

Adopted: May 5, 1998

**ACADEMIC SENATE
Of
CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, CA**

**AS-494-98/EX
RESOLUTION ON
THE ROLE OF DEPARTMENT CHAIRS/HEADS IN THE CSU**

- WHEREAS, The California State University, in the collective bargaining process for a new Memorandum of Understanding, has taken the position that department chairs/heads in the CSU should be moved from Bargaining Unit 3 into a new administrative category; and
- WHEREAS, Section 3561(b) of the Higher Education Employer-Employee Relations Act (HEERA) states: "The Legislature recognizes that joint decisionmaking [sic] and consultation between administration and faculty or academic employees is the long-accepted manner of governing institutions of higher learning and is essential to the performance of the educational missions of such institutions"; and
- WHEREAS, Such a provision would transform department chairs/heads in the CSU from collegiate leaders and representatives into extensions of the administrative apparatus; and
- WHEREAS, Such a condition would compromise the flow of representation between the disciplines and the administration resulting in the weakening of authentic discourse and collegiality; and
- WHEREAS, The resulting state would seriously affect the integrity of collegial governance which underlies the academic enterprise; and
- WHEREAS, The proposal represents a significant retrograde move in the established tradition of academic governance; and
- WHEREAS, Some of the provisions advanced in the separation of the department chairs/heads from their colleagues would terminate abruptly the cooperative means currently devised by which departments share administrative tasks; and
- WHEREAS, The consequences of such a radical departure extend beyond the limits established by HEERA as the proper field of bargaining and intrude adversely into the purview of the Academic Senate; and

WHEREAS, The Academic Senate of California Polytechnic State University is anxious and disturbed by the possibility that a situation with such academic repercussions could result from the outcome of a power struggle instead of reasoned persuasion and a thorough investigation and analysis of its ramifications; therefore be it

RESOLVED: That the Academic Senate of California Polytechnic State University press the CSU to withdraw the issue of the change in status of department chairs/heads from the bargaining table to a more congruous venue; and, be it further

RESOLVED: That the Academic Senate of California Polytechnic State University remind the CFA and CSU to direct their attention to matters which fall strictly and exclusively under the scope of bargaining; and, be it further

RESOLVED: That the Academic Senate of California Polytechnic State University forward this resolution to the President of the University, the Chancellor of The California State University, the President of the California Faculty Association, the Board of Trustees of The California State University, the Academic Senate of The California State University, and each campus Senate within The California State University.

Proposed by: Academic Senate Executive Committee
Date: April 21, 1998

Handwritten initials

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ACADEMIC SENATE

CAL POLY

SAN LUIS OBISPO
CA 93407

State of California
Memorandum

To: Myron Hood
Chair, Academic Senate

Date: January 28, 1999

From: Warren J. Baker
President

Copies: P. Zingg, M. Suess

Subject: AS 494-98/EX—Resolution on the Role of Department Heads/Chairs in the CSU

I hereby acknowledge receipt of above-entitled resolution. The Senate's concern regarding the role of department chairs/heads in the CSU is duly noted.

email sent 2/2/99

W 1/29/99