ACADEMIC SENATE -- MINUTES
March 7, 1972

I. Session called to order in the Staff Dining Room by Chairman Howard Rhoads at 3:15 p.m. Mr. Rhoads asked the visitors to take seats behind the regular seats used by senators. A large number of students were in attendance.

II. Those in attendance were:

Members:
Alexander, William
Bailey, Roger
Boone, Joe
Brady, Mary
Burroughs, Sarah
Burton, Robert
Carpenter, Thomas
Cleath, Robert
Clerkin, Edward
Coyes, Frank
Fierstine, Harry
Harden, Sheldon
Healey, John
Johnson, Richard
Johnston, Thomas
Labhard, Lezlie
Landyshev, Alexander
Lowry, John
Lukes, Thomas
Morgan, Donald
Mott, John
Neel, Paul
O'Leary, Michael
Olsen, Barton
Peterson, James
Price, J. D.
Quinlan, Charles
Riades, Howard
Rice, W.
Rickard, Herman
Ritschard, Ronald
Roberts, Alice
Rogalla, John
Rosen, Arthur
Saveker, David
Scales, Harry
Servatius, Owen
Simmons, Orien
Smith, Howard
Smith, Murray
Bruckart, William (N. Smith)
Sorenson, L. Robert
Stuart, John
Stubbs, Daniel
Voss, Larry
Weatherby, Joseph
Webb, James
Whitson, Milo
Wilks, Maurice
Wills, Max

EX-OFFICIO MEMBERS
(Voting)
Anderson, Roy
Cummins, Carl C.
Doshi, Marianne
Ericson, Jon
Evans, Pete
Fisher, Clyde P.
Gibson, J. Cordner
Hasslein, George
Higdon, Archie
Johnson, Cornin

EX-OFFICIO MEMBERS
(Non-voting)
Andrews, Dale W.
Chandler, Everett
Kennedy, Robert E.

III. Minutes: Moved and seconded to approve the minutes of the February 8, 1972, meeting.

IV. Chairman Rhoads introduced and welcomed President Kennedy; David Provost, Chairman of the Statewide Academic Senate; and Chancellor Glenn Dumke of the California State University and Colleges System. At this point Marianne Doshi asked to be heard, indicating that she wanted to request a period of questions and answers. Chairman Rhoads indicated that relevant questions would be answered by Chancellor Dumke at an appropriate time.

V. Business Items (In part -- to be completed after the Chancellor's remarks.)

A. CBL Committee - First Reading on Summer Operations of Senate. See Agenda attachment #1. Discussion just was underway when Chairman Rhoads indicated that the Chancellor was ready with his remarks. Since this is only a first reading item the matter will come up again next month.
At this time Chancellor Dumke spoke. Mr. Rhoads indicated that approximately thirty minutes would be all the time Chancellor Dumke would have for the meeting. Dr. Dumke indicated in his brief remarks that progress was being made in the following areas of concern: (1) Evaluating achievement (2) Open university concept -- providing an opportunity for college education for persons who otherwise may not have such an opportunity. He indicated that pilot programs were in operation to study how these areas of concern might best be implemented. He stressed the need for new methods of education -- suggesting that they simply had to be found, while at the same time maintaining academic quality.

A period for questions followed these remarks.

Question: (Student) Why is so much money put into non-student college functions? (e.g. administration).
Response: Indicated that the question was "loaded" in that the implications were very broad. Suggested that the total budget is so large that the specific items of administration and security were not large at all. In fact, these items represented a very small part of the total budget. Stressed the point that adequate administration is connected with quality education. As a further comment on this subject the Chancellor pointed out that some department heads are asked to administer some departments that are larger than some colleges and he thought that extra pay should be paid for that position. He further indicated that there was a real need to bring comparable positions in colleges up to comparable positions in the nation. He reminded the group that he had recommended a 13% salary raise plus fringe benefits.

