultural Engineering Department

Subject: Collective Bargaining

Due to the near disaster of a poorly organized and badly written collective bargaining bill almost forced down our throats, I believe it is extremely important that the Senate consider and study collective bargaining. The implications of an agreement to utilize this form of negotiation is not fully understood by most faculty. Complete exposure of all the details and obligations must be available and understood before a reasonable and prudent action can be assured.

Attach. III-A, 10/28/75
Exec. Comm. Agenda

Memorandum

To : Lou Pippin

Date : 10/14/75

File No.:

ACADEMIC SENATE

Copies : 1 cc

OCT 21 1975

CAL POLY - SLO

From : Jack Jones

Subject: Teaching Loads

There appears to be several burning questions regarding teaching loads at Cal Poly. In our department (Education), we are required to teach 12 F.T.E. each quarter. Many quarters we teach more than that but are given no credit for them. We have been told that 15 F.T.E. units are in reality the load, but that we are forgiven the 3 units for advisement, committee work, etc. I understand that in foreign languages they are required to teach 15 units F.T.E. period. I further understand that another department allows professors to bank overload on units above 12 taught. The professor is then allowed to teach a reduced load at a later time.

Another concern is the manner in which C.A.M. is interpreted with regards to teaching load. Is it 36 units a year? Is it a minimum of 12 units per quarter? Is it a minimum of 15 units per quarter? Can one "bank" overloads? Is S.C.U. (Student Credit Hours) the new criteria? Needless to say, clarification is needed on these points in order to obtain even-handed justice, campus-wide. Therefore, it is requested that the appropriate committee of the Academic Senate investigate the entire arena of F.T.E., units for teaching, and S.C.U. in order to determine policy in existence and/or necessary policy changes.

Attach. III-B, 10/28/75
Exec. Comm. Agenda

ACADEMIC SENATE

OCT 16 1975

James Landreth
Director of Business Affairs

CAL POLY - SLO October 15, 1975

Hazel Jones
Dean Valpey
Andrew Jones
Leslie Labhard

Robert E. Sennett
Transportation Engineering Department

Telephone Installation Charge

Enclosed is a check for \$22.00 to reimburse the University for my telephone installation as billed to me on Invoice No. 11400.

It seems inconsistent to me that a faculty member is charged for having his phone number reinstalled in a different office while department heads (also faculty members) have their numbers transferred without charge. It would appear to me that any costs incurred could easily be incorporated into the estimated cost of moving a faculty member's office.

The justification for this apparently preferential treatment of one faculty member over another escapes me, since I believe that the same arguments for keeping one's telephone number can be made in each case. In addition, I am disturbed by the fact that this action has apparently set a precedent, according to page two (only) of an unidentified memorandum attached to my bill.

I believe that this type of action treats the faculty member in an unprofessional manner and is therefore inconsistent with our attempts to inculcate a sense of professionalism within our students. It also contributes to the feeling that the faculty member is a second-class citizen when compared to administrators, even though in the case of most department heads their administrative duties are part-time. Rather than fostering a spirit of mutual cooperation, it emphasizes an apparent division.

It is unfortunate that many decisions affecting professional treatment of faculty are made unilaterally by administrators.

Enclosure

Attach. III-E, 10/28/75
Exec. Comm. Agenda

We have a similar and continuing problem in connection with telephone useage. Although the university is frequently successful in getting the telephone company to recharge for calls made on university lines that were not for official university business, such a step is not always possible. In those cases the money has been collected by the university; in prior years it has been placed into general reimbursements, without benefit to our communications budget. In order to correct this problem, I request that you establish the following accounts and implement the associated procedure for the 1975-76 fiscal year. Please establish the following accounts:

01-72-6-6121-014-072 IO AO OEE TELEPHONE-INSTALL CHARGES
Disposition Code 021

01-72-6-6121-014-073 IO AO OEE TELEPHONE-LONG DISTANCE CHARGES
Disposition Code 021

01-72-6-6121-014-075 IO AO OEE TELEPHONE-LEASE LINE
Disposition Code 021

01-92-9-6121-201-000 REIMB-TELEPHONE-CONTR and MISC
Disposition Code 021

The procedure is essentially the same that I have described for utilities above. If charges are made based on long-distance useage, when the invoice is prepared a simultaneous charge to expenditures should be made to account 01-72-6-6121-014-073 with an equal credit to 01-64-6-8250-073-000. When a billing is executed for lease line use, the charge should be made to 01-72-6-6121-014-075 with a credit made to expenditure in 01-6-6-8250-075-000.

Robert Sennett, a faculty member in Transportation Engineering, had his office moved this summer from the Electrical Engineering Building, Room 144, to the Aero Hanger. The university has no provision to pay for the extra cost associated with allowing a faculty member to retain an existing phone number, however in this case Mr. Sennett felt that retention of his existing telephone number was extremely important to him and he agreed to pay the two installation charges of \$12.00 each (one to move Extension 2052 from his old office to his new, plus another to install another number in EE 144). When we have received the telephone company's billing for this service Barbara Ciesielski has agreed to provide that information to Jeanette Ulanoski for billing purposes. In this case, there should be a credit to expenditures in Account 01-92-9-6121-201-000 for the total cost (including any taxes that may be involved). Concurrently there would be a charge to Account 01-72-6-6121-014-072 and an equal credit to expenditures in Account 01-64-6-8250-072-000.

Please insure that all members of your staff are made aware of this new procedure as promptly as possible.


Attach. III-E, 10/28/75
Exec. Comm. Agenda

Memorandum

To : Academic Deans

Date : October 16, 1975

File No.:

From : Hazel J. Jones 
Vice President for Academic AffairsCopies : President Kennedy
Don Shelton
Dave Cook
Dave Grant
Lezlie Labhard

Subject: Degrees from Non-Accredited Institutions

From time to time there occur situations which involve the review and reassessment of our personnel policies relating to the acceptance or recognition of advanced degrees from non-accredited institutions. The purpose of this memo is to review some of the problems and to point out some implications of having degrees from non-accredited institutions on our faculty.

