

Distribution: All Faculty and Staff

## MINUTES

Faculty-Staff Council  
California State Polytechnic College  
Wednesday - December 13, 1967

1. A quorum being present, the Faculty-Staff Council was called to order at 10:20 a. m. by the chairman, Corwin Johnson.

The following members were present: W. Alexander, R. Anderson, R. Andreini, D. Andrews, C. Batchelor, J. Bedal, E. Chandler, G. Chizek, F. Crane, E. Dorrough, H. Finch, C. Fisher, R. Frost, G. Furimsky, V. Gates, M. Gold, D. Hensel, C. Johnson, R. Keif, R. E. Kennedy, I. Kogan, L. Lewellyn, W. Loper, B. Loughran, A. Miller, B. Mounts, J. Neal, D. Nelson, L. Osteyee, W. Phillips, M. Piuma, E. Reagan, H. Rhoads, H. Rickard, W. Schroeder, G. Seeber, E. Smith, E. Strasser, H. Walker, V. Wolcott.

2. The minutes of the November 14, 1967, meeting were approved as submitted.
3. The minutes of the November 28, 1967, meeting of the Faculty Sub-Council were approved as submitted.
4. The chairman announced a change in the order of business to allow President Kennedy to speak to the Council.
5. President Kennedy addressed the Council.

"Three items of concern to all of you have received some attention in recent days. I will touch briefly on the first two--those of the importance of the role of the department head at Cal Poly and the problems related to personnel evaluations by peer groups--and will devote more attention to the third, relating to demonstrations on college campuses and recent Trustee actions in their regard.

"Status of Department Heads. Questions have recently been asked on the status of department heads on this campus and specifically on the selection process being used and the question of 'continuity' vs. 'rotation.'

"The practice followed in recent years in selection and appointment of instructional department heads has involved consultation with tenured members of the faculty of the department and recommendation by the school dean and Dean of the College/Academic Vice President. The appointment has either been made by the President, or following discussion with and agreement by the President, by the Dean of the College/Academic Vice President. In every case the appointing authority has been informed of and has taken into careful consideration the results of consultation with the tenured departmental faculty. This consultation procedure also has been followed in the case of appointment of acting or temporary department heads. It is true, of course, that some current department heads were the first individuals to be appointed as faculty in their respective departments; they developed the first curriculum for the department,

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planned the original facilities, recruited and recommended the first additions to the faculty in that department. In such instances, the faculty were not consulted in the original department head appointment. It is my intention to see that extensive consultation will be used prior to appointment to department headships and that consultation, at a minimum, will include consideration of the recommendation of tenured, peer faculty, and dean of the school.

"During the recent open meeting on the joint AAUP-ACE-AGBCU 'Statement on Government of Colleges and Universities,' which has been endorsed as a general guide to government of the State Colleges by the Trustees, a question was raised as to the desirability of 'rotation' of department headships versus 'continuity' of a faculty member in that administrative position. I had stated in advance of that meeting that I could agree with 'about 95% of the statement' but I did not specify the 5% with which I did not agree. However, when pinned down at that meeting, it became obvious that the point of my disagreement is related primarily to the section that says the department head should serve '...for a stated term...' I gave as my reason for this reservation that it has been shown to be contrary to good management practices to require Cal Poly department heads to come up for review of their tenure in office on a regularly recurring basis. Our department heads are expected to be administrative officers as well as teaching members of the faculty; in their roles as department heads they are expected to carry out delegated responsibilities with fully commensurate authority. They are not limited to the functions of committee chairmen who might be expected to reflect only the committee consensus. While it is reasonable to expect that they will reflect the consensus of their department faculty on all matters on which consultation is appropriate and agreed to be necessary and desirable, they are also expected to interpret and implement administrative policy. Full consultation is imperative for initial appointment, but I am of the present opinion that reasonable continuity in office for department heads, on the basis of continuing satisfactory performance, is more conducive to their carrying out their delegated responsibilities than would be the case if they were to come up for regular re-election or re-appointment. I understand a proposal concerning tenure of office for department heads is currently under review by your personnel committee. I can assure you that I will give careful study to any proposals the Faculty-Staff Council may forward to me on this subject.

