

MINUTES

Faculty-Staff Council
California State Polytechnic College
San Luis Obispo

Meeting No. 3
November 8, 1966

RECEIVED
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OFFICE OF THE VICE PRESIDENT

The meeting was called to order by Cahirman Anderson at 3:15 p.m.

The following members of the Faculty-Staff Council were present: W. Alexander, R. Andreini, R. Anderson, W. Anderson, O. Casey, E. Chandler, F. Crane, C. Cummins, W. Curtis, M. Eyler, C. Fisher, B. Fitzgerald, R. Frost, K. Fuller, V. Gates, M. Gold, D. Grant, R. Graves, R. Hall, J. Hampl, R. Harris, D. Hensel, E. Hyer, D. Lawson, B. Loughran, J. McCombs, J. McGrath, B. Mounts, G. Noble, C. Nolan, H. Rhoads, G. Rich, H. Rickard, W. Schroeder, G. Seeber, W. Smith, Faud Tellew, W. Thurmond, P. Turner, H. Walker and R. Wheeler.

READING OF MINUTES

MSP -- Minutes of the October 25 meeting be accepted as mimeographed.

BUSINESS ITEMS

Consultative Procedure for Appointments to Deans of Instructional Divisions (School) -- Glenn Seeber, Chairman

MS -- That the Faculty-Staff Council accept Consultative Procedure for Appointments to Deans of Instructional Divisions (School) as a new proposal. (Attachment)

MS -- Amendment to main motion: that the following Part "d" be used instead of the Part "d" on the proposal:

"d. The elections committee of the Faculty-Staff Council will conduct an election in the instructional divisions following Part IV of the "election procedures" of the Faculty-Staff Council with the one exception that no more than one member of the consultative committee be from one department."

Amendment defeated -- 14 yes, 16 no.

MS -- Amendment to main motion: Item 5, first sentence should read: The President (chief administrative officer) or his designee will receive all applications.

Amendment carried -- 24 yes, 5 no

MS -- Amendment to main motion: Add to Item 5 the following sentence: "The Consultative Committee has the prerogative of interviewing any or all candidates."

Motion carried -- 28 yes, 4 no

Main motion called for -- motion carried -- 29 yes, 5 no

DISCUSSION

Collective Bargaining -- Warren Anderson and Edgar Hyer reviewed this subject; content of their presentations attached.

ANNOUNCEMENTS

Chairman Anderson read a letter received from President Emeritus Julian A. McPhee in which he thanked the Faculty-Staff Council for their part in his receiving this recognition.

Next meeting: Faculty-Staff Council
Monday, December 12
10:30 - 12:00
(Final Week)

Executive Committee
Tuesday, November 23, 3:15, Adm. 213

THE CONSULTATIVE PROCEDURE FOR APPOINTMENTS TO

DEANS OF INSTRUCTIONAL DIVISIONS (SCHOOL)

1. When a vacancy occurs in a Dean position the President (chief administrative officer) will make a formal announcement of the vacancy and will follow the usual personnel practices in giving notice of professional position openings.
2. The President (chief administrative officer) will seek the informal advice and counsel of deans, administrative officers, individual faculty members, his staff and others on potential candidates.
3. The President (chief administrative officer) will send a notice of the position vacancy to the chairman of the Faculty-Staff Council.
4. Upon receipt of the notice of the position vacancy the chairman of the Faculty-Staff Council will initiate the formation of a consultative committee using the following procedure:
 - a. The committee will be composed of tenured members - 5 voting members from the division where the vacancy occurs and one non-voting member from each of the other instructional divisions.
 - b. Each department in the division where the vacancy occurs will nominate not more than two candidates for the consultative committee and forward these names to the chairman of the elections committee of the Faculty-Staff Council.
 - c. Each department in the other instructional divisions will nominate one candidate for the consultative committee and forward these names to the chairman of the elections committee of the Faculty-Staff Council.
 - d. The elections committee of the Faculty-Staff Council will conduct an election in each of the instructional divisions. In this election each member of the division where the vacancy occurs will vote for two of the candidates from his division. Each member of the other instructional divisions will vote for one candidate from his division. The five candidates receiving the most votes in the division where the vacancy occurs and the candidate with the most votes in each of the other instructional divisions will be the members of the consultative committee except that there will be no more than one member of the committee from any one department.
5. The President (chief administrative officer) or his designee will receive all applications. ~~and develop a list of acceptable candidates.~~ The entire list will be forwarded to the consultative committee along with the full information available on each candidate's educational and professional qualifications. The consultative committee has the prerogative of interviewing any or all candidates.
6. No appointments to Instructional Dean positions will be made except from such lists.
7. The President (chief administrative officer) or his designee will meet with the consultative committee in order to hear their advice on each candidate.

8. Every effort must be made to reduce the list of candidates to those who are mutually acceptable and it is not anticipated that a candidate will be considered for appointment unless he is deemed acceptable to the consultative committee; however, the final responsibility is given to the President (chief administrative officer) in Title 5 of the Administration Code, Section 42702, paragraph f.
9. The tenured faculty of the teaching service area to which a Dean is to be assigned should be consulted by the President (chief administrative officer) prior to appointment.
10. The Committee will be free to report their deliberation to the Faculty-Staff Council in a manner appropriate to the handling of professional personnel matters.