Generally speaking, an "accredited institution" is one which has been so recognized by the regional accrediting agency of the area in which the institution is located. For example, we are accredited by the Western Association of Schools and Colleges, the regional agency covering California, Hawaii, and some of the Western Territories. A list of accredited institutions is contained in an annual publication called Accredited Institutions of Higher Education, published by the American Council on Education, and is available in the library and the Academic Planning Office. For the appropriate evaluation of advanced degrees from foreign universities, we can call on the information resources of the Chancellor's Office.

When a faculty member with a degree from a non-accredited institution is hired or when a present faculty member is encouraged to pursue an advanced degree from such an institution, several serious problems may occur. Title 5, Section 42711, notes "The doctorate or equivalent attainment shall be the desirable qualification for appointment to a campus faculty position. Equivalent attainments may be accepted: (a) In those fields where the doctorate is not common, and (2) In vocational fields where experience may be substituted for academic training." This standard, while not specifically requiring that the doctorate should be from an accredited institution, has been so construed and certainly the accrediting agencies have followed this line.

Statements of personnel policies and procedures in many instances, both at the department and school levels, indicate that an earned doctorate is required for initial employment as well as for tenure and promotion to certain professorial ranks. Therefore, when a selection committee or a recommending office deals with personnel matters the identification of the advanced degree held must be included in the review. It seems unwise either to encourage the earning of degrees from non-accredited institutions or to hire faculty with such non-accredited degrees when in the course of future evaluations the degree may have a prejudicial impact or at least be ignored. Additionally, the University, in all future accreditation visits, either general or specialized, will always expect to have its faculty degrees reviewed.

Attach. III-G, 10/28/75
Exec. Comm. Agenda

Academic Deans
Page 2
October 16, 1975

Still another ramification of the general problem is that accredited institutions do not accept credit from non-accredited institutions from students applying for admission. While most institutions will enter negotiations and eventually give at least partial credit if the student does well at the entering institution, a large measure of circumspection and caution is always observed. It seems contradictory to question such credit on the one hand, and to accept without question a faculty member with a non-accredited degree on the other.

A final question arises in the preparation of catalog lists. Should degrees from non-accredited institutions be listed in the directory portion of the University catalog? What are the implications of according the same status to such degrees in the catalog and to other University operations?

Perhaps you will wish to discuss this topic at some future meeting of the Academic Council. Further, the Academic Senate may wish to discuss this matter and make such recommendations as it may feel appropriate.

Attach. III-G, 10/28/75
Exec. Comm. Agenda

Memorandum

To : Lezlie Labhard, Chair
Academic Senate

Date : October 20, 1975

File No.:

Copies :

From : David Saveker, Vice-Chair
Academic Senate

Subject: Agenda Item for Executive Committee Meeting, Oct. 28

1. The role of tenured faculty in school councils appears to differ with each school. Mansel Keene's recent memo to the President of The CSUC system suggests that its administration anticipate issues that collective bargaining will be addressed to. One of these potential issues is the manner in which faculty will consult with administration on academic issues, i.e., spelling out the recognized routes and faculty roles in making recommendations on school and university policy.
2. I suggest the Personnel Policies Committee review the faculty input format of each school at Poly with the idea of maximizing faculty roles in all of the consultative procedures.

Attach. III-G, 10/28/75
Exec. Comm. Agenda

Memorandum


To : Lezlie Labhard, Chairwoman
Academic Senate

ACADEMIC SENATE**OCT 20 1975****CAL POLY — SLO**

Date : October 17, 1975

File No.:

Copies : Dale W. Andrews
Hazel Jones
James Landreth
Douglas Gerard

From : Robert E. Kennedy 
President

Subject: Parking Resolution

You will recall that late last spring, the Academic Senate forwarded to me a parking resolution which essentially requested that the University institute a policy of towing away all automobiles parked in zones not designated by their parking permits between normal business hours, Monday through Friday, and that the University modify its procedures on the one-day vendor permits. With respect to the second portion of the resolution, your group was apparently misinformed since the one-day vendor permits have only been valid in general parking areas, not staff, since the program was initiated.

The first "resolved" clause is more difficult to adjudicate. I forwarded your resolution to the Ad Hoc Traffic Management Committee. They have been studying it and several other similar issues. You may not be aware that on May 14, 1975, the Student Affairs Council passed a resolution which was considered by the Ad Hoc Traffic Management Committee, which essentially states that the SAC endorsed the policy of towing away of vehicles in a priority order. I have attached a copy of that section of the SAC minutes, referred to as Motion #20. The SAC resolution, however, is silent on the towing away of student cars that may be parked in staff areas; in fact we have had subsequent contact from the student body administration specifically requesting that student cars violating the staff parking areas be cited but not towed away. The only exception is in the last "resolved" clause which endorses towing for multiple violators, even student cars in staff areas. It is that general policy that has been followed since late last spring and is still in effect this Fall Quarter.

You will recognize that for the past two or three years the university has had difficulty in traffic citation enforcement, primarily because of the lack of adequate follow-up procedures by the Justice Court. Quite recently, however, the new Municipal Court has been involved in a more vigorous computer-assisted citation follow-up procedure which gives evidence that parking citations will be processed within a few weeks and hence have considerably more impact than was evident previously.

You will recognize that the receipt of essentially conflicting resolutions from two of the major constituent bodies on this campus creates a difficult position for me as President. While it is not my intent to side-step the issue, I would ask the indulgence and patience of the Academic Senate during this Fall Quarter until we have some additional actual experience on the effectiveness of the parking enforcement program. In this regard, I would ask that the Senate carefully monitor the concerns that were expressed in your Spring 1975 resolution and advise me prior to the end of the Fall Quarter if the situation still remains as critical and as detrimental to the welfare of the faculty as that resolution indicated.