"Personnel evaluations by peer groups. It has become apparent that there is little consistency among the departments within schools on evaluation procedures by peer groups on such matters as promotions, tenure, etc. Since such matters are of primary concern to the faculty, it may be profitable for the Faculty-Staff Council to consider the development of some general guidelines for the guidance of all departments and schools. I am not so concerned about total uniformity, but rather that each such decision be made with appropriate due process. The guidelines could consider essential items, for example, filing the record of votes--where and in what form this should be done.

"A matter related to personnel evaluations which I believe should be determined on the basis of your consultation concerns personnel files. Currently, personnel folders in the school offices are available for review by the dean, the department head, and the individual concerned. It has been the previous practice to include in the personnel files the results of consultation by peer groups on such questions as tenure, promotion, reappointment, and similar matters; but to remove from the folder such documents prior to review of the folder by the individual--they have not been made available to the individual involved. I am asking that the Faculty-Staff Council study and develop a policy concerning the availability to the individual of written results of consultation by peer groups--should these be made available, and if so, under what conditions?

"Trustee Action on Demonstrations. As you are by now well aware, the Trustees adopted on December 9, as an emergency measure, a resolution emphasizing that disciplinary action will result from disruption by force or violence of campus activities by either students or state employees. The emergency resolution makes mandatory either suspension or dismissal of '...any student who, in accordance with procedures for hearings established by the college, is found to have disrupted, or to have attempted to disrupt, by force or violence, or by the threat of force or violence, any part of the instructional program of a state college, or any meeting, recruiting interview or other activity authorized to be held or conducted at the college...' The resolution also emphasizes the disciplinary action which may be applied to state employees for similar offences. These disciplinary actions have long been authorized by the Education and Administrative Codes; the differences between terms of the new resolution and already existing legislation are that for the particular offences of disruption of activities by force or violence, or the threat thereof, the disciplinary actions have been made mandatory; and the previous maximum period for suspension of one year for students has been removed. The immediate cause of this stiffening of attitude on the part of the Trustees was the riotous demonstrations on the San Francisco and Los Angeles State Colleges. We all truly hope that such disciplinary actions will never be necessary at Cal Poly. We have so far been most fortunate at this college in that we have been free from disruptive demonstrations. I am sure you join with me in sincerely hoping that we will continue to be free from them--in fact so free that even so-called 'peaceful' ones will not take place. It should not be necessary for dissident groups to disruptively demonstrate in order to be heard.

"The Trustees have by their recent actions and discussions made it clear that the California State Colleges are not to be considered sanctuaries of immunity from public law; and that the expression of dissent through acts of violence will not be condoned. My purpose in talking to you today is to urge you as representatives of the faculty and staff to give solemn consideration to your responsibilities as leaders of this academic community and to consider what may be done to assure its continuance as a productive institution. The eruptions of violence in San Francisco and Los Angeles have posed a serious threat to all of the State Colleges. We must do what we can to minimize their effect and to take effective steps to assure that similar potentially explosive incidents will not take place here.

"During their regular November meeting, the Trustees approved a resolution condemning the use of violence and declaring that the State College campuses are open to all agencies of the government of the United States, other public agencies, and private industry on a non-discriminatory basis for recruitment interviews. Following that meeting and prior to the San Francisco incident I sent a memo to all members of the President's Council and to other administrative offices which included some thoughts I then had on freedom of expression in relation to the rights of others. These thoughts are I believe even more pertinent in the light of subsequently evolving events; with your permission I will read an extract from that memo:

'While administrative and non-teaching staff members of certain departments are prepared to handle difficulties should they arise, I am a firm believer in positive action in advance rather than negative action after the fact. I believe that academic deans, department heads, and faculty members can do much to prevent circumstances from arising which might result in demonstrations planned and executed for the purpose of disrupting normal academic, administrative and co-curricular activities of the college.

