

**ACADEMIC SENATE
of
THE CALIFORNIA STATE UNIVERSITY**

AS-2538-01/FA
May 10-11, 2001

Alignment of Faculty Roles and Rewards

- RESOLVED: That, in order to reflect new and increased roles and responsibilities of the professoriate, the Academic Senate of the California State University recommend that the campus academic senates review and amend where appropriate the criteria for faculty reward systems [e.g., retention, tenure, and promotion (RTP)]; and be it further
- RESOLVED: That the Academic Senate CSU recommend that each campus academic senate review and where appropriate amend RTP policies to ensure that all tenure-track faculty, particularly those newly hired, be advised of any changes made in personnel policies; and be it further
- RESOLVED: That the Academic Senate CSU recommend that each campus academic senate encourage the departments/programs of their campuses to create mentoring programs for new tenure-track faculty to support the retention, tenure, and promotion of such faculty.

RATIONALE: In the past decade there have been many changes in the demands required of all faculty, particularly those newly hired. Among these new demands are those that come from the increasing role that technology plays in delivering the curriculum, the proliferation of service learning in the curriculum, and faculty involvement in various aspects of campus assessment. It is only reasonable and right, especially in these days of "merit" pay, that all faculty know their department's, college's and university's view of such action in personnel decisions. Many campuses have not reviewed or amended their personnel policies for many years, and we are requesting that such action be done.

Further, with an increasing number of faculty retiring and many new being hired, we ask that departments and campuses take proactive measures, such as mentoring of the new faculty and making explicit RTP criteria, so as to retain as many productive new faculty as possible.

APPROVED -- May 10-11, 2001

**ACADEMIC SENATE
of
THE CALIFORNIA STATE UNIVERSITY**

AS-2530-01/FA
March 15-16, 2001

Reopener Settlement

RESOLVED: That the Academic Senate of the California State University declare that settlement of contract negotiations is preferable to imposition and/or implementation; and be it further

RESOLVED: That the Academic Senate CSU urge the California State University administration and the California Faculty Association to reach agreement on 2000-2001 reopener issues without reducing faculty salary increases already implemented.

RATIONALE: A positive bargaining environment for resolution of year-round operation (YRO) issues and for improvement in the faculty collective bargaining agreement is much more likely in the wake of a reopener agreement than after two rounds of impasse and strained relations.

APPROVED – March 15-16, 2001

ACADEMIC SENATE
of
THE CALIFORNIA STATE UNIVERSITY

AS-2506-00/FA
September 14-15, 2000

Support for Resolving Collective Bargaining Impasse

RESOLVED: That the Academic Senate of the California State University strongly encourage the immediate resumption of discussions between the California State University (CSU) administration and the California Faculty Association to resolve the current impasse; and be it further

RESOLVED: That each side reconsider its premises and re-enter negotiations with the flexibility that would ensure successful completion of the bargaining.

RATIONALE: All CSU faculty are entitled to the reasonable assurance that general salary increases and other salary increments will be forthcoming in a timely manner.

APPROVED WITHOUT DISSENT -- September 14, 2000