Question: (Student) Asked about the validity of the new approach when only some $600,000 was allotted.
Response: The Department of Finance set the amount more than anyone else. Indicated that the department actually raised the amount and that the experimentation was valid and worthwhile.

Question: (Faculty) If one were innovative what fund could be used for release time or additional budget consideration?
Response: Carnegie fund is used for this. Submit the request to the Vice Chancellor for Educational Affairs of Academic Planning (Langsdorf). The request will be considered along with other proposals. Stressed the desirability of innovation.

Question: (Student) Could a name change to university be the gateway for a tuition fee?
Response: We really are a university now under the present procedures and master planning. University means multipurpose groups. It is not associated with the doctorate necessarily -- 55% of the universities don't give doctorates. The mission of the college is not going to change but will correctly equate present function with the name university. The Chancellor clarified the procedures for the name changing process indicating the benefits in recruitment of faculty and the placement of graduates. On the question of tuition there is no change on that. As a separate point the trustees have recommended tuition.

Question: (Faculty) Asked about any new methods of measuring faculty work load.
Response: Explained that more diversity in measuring work loads was needed in order to give faculty more credit. Indicated that new approaches were needed
with respect to measuring faculty work.

Question: (Student) In a long range way is the Chancellor thinking of studying the roll of education?
Response: Yes indeed. Spoke of preparing students for a roll in life and also addressing oneself to the problem of what happens if that preparation isn't achieved. We need an educational system that is flexible enough so that students aren't "left in the lurch." He indicated that the liberal arts had done some significant work but said there was too much loose talk on abandoning the structure of society. To improve society requires means and an educational system needs to address itself to both the goal and the means.

Question: (Student) Asked about EOP funds.
Response: Recommendation was that EOP considerations were still at top but Department of Finance removed it from that priority. The legislature is now considering the item. In conjunction with this comment Mr. Pete Evans asked about the process of putting pressure on officials to get the program funded. The Chancellor indicated that an enormous amount of time was spent by his staff in pushing these programs through the legislature, or at least trying to push them through the legislature.

At this point Chairman Rhoads indicated that Chancellor Dumke had to leave and so he was thanked for his comments. The Chancellor left the meeting along with several persons connected with his being there. Most of the students left the meeting at this time also.

Business Items (Continued) . . .

B. CBL Committee: Second Reading: Two action items:

(1) I. DEFINITIONS . . . D. Title Change: Moved and seconded to adopt. See below.

D. Title Change

When there is a change in the title of an individual listed as "Administrative Personnel of the College" in Article I-B of these bylaws or in the ex-officio members of the Senate and/or its committees without any substantial change in the duties of these individuals, these titles will be changed in the bylaws as editorial changes and need not go through the normal procedures for amending bylaws.

(2) A. Standing Committees (Add paragraph 8). Moved and seconded to add the following paragraph

8. Constitution and Bylaws Committee

The Constitution and Bylaws Committee shall review the Constitution and Bylaws periodically, making sure that they are updated and shall recommend such changes to the constitution and bylaws as it feels necessary to keep these documents current. Recommendations from individuals or committees which require Constitution and Bylaw changes should normally be referred to this Committee so that the proposed changes can be put into the proper language and sections.

LAY-OFF PROCEDURES AND CRITERIA
Draft, 3/31/72 2-25-72 (Revised)
by
PERSONNEL POLICIES COMMITTEE OF THE ACADEMIC SENATE

1. Because of the importance to all components of the College -- students, faculty and administration -- of maintaining stability of employment in accordance with the mandatory policy of Education Code Title 5, Section 43200(a), it is recommended that the first step in all lay-off procedures be a concerted attempt with appropriate consultation to seek and utilize all avenues by which lay-offs may be avoided. In particular, it would be expected that full advantage should be taken of the possibilities for reducing the number of required lay-offs by:

   (1) Encouraging the use of banked summer quarters for the following academic year.