Attachment

the ASI discount card. After discussion, the general consensus of SAC was to continue the program as is with the same percentage.

Motion #19 MSP UNAN (Loudon, Wiemers) "Move to continue the current ASI Discount Card Program with the same percentage."

B. Joe Toole, Tow Away Policy Evaluation

Joe led a discussion on the current tow-away policy and asked for SAC's approval on his resolution presented at the last SAC meeting.

Motion #20 MSP 20-2-0 (Ronca, Wiemers) "Be it resolved that Student Affairs Council endorse the existing policy of towing away the following vehicles: 1) those in red zones, 2) those in handicapped or special parking zones (bus and loading) and 3) those blocking or disrupting the flow of traffic on campus; be it further resolved that those vehicles with the highest number of outstanding violations also be subject to towaway when parked in any posted tow away area."

C. Kathy Carlson, Food Services Resolution

Different councils responded on their feedback to the resolution and a lengthy discussion continued on the feasibility and convenience.

Motion #21 MSP 10-9-3 (Carlson, Stevenson) "Move to approve the concept of the Food Services Resolution allowing an unrestricted five meal plan be instituted as of Fall, 1975."

X. DISCUSSION ITEMS (cont.)

B. Sue Stevenson, Bus Passes

Sue discussed the possibility of subsidizing (50%) the bus passes, that it was being looked into and that she will keep SAC updated on the latest information.

XI. ANNOUNCEMENTS

- A. The High School Equivalency Program was unanimously accepted by the Cuesta College Board of Trustees. Fred Heaton thanked SAC members, those on the sub-committee and the administration for all their help in pulling the program through.
- B. Opening ceremonies for "La Fiesta 1975" will be held tomorrow from 4:00 to 7:00 p.m. in the Fidelity Savings Bank parking lot.
- C. Spring Concert is coming up in the near future.
- D. The Poly Royal 1976 theme will be "America, you've come a long way!"
- E. Tim Hayes commended Fred Heaton on the excellent job he had performed on the HEP Program.
- F. Any question on Athletics and the ASI budget are to be directed to Dana Warren.
- G. Rodeo team will be going on to the finals next week.

XII. ADJOURNMENT

Motion #22 MSP UNAN (Burkdoll, DelChiaro) "Move to adjourn this meeting." 10:40 p.m.

Respectfully submitted,

Pamela W. Fischer, ASI Secretary

RESOLUTION RE PARKING PROBLEM

- WHEREAS: The Academic Senate is on record as favoring the towing away of improperly parked automobiles and has been for about one year; and
- WHEREAS: The University has instituted a tow-away policy for automobiles when parked in red zones and zones restricted for use of handicapped persons and state vehicles; and
- WHEREAS: Non-faculty and non-staff vehicles continue to disregard the staff parking designations and staff lots are often jammed with non-staff autos from 7:00 a.m. until after 6:00 p.m.; and
- WHEREAS: The legitimate functions of University employees are often hampered by this disregard for their parking rights; now therefore be it
- RESOLVED: That the Academic Senate demands that the University immediately institute a policy of towing away all autos parked in all zones not designated for their parking stickers between the hours of 0630 and 1930 Monday through Friday and rigidly and vigourously enforce it; and be it further
- RESOLVED: That autos with student stickers are not entitled to purchase one day parking permits to circumvent the parking lot restrictions and requests the University to immediately halt this procedure and tow-away such autos when parked in faculty-staff zones; and be it further
- RESOLVED: That this matter is considered important and of an emergency nature.

Academic Senate
Minutes - 4/1/75
Attachment IX-A

RESOLUTION ON DISABLED STUDENT AWARENESS DAY

BUSINESS
ITEM

Background Rationale: In September 1974, some thirty administrators participated in a Disabled Persons Awareness Day. The purpose of this participation was to bring into balance our entire campus population on the situation facing disabled students.

As a partial result of this exercise, Mr. Robert Bonds, Coordinator of Student Community Services, suggested that the Academic Senate: (1) support a Disabled Student Awareness Day; (2) that each department participate in a 5 hour exercise; and (3) that an evaluation of such involvement be sent to the coordinator of Disabled Student Affairs, president of Disabled Student Services, and Chair of the Academic Senate.

WHEREAS, The problems of disabled students are often overlooked by the faculty, staff and students at Cal Poly; and

WHEREAS, We can all benefit from the experiences of others; therefore be it

RESOLVED: That the Academic Senate support a Disabled Student Awareness Day late Winter quarter in which each Department would designate one faculty member to participate in a five hour exercise in which he/she would assume the role of a disabled student; and be it further

RESOLVED: That a steering committee be appointed composed of designated faculty members. A date, publicity and design specifics of the exercise will be the responsibility of the steering committee with consultation from the president of Disabled Student Services. It is hoped that each faculty participant share the experience at the departmental level and submit an evaluation to the coordinator of Disabled Student Affairs, president of Disabled Student Services, Student Affairs Committee, and the Chair of the Academic Senate.

Student Affairs Committee
10/24/75

Bus. Altan

RESOLUTION REGARDING DISTRIBUTION OF THE LIST OF CANDIDATES FOR GRADUATION

Background Rationale: Much discussion has centered on the procedure of distributing the list of Candidates for Graduation to each faculty member because of the cost and time involved, as well as the value/usefulness of the list.

On March 19, 1975 the Instruction Committee was asked to investigate this procedure and make a recommendation to the Senate. A survey of faculty was undertaken and based on this survey and discussion among the committee members, the following resolution was prepared by the Instruction Committee:

RESOLVED: That the List of Candidates for Graduation be arranged alphabetically by department or instructional area and one copy of the list be distributed to each department or instructional area.

