

CALIFORNIA POLYTECHNIC STATE UNIVERSITY

San Luis Obispo

Executive Committee, Academic Senate

Special Meeting

Minutes November 6, 1973

(Continued November 9, 1973)

I. The meeting was called to order by Chairman Robert Alberti at 3:12 p.m. He announced that this special meeting was called to discuss President Kennedy's proposed administrative and vice presidency reorganization. (See President Kennedy's memo to all faculty and staff, October 29, 1973.)

II. Members in attendance were:

Robert Alberti
Roy Anderson
Robert Andreini
Roger Bailey
Sara Behman

Robert Burton
Marcus Gold
Lezlie Labhard
Barton Olsen
John Rogalla

Arthur Rosen
David Saveker
Harry Scales
Paul Scheffer

Guests in attendance were:

Stuart Chestnut
Frank Coyes
Harry Fierstine
Francis Hendricks

Robert Hooks
Earl Huff
Rex Hutton
Corwin Johnson

Thomas Johnston
Barbara Weber
Carleton Winslow

III. Extended discussion was concerned with the President's proposed reorganization and filling of the vacant position of Academic Vice President. Several campus groups were represented and voiced opinions as follows:

A. Rex Hutton, President of the campus chapter of United Professors of California:

1. The search for an Academic Vice President should be nation-wide, and an Acting Vice President should be appointed in the interim.
2. Reasonable qualifications should be set forth, and the Academic Senate should have input in formulating those qualifications.
3. Affirmative Action procedures should be followed.
4. If the above are not adhered to, the Academic Senate should refuse to participate in the selection process on the grounds that the present qualifications limit the list of candidates to one or two persons and hence make consultation meaningless.

B. Stuart Chestnut, President of the campus chapter of California State Employees Association:

1. A modification of the qualifications is in order because they are too restrictive as they are now stated.
2. The Academic Vice President's vacancy should be filled by promotion from within since there are qualified people here. Search elsewhere only if absolutely necessary.
3. While that organization supports Affirmative Action, it would not apply to promotions from within.

- C. Earl Huff, President of the campus chapter of California College and University Faculty Association:
 - 1. The search for an Academic Vice President should be nation-wide.
 - 2. Affirmative Action procedures should be followed.
 - 3. An Acting Vice President should be appointed in the interim.
- D. Francis Hendricks, President of the campus chapter of the American Association of University Professors:
 - 1. All possible candidates should be explored through a nation-wide search.
 - 2. Affirmative Action procedures should be followed.
 - 3. The reorganization chart should be changed so that Computer Science, Library, Audio Visual, and Research report to the Academic Vice President.

IV. Academic Senate committee chairmen voiced their own personal opinions concerning the matter since they did not have time before the meeting to poll their committee members.

V. The guests were excused, and the Committee continued discussion. The concensus of the Executive Committee was that:

A. A position statement should be presented to the Academic Senate on November 13, embodying the following points:

- 1. The proposed organization plan appears acceptable, but there should be modifications in some details.
- 2. The search for a new Academic Vice President should (1) be nation-wide, (2) follow Affirmative Action procedures, and (3) involve more flexible qualifications.
- 3. An Acting Academic Vice President should be appointed in the interim.

B. The Executive Committee should reconvene before November 13 to revise and endorse the proposed statement.

VI. The meeting was recessed at 5:40 p.m.

VII. The meeting was reconvened at 7:10 a.m. on November 9, 1973, by Chairman Robert Alberti.

VIII. It was moved by John Rogalla and seconded by Dave Saveker that the Executive Committee recommend to the Academic Senate the attached "University Academic Senate Position on Proposed Administrative Reorganization." The motion carried, following discussion.

IX. The special meeting was adjourned at 7:57 a.m.

UNIVERSITY ACADEMIC SENATE POSITION ON PROPOSED ADMINISTRATIVE REORGANIZATION

The President of the University, in a memorandum to all faculty and staff on October 29, 1973, has proposed to (1) reorganize the administrative structure of the University, and (2) select and appoint a new Vice President for Academic Affairs. In that statement, the President requested "feedback" from various campus individuals and groups. The University Academic Senate is appreciative of the opportunity to consult with the President on the action proposed.

The Academic Senate recognizes the need for change which is induced by the University's growth in relation to its staff resources. The Senate acknowledges the authority of the President to take action necessary to appropriately organize and staff the top level of University administration in order to aid him in effectively conducting the executive functions. Moreover, the Senate recalls and continues to support the President's September 19, 1967, statement on organization structure, notably that:

"There is ample evidence to support the hypothesis that decisions are implemented most effectively and most efficiently when they are group-consensus decisions...Influence upward and sideward is as much a part of the decision-making process as is the downward chain of command...If our educational dedication is to democracy, our organizational dedication should be to the democratic process--"

In that spirit of the consultative tradition at California Polytechnic State University, the University Academic Senate takes the following position:

- 1) The proposed organization plan appears to be appropriate, and should be implemented in principle. Nevertheless, we object to some details and propose modification as follows:
 - a) Some functions (e.g. Library, Audio Visual, Computer Center, Research) identified in the proposed organization as responsible to the Executive Vice President are, in our opinion, more closely aligned with the Vice President for Academic Affairs.
 - b) Because of the complexity of these relationships, and the recognized need to balance work loads and span of control of the Vice Presidents, a committee of faculty and administrators should be jointly appointed by the President and the Academic Senate to review and make recommendations regarding the administrative organization, in a manner similar to that followed in the 1970 reorganization of the schools.
- 2) The selection of a Vice President for Academic Affairs is a critically important step for the University, and the proposed selection process should be modified as follows:
 - a) The Senate strongly objects to the short time schedule proposed for this action, and to the concept of a "campus-only" search for candidates. We believe it imperative that a broad search--on and off campus--be conducted. We affirm our support of Affirmative Action and believe those principles should be applied to the selection process of Vice Presidents along with other faculty and staff.
 - b) In the statement of "Qualifications" for the position, the word "must" appears at the beginning of each section. It is our opinion that this wording makes the qualifications (Items 2,3,4) unnecessarily restrictive, and that it should be changed to read "should" or "it is desirable that the candidate."
- 3) The Academic Senate recommends the appointment of an Acting Vice President for Academic Affairs until Steps 1.b and 2.a (above) can be implemented.