   (2) The temporary relocation of the individual in another unfilled position in the college for which he is judged to have suitable qualifications. Relocating an individual in an existing vacancy in a department or area which has evaluated that individual as having suitable qualifications for that position. (Note that Title 5, Section 43200(b) recommends that relocation efforts be made at the state level as well.)

2. Because the equity of the lay-off procedure is of critical concern, it is recommended that, if lay-offs resulting from a reduction in the number of positions college-wide cannot be avoided, an ad hoc committee be appointed by the Executive Committee of the Academic Senate in accordance with its by-laws. This committee shall consist of one tenured member from each school and shall recommend to the President the teaching service areas to be reduced and the distribution of lay-offs within among those areas. In these recommendations, consideration should be given to: (a) the provision of Title 5 that within a teaching service area temporary employees be laid off before probationary employees; and (b) the option of lay-off of temporary employees prior to probationary employees without regard to teaching service area.

3. It is further recommended that the consultative procedure and criteria to be used in lay-off be essentially those procedures and criteria applicable to the comparable levels of hiring appointment, retention, and tenure awarding processes used in each department or school. Accordingly:

   (a) The consultative process on the order of lay-off should be initiated by the department head in the teaching service area in which lay-off is to occur. For temporary and probationary employees, recommen-
dations shall be made by that group in a department or school which makes recommendations on retention or reappointment. For permanent faculty - for whom the order of lay-off is specified to be in inverse order of their length of service - for those cases in which length of service is a tie, recommendations should be made by that group which makes recommendations on the granting of tenure (excluding those individuals concerned).

(b) Criteria used in determining the order of lay-off for temporary faculty and for probationary faculty shall be include those used for determining the reappointment or retention of the individuals in the department and school concerned but with primary consideration given to the needs of the department. In addition consideration should be given to: (i) whether the individual is, or will be, in a terminal notice year. (ii) whether the individual is, or will be, in a fifth or sixth probationary year. Criteria to be applied in the case of ties in length of service for permanent employees shall be consistent with the ones used in the awarding of tenure in the department and school concerned. In the absence of approved department and/or school criteria, those criteria specified in the appropriate sections of the C.A.M. shall be used. Additional criteria explicit to lay-off may be developed by a department or school.

(c) The results of the consultation with the groups specified shall be presented in writing to accompany the recommendations of the department head to the school dean or division head. The consultative statement, signed by the committee chairman or the committee members, or as individually signed statements, shall include reasons in sufficient detail to validate the recommendations of the consulted group.

4. It is further recommended that in lay-off involving probationary or permanent employees, following submission of recommendations to the President, a review be carried out by the Personnel Review Committee of the Academic Senate in those cases in which differences in recommendations occur between levels of review or where the individual involved requests review.

5. It is further recommended that a re-employment list similar to that required by Title V for permanent employees be established and maintained at the local level for probationary employees in first priority and for temporary employees in second priority. This list would then serve to establish the order in which an offer for a position may be made to laid-off individuals if a suitable vacancy occurs in their teaching service area or in another teaching service or administrative area, if the individual is judged to have acceptable qualifications in that other area.
Moved (Rosen) seconded (Burton) to accept the report as presented by the Personnel Policies Committee. Dr. Rosen called attention to the numerous changes in the report -- indicating that these changes were the result of suggestions from faculty members.

Discussion followed. Moved (Wilks) seconded (Saveker) to delete the sentence 2. (b) which is . "and (b) the option of lay-off of temporary employees prior to probationary employees without regard to teaching service area." Mr. Saveker indicated that he thought there was some conflict with Title 5. Dr. Rosen did not believe there was a conflict.

The motion to amend FAILED.

Dr. Whitson asked about the timing of the implementation of these procedures. Dr. Rosen responded by saying that a more precise timing within the procedures was not possible. Dr. Higdon thought that the second paragraph was the weak part of the document. Dr. Stubbs spoke in defense of the second paragraph. Dr. Whitson again questioned the wisdom of an imprecise timing formula within the document.