Instruction Committee
10/21/75

RESOLUTION REGARDING THE ESTABLISHMENT OF AN INFORMATION
AWARENESS COMMITTEE

Background Rationale: The Personnel Policies Committee has reviewed Professor Richard Kranzdorf's memo requesting the creation of an Academic Senate Committee on Records and Privacy and offers the following resolution:

- WHEREAS, No faculty committee exists charged with overseeing the collection of personnel files or machine readable personnel data, and
- WHEREAS, the more efficient collection and central storage of personnel data is being recommended by the CSUC Ad Hoc Committee on Procurement and Retention of Quality Faculty, and
- WHEREAS, the faculty have an obligation to advise the administration in developing criteria for ~~computing~~ ^{CAPTURING} personnel data in the future; now, be it therefore
- RESOLVED: that the Academic Senate create a committee called the Information Awareness Committee to be charged with discovering what files on persons or groups of persons exist, who has access to these files, and how the files are used. This committee shall be advised by the Administration of any future expanded uses or creation of additional files containing personnel data.

Personnel Policies Committee
10/27/75

RESOLUTION IN SUPPORT OF AN ACADEMIC SENATE DATA COLLECTION
AND INFORMATION AWARENESS COMMITTEE

Background Rationale: Reference: Information Practices Act of 1975 (SB 852)
Rights and Privacy Act of 1974
Freedom of Information Act of 1967

Within the past several years there has been a growing concern over the amounts of information being collected by local, state and federal agencies on private individuals. Often, information dealing with an individual's First Amendment rights is included in data storage systems. Additionally, private individuals have been frustrated in obtaining information regarding governmental decisions and actions in non-security matters. The three acts above are an initial step to correct (1) the problems of data collection and (2) allowing greater citizen access to government decision making procedures.

The following resolution seeks to extend these same rights to the university community at Cal Poly.

WHEREAS, Growing technological advances in the area of data collection, storage and retrieval system can threaten 1st Amendment guarantees, and

WHEREAS, National concern has focused on the problems involved with such record keeping and potential abuse and misuse; and

WHEREAS, State and federal legislation has been enacted to give citizens the right to know the extent of data collection and to allow them access to government records, and

WHEREAS, Records on the students, staff and faculty at Cal Poly are being maintained, and

WHEREAS, The students, staff and faculty at Cal Poly have a right to know the extent of such data collection as well as having a right to know how decisions are reached which affect the university community; now, therefore be it

RESOLVED: That the Academic Senate create an Information Awareness Committee which shall determine: (1) who has personnel data information; (2) what information is being collected; (3) who has access to such information; (4) procedures for the disclosure of such information; (5) how personnel records are used; and any other areas of record keeping deemed appropriate; and be it further

RESOLVED: That this same committee shall have access to all information pertaining to decision making at Cal Poly as it affects the students, staff and faculty.

Memorandum

* : Vice President Hazel J. Jones
School Deans
Lezlie Labhard
Donald L. Shelton

ACADEMIC SENATE


OCT 21 1975

CAL POLY - SLO

Date : October 17, 1975

File No.:

Copies : Dale W. Andrews

From : Robert E. Kennedy 

Subject: Report of the CSUC Ad Hoc Committee on the
Procurement and Retention of a Quality Faculty

On August 20, 1975, I forwarded a copy of the draft report prepared by the Ad Hoc Committee on the Procurement and Retention of a Quality Faculty and requested your comments and recommendations. In my response dated September 26, 1975 of which you were provided a copy, I incorporated many of the suggestions made by you. Some of these recommendations have been incorporated into the current Report.

Recently, the Office of Faculty and Staff Affairs has distributed copies of the Report presented in September as an information item to the Board of Trustees and again has requested our comments concerning the proposals. Attached is Part V of the Report which contains the Committee's recommendations. Though the recommendations remain substantially the same as in the draft, there are changes in Recommendations 5, 6, 12, 13, 24, 25, and Recommendation #26 has been added. Attached is a summary which briefly notes these changes. Please review the attached document and submit any comments you may have to Mr. Shelton by November 3, 1975 whom I have asked to prepare a summary response.

Attachment

SUMMARY OF CHANGES IN RECOMMENDATIONS OF THE
CSUC AD HOC COMMITTEE ON THE PROCUREMENT
AND RETENTION OF A QUALITY FACULTY

<u>Recommendation</u>	<u>Revision</u>
5	The terms "weights and "enforced" have been replaced by the words "values" and "applied".
6	The adjective "essential" has been added to modify the term "criterion".
12	Recommendations #12 and #13 of the draft report have been combined in the final Report as Recommendation #12. The wording of this recommendation has been made compatible with the provision cited in <u>Title 5</u> by deleting the word "senior" from "tenured faculty" and adding the "appointment" process to the list of personnel actions.
13	The term "within rank" has been substituted for the word "merit".
24	Includes the footnote regarding Systemwide Academic Senate opposition to this recommendation.
25d	The proposal to abandon efforts to obtain a 5% salary differential for department chairmen has been deleted. This recommendation has also been modified to include statements addressing the need for a special sabbatical-type leave program.
26	This new recommendation has been added to the Report.



THE CALIFORNIA STATE UNIVERSITY AND COLLEGES

5670 WILSHIRE BOULEVARD • LOS ANGELES, CALIFORNIA 90036 • (213) 938-2981

OFFICE OF THE CHANCELLOR

September 18, 1975

Trustee Roy T. Brophy, Chairman
Committee on Faculty and Staff Affairs
California State University and Colleges
Board of Trustees
5670 Wilshire Boulevard
Los Angeles, California 90036

Dear Roy:

I am pleased to transmit by this note the final report of the Ad Hoc Committee on Procurement and Retention of a Quality Faculty which the Board of Trustees established at its September 25, 1974 meeting.

The difficult issues and their far-reaching implications which emerged in the committee's deliberations, and the importance of making extensive consultations before reporting to the Board, required more time than the Board of Trustees initially provided. For the delay of several months, the ad hoc committee apologizes. It is confident, however, that the additional time and work involved constitutes a good investment. It is equally confident that its recommendations can serve to foster the reputation for excellence which the CSUC faculty enjoys.