'Any attempt to prohibit students from expressing, in language and action that is in good taste, their honest differences of opinion is not in keeping with certain fundamental rights and privileges of American citizenship. However, the manner in which such difference is expressed must not interfere with the rights and privileges of other individuals. When it does interfere with the freedom of others, the activity is one that needs to be appropriately controlled. This college has a legal responsibility to see to it that all of its academic, administrative and co-curricular activities are continued without disruption even when some individuals or groups express objection to an issue by planning and/or implementing a demonstration.

'I am convinced that our students at this campus are level-headed and that the majority can be called upon to influence other students into a calm and quiet demonstration, or no demonstration at all.

'I believe that deans and department heads should communicate with their respective faculties, and they in turn, with the students in their respective majors, to emphasize the necessity of avoiding any demonstration or even the threat of one, which would appear to lead to the disruption of any normal college activities.

'It would be most encouraging if such communication would result in resolutions by various faculty and student groups, including the Faculty-Staff Council and the Student Affairs Council, opposing any type of demonstration by individuals or groups which conceivably might interfere with the opportunity of even a single student who seeks placement in the career field of his choice, and wishes to avail himself of the services offered by the Placement Office.



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"I suggest positive, influential, and persuasive action now by all of those concerned to bring the issue to an appropriate and agreeable conclusion. Recruiters will be told, of course, that the college administration will take appropriate steps to prevent disruptive action and, further, will take firm disciplinary action against any student or group of students who attempt to interfere with the academic, administrative, or co-curricular activities of this college. If the interference is caused by non-students, they will be appropriately handled as violators of Section 602.7 of the Penal Code, (Mulford Act).

"The voice of the Faculty-Staff Council is a powerful one; the good influence of our faculty on the conduct of our students has been proven time and time again. I urge each of you to continue your close contact with student groups; if demonstrate they must, take all conceivable steps to guarantee that the demonstration will be peaceful, law-abiding, and not interfere with the rights of others. As for the voice of the Council, I will take what steps I can to make your collective opinion on this matter known to the Chancellor and Trustees."

6. Moved by Neal and seconded by Chizek:

The Faculty-Staff Council recommends to the President the Consultative Procedure for Appointments to Vice Presidents of the College as attached to the report of the Joint Faculty/Staff Personnel Committees dated November 24, 1967.

7. Amendment to the above recommendation moved by Walker and seconded by Finch:

Amend part a. of section 2. of the attachment to the report by adding the following: Each school that has twice as many student credit hours as the smallest school shall have an additional representative.

Amendment to the recommendation failed on a voice vote.

8. Amendment to the above recommendation moved by Frost and seconded by Gold:

Amend part a. of section 2 of the attachment to the report by striking all after the first sentence and replace with: Three members will be elected by the instructional faculty, with no more than one of these from each school. Two members will be elected by the administrative and non-instructional staff, with no more than one of these from the administrative staff, the Business Management division, the Student Personnel division, or the Auxiliary Services.

Amendment to the recommendation failed on a voice vote.

9. Moved by Keif and seconded by Frost:

Table the above recommendation.

Motion to table the recommendation approved on a voice vote.

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10. The chairman announced that he would ask the Joint Faculty/Staff Personnel Committees to restudy the consultative procedure for appointments to vice presidents and to bring another recommendation on this subject to the Council. The committee is requested to hold a public hearing before the next council meeting on January 9, 1968.
11. The chairman of the Student Affairs Committee, Glenn Seeber, presented the December 4, 1967, report of his committee.
12. Moved by Seeber and seconded by Loper:

The Faculty-Staff Council recommends to the President that he consider the recommendations made by the Student Affairs Committee in their report of December 4, 1967.

13. Amendment to the above recommendation moved by Keif and seconded by Smith:

Amend the recommendation by striking the words, Student Affairs Committee in their, and substituting: Faculty-Staff Council in the Student Affairs Committee.

A tally produced 20 yeas and 4 nays. The amendment was approved.

14. Question on the recommendation as amended.

The recommendation as amended was approved on a voice vote.

15. The chairman of the Constitution Committee, Billy Mounts, presented an oral progress report. The committee is seeking the opinions of the faculty and the staff in respect to revision of the Council's Constitution. Council members were urged to report the views of their constituencies to the committee.

Respectfully submitted,

William M. Alexander, Secretary