It was moved (Whitson) and seconded (Higdon) to strike sentences 1 and 2 of the second paragraph. Dr. Johnson spoke against the amendment, indicating his belief that the document, even though it might have defects, is better than it is without the sentences.

The vote to amend FAILED.

The vote on the ORIGINAL motion (By Rosen and Burton) CARRIED.

D. Additional business item dealing with Ad Hoc Committee on Salaries. Moved and seconded to add the following as a business item.

From: Dale Federer
Chairman of Ad Hoc Committee on Salaries

Subject: Committee Action

March 6, 1972

The committee has met and has deliberated concerning possible courses of action that might be appropriate for professors at Cal Poly to take in order to seek an equitable salary. It is the consensus of the committee members that the best present course of action is to actively support the CSEA initiative for a constitutional amendment. All professors should actively circulate the petition to have the proposed constitutional amendment on the ballot for the November election.

It is recommended that this report be accepted and acted upon by the Academic Senate of Cal Poly and that the Ad Hoc committee be disbanded.

If the initiative fails, it is recommended that a new committee be appointed.

Moved (Anderson) seconded (Landyshev) to accept the recommendation of the above: Motion CARRIED.
VI. Informational and Discussion Items:

Mr. Rhoads indicated that President Kennedy has acted on Senate by-laws material in the following way:

APPROVED:

(1) Section I. Definitions. (add) D. ASI Members of Academic Senate Committees.

(2) Section VI. -E. -2. Research Committee. a. Membership. (add) ASI Representative at end of the first sentence of this paragraph.

(3) Section VI. -E. -5. The Distinguished Teaching Awards Committee (the language as approved by senate).

Regarding the action on Administrative Bulletin 70-8 on Faculty Personnel Files:

Partially approved: Additional language in Sections II-A and II-B was approved. (See previous minutes).

Not approved: The recommendation to strike the word "Interim" from the Title of AB 70-8.

Other Items:

1. William Bruckart appointed to replace Nelson Smith as a member of the Senate. Mr. Bruckart is from the School of Engineering and Technology and his appointment is through the spring quarter.

2. Ed Clerkin has been appointed to replace Nelson Smith as a member of the Budget Committee.

3. As of February 28 Joe Boone will be the Chairman of the Budget Committee of the Academic Senate.

4. Paul Scheffer has been appointed to serve on the General Education and Breadth Requirement Committee as a member. He replaces Nelson Smith. Mr. Scheffer will be Chairman of the committee.

5. Erland Dettloff has been appointed to replace Alice Roberts on the Distinguished Teaching Awards Committee.

6. Roy Anderson reported on faculty staffing formula and about some of the difficulties that the state academic senate is experiencing in trying to cope with the problem. He indicated that as soon as information was available it would be presented to the senate.

The Ad Hoc Committee on Faculty Allocation was disbanded by the Senate Executive Committee as of February 29, 1972 upon recommendation of the Chairman, Roy Anderson. An Ad Hoc Committee on Faculty Allocation Studies --Phase II was created by the Executive Committee, February 29th, 1972. The Chairman of this committee is Maurice Wilks. The members of the committee will be the same as the former Ad Hoc Committee (tentatively).
At this time Mr. David Provost, Chairman of the Statewide Academic Senate, spoke to the Senate members. He indicated that the two Cal Poly senators (Mr. C. Johnson and Mr. R. Anderson) were providing valuable input. The main themes of Mr. Provost's remarks centered around the following areas: (1) The need to develop new channels of communication in higher education, (2) Tuition, (3) The 60 - 40 rule, (4) concern over salary schedule implementation, (5) area of innovation and its problems, (6) field of continuing education, (7) revision of the master plan for higher education in California and, (8) Collective negotiations.

NOTE: Next Executive Committee Meeting at 3:00 p.m., April 4, Ag. 138.

Next Senate Meeting at 3:00 p.m., April 11, in Faculty/Staff Dining Room.

Moved and seconded to adjourn at 5:05 p.m.