In transmitting this report, I would be remiss were I to fail to acknowledge the fine efforts of the entire committee. This report has been made possible by the understanding, patience, hard work, expertise, and devotion to "getting the job done" characteristic of each member of the committee.

Sincerely,

James W. Cleary
by C.L.L.

James W. Cleary, Chairman
CSUC Ad Hoc Committee on the
Procurement and Retention of
a Quality Faculty

JWC:ph

Memorandum

: Executive Committee Members

Date : October 27, 1975

File No.:

Copies :

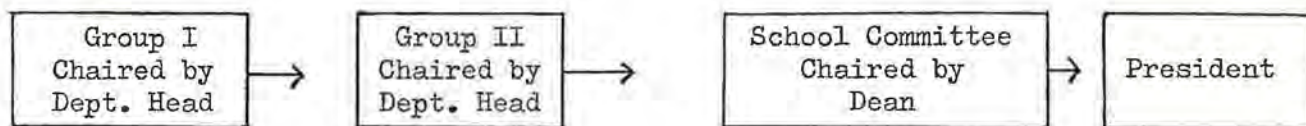
From : Bud Beecher, Chair
Personnel Policies Committee

Subject: Proposed Revision of CAM Section 342.2 - Academic Promotions

At the primary level of evaluation, the Department or Program, Group I (All tenured Associate and Full Professors in the Department or Program) chaired by the Department Head or Program Leader will meet to rank all of those recommended for promotion to Associate Professor. This ranked list, for example Professor Harrison, Prof. Polk, Prof. Pierce, will be given to Group II (all tenured Full Professors in the Department or Program) which, in meetings chaired by the Department Head or Program Leader, will insert any persons recommended for promotion to full professor into the Group I listing. This list, for example Professors Harrison, Polk, Pierce and Taylor, may not change the sequence of those recommended for promotion to Associate.

Each Department or Program shall forward its completed list to an elected School-wide committee, composed of one tenured Full Professor chosen by full time tenured and probational faculty of each Department or Program of the School. This committee shall be chaired by the Dean and will draw up a composite School priority list to forward to the President. In doing this the School committee might rank the Department's choices as follows: Prof. Harrison - 1st priority, Prof. Polk - 7th priority, Prof. Pierce - 10th priority. It could not, however, change the sequence of the Department list and rank as follows: Prof. Harrison - 1st priority, Prof. Pierce - 4th priority, Prof. Taylor - 7th priority, Prof. Polk - 10th priority.

Graphically the flow would be as follows:



Memorandum

Members of the Executive Committee

Date : October 27, 1975

File No.:

Copies :

From : Bud Beecher

Subject: 342.2 Academic Promotions

C. Procedures to be Utilized in Anticipation of Inadequate Budgetary Support

1. The School-wide priority list shall contain the names of those recommended to Assistant Professor, Associate Professor, and Professor and be generated in the following manner:
 - a. At the primary level of evaluation, the department or program, all tenured Associate and Full Professors, chaired by the department head or program leader, will meet in order to rank those positively recommended for promotion to Assistant Professor and Associate Professor. This partial departmental ranking will be complete by January 10.
 - b. All tenured Full Professors, chaired by the Department head or Program leader, will upon receipt of the departmental ranking of those recommended to Assistant Professor and Associate Professor meet in order to determine the position of those recommended for promotion to Full Professor on the departments' completed list. The result will be one priority list containing the names of those recommended to Assistant Professor, Associate Professor, and Professor; the chairperson shall insure that this completed list retains the relative ranking of those recommended for promotion to Associate Professor and that the completed list is forwarded to the school dean by February 10.
 - c. The school dean, acting as chairperson, shall present these completed departmental lists to an ad hoc committee comprised of one Full Professor from each Department elected by the department's full time (probationary and tenured) faculty. The ad hoc committee will blend the lists of the several departments into one school-wide priority list. The chairperson shall insure that the ad hoc committee does not upset the priority rankings of the individual departments.
 - d. Each of the above groups shall determine its own procedures for implementing its responsibilities.

2. The school dean shall forward the completed school-wide priority list, along with the names of any applicants recommended negatively at all three levels of evaluation, by March 10.
3. In developing criteria for ranking, schools and departments shall use only those criteria used in the original promotion procedures.
4. Promotion funds allocated to the University will be distributed to the several schools according to a ratio of eligible faculty members in the individual schools to the total eligible faculty in the University. Surplus promotion funds allocated to any of the schools will be redistributed equitably amongst the other schools.

C/D. Effective Date of Promotions.

RESOLUTION RE POSTPONEMENT OF MERGER OF THE PHYSICAL EDUCATION DEPARTMENTS

WHEREAS: The members of the Women's Physical Education Department believe that the decision for a merger was made without adequate consultation; and

WHEREAS: The members of the Women's Physical Education Department agree conceptually with the merger action but believe that justification is insufficient for a merger at this time since specific guidelines for attaining equity for faculty positions, as set forth by the Affirmative Action Policy, have not been met as yet; now therefore be it

RESOLVED: That the Academic Senate recommend to President Kennedy postponement of the merger of the Women's and Men's Physical Education Departments.

The Problem

The members of the Women's Physical Education Department are unanimously in favor of maintaining the present two-department structure of the Men's and Women's Physical Education Departments.

In June, 1975, President Kennedy made the decision that the two departments should merge on or before September, 1976.

Background

1. In April, 1975, President Kennedy called a meeting to discuss, (1) Crandall Gym Remodel, (2) Men's Physical Education and Women's Physical Education department problems, and (3) Recreation Administration major. In attendance were Hazel Jones, David Grant, Carl Cummins, Robert Mott, and Mary Lou White.

As a result of this meeting, the president stated that (1) the Recreation Administration major would not be implemented until the problems of the two departments were settled, and (2) that there should be a committee to make recommendations for resolving the problems.