Presentation to Faculty-Staff Council

by Warren Anderson, Academic Senator

I think the council's executive committee should be congratulated for including the discussion item on collective bargaining in the agenda for this afternoon.

Dr. Hyer and I were asked to participate. Where Ed and I compared notes and divided the labor we concluded that I would introduce the topic and bring you historically up to the last senate meeting which was Ed's first. Ed will then present the senate's action at that session and I will conclude with a short question and answer period.

As long ago as two years, it was becoming apparent to those members of the state college community who have some sensitivity to faculty feelings that there was a small but growing feeling of discontent. The evidence began accumulating with eruptions on certain campuses. As the message began to ring clearer, some steps were taken to meet this situation but apparently they can be characterized now as too little or too late. If you have any awareness for the growth of the American labor movement, you can readily visualize the appraisal of this climate by those who are prone to capitalize on elements of discord and segments of discontent to extend their movement and its accompanying philosophy.

The many groups of the academic community by their lethargy have been slow to respond to the symptoms. Suddenly we find ourselves not as the pilot of our ship but rather as the galley slaves. No longer can we respond to the symptoms, but rather we are faced with the epidemic.

For an academic community, it is a curious situation in which to find itself. Perhaps there is more than a grain of truth to the old idea that those who can do; the others teach. For I feel we have been almost unaware of the drift into an environment favorable to a growth of unionism.

The academic world is one which is quite separate and distinct from the business world. All too often the inhabitants of each fail to understand and appreciate the other. It is perhaps asking too much of the successful practitioner in business to also understand the thinking, motivations, and feelings of the successful practitioner in the academic world. I think one can quickly see this if one watches a Board of Trustees committee in session. When the principles and philosophies so successful in the business world are applied to the academic world, problems develop. This was pointed out to the trustees but any response made was negative. It was only when the philosophy of unionism with a history of successful achievement in the business world was advanced for the academic world that an upswing in responsiveness is observed.

I think the foregoing is important to note. I trust you realize I have touched on only one of probably several causes.

For the vast majority of us who are academically oriented, a technique from this other world is unwelcome. But we of all people should be able to learn lessons from observing history. We cannot continue on the same course in the face of this force, hoping it will somehow go away and realistically expect it will.

When the Academic Senate realized that isolationism can be no more practical in this situation than it has been in the practical world, it added collective bargaining to its list of concerns. The threat advanced by the growth of the AF of T on the larger campuses could not be wished away.

Dr. Livingston, then chairman of the Academic Senate wrote in the April 1966 issue of the California State College Review a position on collective bargaining which I urge you to read.

At the Academic Senate meeting of April 21-22, 1966, the following resolution was approved:

Whereas, The question of collective bargaining is of serious concern to the faculties, therefore be it

Resolved: That the Academic Senate direct its Executive Committee to appoint an Ad hoc Committee to investigate collective bargaining as related to academic personnel and report its findings to the Academic Senate.

At the Fullerton meeting of the Academic Senate, May 19-20, 1966, Chairman Livingston announced that the Committee on Collective Bargaining will be chaired by Lee Kerschner of Cal State, Fullerton. The Executive Committee reported that in their judgment the time was not conducive to bringing a recommendation to the senate on collective bargaining. Discussion on the subject was permitted and representatives of employer organizations reported on developments.

Mr. Kerschner, Chairman, Collective Bargaining Committee, requested comments and recommendations from the campuses and directed the senate members to report the issue to their campuses.

It was moved and seconded that the Academic Senate advises the faculty of the California State Colleges that in its opinion there are many unanswered questions about collective bargaining which should receive careful scrutiny. The motion was referred by the senate to the Collective Bargaining Committee.

Presentation to Faculty-Staff Council by Edgar Hyer, Academic Senator:

KINDS OF BALLOTS FOR COLLECTIVE BARGAINING
WHICH MIGHT BE PREPARED.

- A. Give choice between exclusive representation and status quo of multiple representation.
 - 1. Probably ask simply, do you want exclusive representation as stated by interim report, rejected by Senate.
 - 2. Would probably follow with a second question concerning who would be favored to represent the faculty if exclusive representation were accepted: Academic Senate, CSEA, ACSCP, AAUP, CCUFA (Col. Counc. of U. Fac. Ass'n), AF or T, or a committee made up of representatives of all.
 - a. Must guard against a ballot which excludes a representation and thus bring forth the charge of collusion.
 - 3. Would probably ask whether exclusive representative should have power to entertain a strike if demands or desires were not met.
- B. Give choice among:
 - 1. Exclusive representation.
 - a. With A 2 question choices to follow if it were chosen.
 - 2. Coalition of all organizations but organizations not bound to refrain from trying to make its point.
 - 3. Academic Senate to be exclusive bargaining agent with all professional groups invited to present their points of view to Academic Senate.
 - 4. Status quo--each group exerting influence it may have at whatever place it can.
 - 5. Would probably ask whether exclusive representative should have power to entertain a strike if demands or desires were not met.