2. Meetings were held during the remainder of the spring quarter, 1975, with a committee composed of three members each from the Men's and Women's Physical Education departments, along with David Grant, and Carl Cummins, who also acted as chairman.

After intensive identification, review, and discussion of the problems no agreement was reached regarding departmental structure. The representatives of the Men's Physical Education department, along with Dr. Cummins, favored a merger; while the representatives of the Women's Physical Education department favored the establishment of combined committees, but under a 2-department structure. (Copies of both proposals available.)

3. In June, 1975, Vice President Jones and Dean Cummins met with President Kennedy and the result was the decision that the two Physical Education Departments should merge. (Memo attached.)

Rationale

1. The members of the Women's Physical Education Department believe that the decision for the merger was made
 - a. without adequate consultation

There was never a meeting of the faculties of both departments; therefore, information given to faculty members (in separate meetings) was second-hand and one-sided.
 - b. without adequate consideration of all the facts presented during the committee meetings
 - c. without adequate consideration for the wishes of the entire faculty of the Women's Physical Education Department
 - d. without adequate justification

2. The members of the Women's Physical Education Department are not opposed philosophically to a one-department structure, but believe it should be delayed until such time as

- a. a specific plan is developed to assure equity in staffing
- b. problems regarding facilities (such as faculty offices, dressing and shower areas) can be adequately resolved.

Concluding Statement

The members of the Women's Physical Education Department favor a one-department structure, but believe that such consolidation would not automatically adjust present inequities, nor eliminate existing problems.

Dean Carl C. Cummins

April 10, 1975

RECEIVED

APR 11 1975

Office of Vice President
for Academic Affairs
Xcy-M. L. White
4/16/75

Pres. Robert E. Kennedy
V. Pres. Hazel Jones
Dr. Robert A. Mott

Men's Physical Education Department

Appointment of Acting Coordinator of New Recreation Administration Major

The Men's Physical Education Department was surprised and disturbed to learn that a decision has been made to appoint Ms. E. Pellaton as acting coordinator of the new Recreation Administration major. The surprise was caused by the fact that the efforts of Mr. Tom Lee over the past 6-8 years with regard to this major program have apparently been overlooked or ignored. Mr. Lee has provided the primary impetus in developing this program and is presently advising all of the students (both men and women) who will transfer into this major when it becomes operational this summer. In order for a new program to be successful, the leadership needs to be positive, flexible, experienced, accessible and easily identified with the program. Due to his efforts on campus and in the local recreation program, the students as well as the community relate recreation with Mr. Lee.

We were disturbed that the decision was based not on the educational principle of what is best for the students or the university, but rather on the arbitrary justification of "equity" for the Women's Physical Education Department.

We were also disturbed that no provisions were made to admit new students into the new major or to increase the quotas for the Physical Education Departments to offset the transfer of possibly large numbers of students from Physical Education into the new major. Hypothetically, it is possible that the acting coordinator would choose to teach ~~all~~ the Recreation Administration classes in the Women's Physical Education Department; thereby, causing a significant reduction in the number of student credit hours generated by the Men's Physical Education Department. This coupled with the loss of major students to Recreation Administration could have a devastating effect on the Men's Physical Education and Athletic programs in terms of staffing and budget.

At a time when college physical education is faced with a problem of placement of graduates and developing viable, alternate employment opportunities other than teaching, the combined resolve of all professionals should be directed toward solving these and other vexing problems. We should not be competing for student credit hours, duplicating efforts in curricular and budgetary areas, specializing in redundancy at the departmental level and quibbling over the administration of a program which should fall under the nonsegregated umbrella of health, physical education, recreation and athletics.

Should it be felt that further consultation is necessary concerning this matter, representatives of the Men's Physical Education Department would be pleased to participate in such consultation.

C
O
P
Y

Memorandum

To : Dean Carl C. Cummins
School of Human Development and Education

Date : June 16, 1975

File No.:

Copies : Kennedy, Grant, Cook,
Dunigan, Coats, Chandler,
Andrews, Mott, White

From : Hazel J. Jones *HJ*
Vice President for Academic Affairs

Subject:



Attached is a copy of the basic document concerning the decisions to merge the two Physical Education Departments into one department.

This agreement is the result of 1) lengthy discussions between faculty representatives of the Women's and Men's Physical Education Departments in a series of ten meetings held throughout Spring Quarter, 1975; 2) discussions held separately with faculty of the two departments in meetings with Dean Carl C. Cummins and Vice President Hazel J. Jones on May 10 and May 12, 1975; and 3) meetings of Dean Cummins, Vice President Jones, and President Kennedy.

The attached document has now been approved by President Kennedy and is to be implemented immediately.

Please distribute copies to the faculties in Men's and Women's Physical Education Departments and take the necessary steps for implementation.

As you know, the document represents both agreement and compromise positions, but most important, it represents good faith efforts to resolve problems, the resolution of which will enable us to combine the considerable talents and energies of our capable faculties to continue to provide quality education for the young women and men who choose to come to Cal Poly.

I wish to express my appreciation to all those who gave so much time and thought in those marathon sessions.

Attachment

Physical Education: DEPARTMENT GUIDELINES

1. Women's PE and Men's PE Departments shall merge into one department on or before September, 1976.
2. A seven person PE Advisory Council shall be established immediately. The Dean of the School, in consultation with the appropriate tenured faculty, shall appoint three members from each department, who, with him or his designee, shall be responsible for overall planning for the merger and for a period of at least one year after the merger.

Duties of the Advisory Council shall include but not be limited to the following:

- a. Development of guidelines and policies covering the goals and structure of the Department of Physical Education.
- b. Establishment as soon as possible of the committees needed to conduct the work of the department. These committees shall become operative immediately and shall have equal number of representatives from Men's and Women's PE programs. Committees such as the following shall be established: curriculum; scheduling and facilities; budget; and personnel (including such personnel matters as appointment, retention, tenure, and promotion).
- c. Establishment of guidelines and plans and appointment of an ad hoc search committee for a department head who shall be appointed on or before September, 1976.
- d. Periodic assessment of the University's compliance with requirements as stated in Title IX.

It is understood that the PE Advisory Council shall consult with and keep the faculties in PE fully informed of their work. The Advisory Council shall have the responsibility for making recommendations to the School Dean and the Vice President for Academic Affairs.

It is further understood that the student credit units will continue to be accumulated under one heading.

Hazel Jones

June 26, 1975

R. E. Kennedy
Dave Grant
Carl Cummins
Robert Mott

Mary Lou White
Mary Stallard
Evelyn Fellaton

Sonja Murray
Carolyn Shank
Anne Groefsema

Moon Ja Minn Suhr

Decision to Merge Physical Education Departments

All members of the faculty of the Women's Physical Education department have received copies of your memo of June 16, addressed to Dean Carl Cummins. We have discussed the contents and, although we find some portions of the document quite acceptable, we do believe that many of the facts presented in our meetings during the spring quarter have been ignored.

First of all, a statement was made to the effect that the document represents both agreement and compromise positions. We do agree that there should be established committees to work cooperatively to conduct the business of the departments. We also agree that student credit units should be combined for the two departments. We feel, however that this document does not represent a compromise. A compromise is defined as "a settlement reached by mutual concessions", and we believe that this has not occurred, particularly in relation to the #1 item of the document which states that the departments shall merge into one on or before September 1976. The members of the Women's Physical Education department are opposed to a merger at this time, we stated this position during our meetings of spring quarter, 1975. We find no justification stated for this merger, and in fact it came as a surprise to all of us. We believed that a merger date should not be decided until after a trial period of at least a year. During this period of working in combined departmental committees the feasibility and equity of a combined department could be explored in depth to ascertain advantages and disadvantages, necessary changes in staffing to ensure the unbiased impartiality, and harmony of such a merger.

We are in favor of establishing an advisory council. However, we believe that a four person council would be more workable; therefore, we suggest that two persons from each of the departments be selected by their respective departments to be members of this council. We further suggest that this group select its own chairperson from among its members. We have been requested by Dean Cummins to formulate the Advisory Council and begin meetings as soon as possible this summer. We would prefer to begin the meetings in the fall, since the majority of our faculty is not available during the summer period, and at the present time only one member (untenured) is on full time staff this summer. In addition, it would be impossible for any consultation to be held with all faculty members since some are out of town and cannot be reached.

Although we expressed the desire for combining of certain committees, equal representation will impose a disproportionate burden on members of the Women's Physical Education faculty because of the disparity in numbers of faculty members between the two departments. This would necessitate Women's Physical Education faculty members serving on several committees, and such conditions would naturally result in sacrifice in the teaching area.

Macel Jones
June 26, 1975
Page #2

One of our major concerns which we expressed during our several meetings was related to adjustment in staffing. Many facts and figures were presented during our meetings, indicating the inequities which exist as far as staffing of the Women's Physical Education department. Nothing is mentioned in the document concerning staffing, and we would hope to see a plan implemented immediately to begin an equalization of faculty positions between the two departments. There is no way that loads, including committee responsibilities, can be lessened until the proportion of women faculty to men is increased.

We shall appreciate your consideration of our concerns and are requesting a meeting with you and Dean Cummins soon in the hope that a better understanding can be achieved.

Memorandum

To : Robert E. Sennett
Transportation Engineering Department

OCT 23 1975

CAL POLY - SLO

Date : October 22, 1975

File No.:

From : James P. Landreth

Copies : Hazel Jones
Dean Valpey
Andrew Jones
Lezlie Labhard
H. Miller
D. Vert

Subject: Telephone Installation Charges

This is in reply to your memo of October 15, 1975 wherein you stated you had been treated in an unprofessional manner because you were billed for moving your office telephone number to your new office location.

Because of the high number of faculty moving from one office to another each year, it is not economically feasible to move the actual telephone number each time this happens. Telephone numbers are moved for department offices, not department heads. The volume of official business calls received in a department office is much greater than those received by any one faculty member. Therefore, the telephone numbers are moved for a department office to assist the public and students in reaching that department.

Actually you received preferential treatment at your request. Our understanding was that you wished to retain your original telephone number because your private business cards were imprinted with it and you received calls at that number in connection with professional consulting activity. Because of this we tried to accommodate you and you were asked to pay only the special charges made by the telephone company. You were not asked to pay the charges for processing the request or the follow-up required.

This has been our policy and this transaction set no precedent in this regard. It was my understanding that you were aware of these arrangements, the charge, etc., and were in agreement. I am very sorry if there has been some misunderstanding on this matter.

PROPOSED RESOLUTION

Reopening California Boulevard

- Whereas: The closure of California Blvd. has brought about stress on Grand Avenue with heavy traffic, and
- Whereas: The closure has brought about inconvenience to faculty for parking and getting to their offices, and
- Whereas: Difficulty in reaching some areas (buildings) in cases of emergency does exist, and
- Whereas: California Blvd. is the most beautiful entrance into campus, therefore, be it
- Resolved: that the Academic Senate request the Administration or appropriate personnel to consider reopening California Blvd. at the earliest possible time.

Luther Hughes
11/4/75
III-J

ACADEMIC SENATE

01

THE CALIFORNIA STATE UNIVERSITY SYSTEM

3575 Wilshire Boulevard, Suite 600, Los Angeles, California 90010 • (213) 404-1001 Fax (213) 404-1100

Office of the Chairman

October 23, 1975

TO: Campus Senate/Council Chairs

FROM: Gerald C. Marley, Chairman
ACADEMIC SENATE CSUC

SUBJ: Academic Standards

ACADEMIC SENATE
OCT 27 1975
CAL POLY - SLO

Acting on a recommendation by the Ad Hoc Committee on Academic Standards in its January, 1975 report, the Academic Senate CSUC approved a resolution (AS-765-75/EP) which recommends that the campus senates/councils take action on the issue. Copies of the Committee recommendation and the Senate resolution are being transmitted to you with the request that this matter be addressed on your campus. We hope that the process of obtaining operational definitions arriving at recommendations on the definitions of grades, and identifying those courses which would be recommended as "Credit/No Credit" can begin very soon.

We request that your findings and recommendations be forwarded to us by April 15, 1976.

Thanks in advance for your help in this matter.

GCM:cdc

Enclosures: AS-765-75/EP

Ad Hoc Committee on Academic Standards recommendations.

(Take special note of item ten (10) under these recommendations.)

ACADEMIC SENATE
of
THE CALIFORNIA STATE UNIVERSITY AND COLLEGES

AS-765-75/IP
May 15-16, 1975

ACADEMIC STANDARDS

RESOLVED: That the Academic Senate of The California State University and Colleges recommend that local senates/councils:

- (1) request the departments and academic areas to prepare operational definitions of the various grades with special attention to the meaning of the grade "A" in their respective curricula;
- (2) after the passage of an appropriate period of time, discuss these definitions of "A" in their local senates/councils;
- (3) seek to identify those courses in their institutions in which it might be more appropriate to use Credit/No Credit evaluation because of the nature of the activity, i.e., courses in which differential grading is difficult or undesirable.

APPROVED

SEPTEMBER 11, 1975

COMMITTEE RECOMMENDATIONS

The following is a list of the recommendations contained in the body of the Committee report. Where necessary, brief explanatory comments have been added or wording modified slightly so that the recommendations can be understood out of the context of the report.

1. The Committee recommends that each campus president submit periodic reports to the Chancellor outlining the progress of departments or areas of study toward accreditation by approved accrediting agencies (where such agencies exist), or indicating why they have not sought or have not attained accreditation (p. 10).
2. The Committee recommends that the Chancellor's Office continue to issue an annual report of curricular programs available for accreditation, those accredited and those not accredited (p. 10).
3. The Committee recommends that procedures be developed whereby campus groups reviewing academic programs include "outside" members drawn from other departments on the same campus, from the same department on other campuses, or both (p. 13).
4. The Committee recommends that the Chancellor's Office study the feasibility of comparing Graduate Record Examination Scores earned by system students with national norms and other comparison groups (p. 14).
5. The Committee recommends that the Chancellor's Office study the feasibility of periodically administering other examinations including those developed specifically for the purpose, in various subject areas (p. 14).
6. The Committee recommends that the Chancellor establish a task force to examine the issue of student writing competency and to consider and recommend means by which this essential skill might be strengthened and evaluated (p. 14).
7. The Committee recommends that each campus evaluate its non-traditional grading policy on the basis of experience during 1973-74 and 1974-75 and that a consolidated report be published by March 1976. (The report includes specifications as to certain matters to be included and the manner in which studies should be coordinated.) (p. 20).
8. The Committee recommends that the Chancellor's Office develop a common reporting system which would make it possible to obtain certain basic grading data from all campuses upon request. The system should permit reporting of the number

and percentage of each type of grade by discipline and by course level for at least one academic term annually. Information should be maintained for at least ten years (p. 27).

9. The Committee recommends that the withdrawal policy embodied in Executive Order 171 be continued but that it be the subject of study to improve its implementation (p. 28).
10. The Committee recommends that the Statewide Academic Senate be requested to develop grade definitions set forth in operational terms and recommended general guidelines for student evaluation. These definitions should emphasize the difference between wholly satisfactory performance and that which is truly exemplary (p. 28).
11. The Committee recommends that local senates and councils and the Statewide Academic Senate take steps to initiate and maintain a broadly based dialogue on grades and evaluation during 1975-76, to culminate in a systemwide symposium in Spring 1976 (p. 31).
12. The Committee recommends that each president ensure that grade distribution reports are made available to faculty at least once each year. The format of these reports should permit a faculty member to compare his grading with that of his departmental colleagues and to compare his department with others. Department chairpersons should provide for a review of grading data at a well attended department meeting (p. 31).
13. The Committee recommends that department chairpersons or some other academic administrator review grade distributions at least annually and discuss cases which seem unusual with the faculty member concerned (p. 32).
14. The Committee recommends that the Chancellor's Office continue to provide leadership in the development of competency evaluation including the broad dissemination of findings from pilot projects. Such efforts should be directed to blocs of knowledge expected at various points in the student's progress toward a degree rather than the all encompassing end of course comprehensive (p. 33).
15. The Committee recommends that the Board of Trustees establish a continuing committee on academic standards, similarly constituted, which would meet from time to time to serve as a forum for consideration of issues related to academic standards and quality (p. 34).

RESOLUTION TO FORM A SPECIAL AD HOC COMMITTEE TO STUDY
SABBATICALS AND LEAVES

- WHEREAS, The California Polytechnic State University has recently attained University status and must therefore attract and hold faculty with high academic and professional qualifications and advanced degrees, and
- WHEREAS, As a University must meet new and expanded demands in education to provide for a diversity in course offerings, specialized areas of study, and graduate level work, and
- WHEREAS, continuing academic and professional growth for the faculty is a necessary requirement for maintaining quality programs, that are current and relevant, and
- WHEREAS, faculty qualifications for tenure and promotion are increasingly based on advanced degrees and continuing academic work, and
- WHEREAS, costs of advanced education and loss of income during advanced study imposes unusual economic hardships on faculty; now be it therefore
- RESOLVED: that a special ad hoc committee on leaves and sabbaticals be formed to study and develop guidelines and make recommendations on the issue of educational and leave benefits for academic personnel based on development of equitable programs for sabbatical leaves, developed, funded, and administered to meet the continuing educational needs of the University faculty and staff; and that the programs result in increased benefits to faculty for purposes of more effective teaching.

Joe Kourakis
10/27/75