

**ACADEMIC SENATE
OF
THE CALIFORNIA STATE UNIVERSITY**

AS-2891-09/AA/FA (Rev)
March 19-20, 2009

**Support for Campus Guidelines and Policies on Consultation and Shared
Governance Regarding Academic Reorganization**

RESOLVED: That the Academic Senate of the California State University (ASCSU) reaffirm AS-1306-82 “Consultation with Faculty Concerning Academic Structure of the University”, particularly “Meaningful consultation with faculty can occur only when senates/councils are involved in the decision-making process from its inception and under circumstances such that there is a genuine likelihood that faculty representatives can influence the decisions made”; and be it further

RESOLVED: That the ASCSU urge individual campus senates to develop guidelines, policies and/or procedures regarding the creation, reorganization, consolidation and elimination of academic units, programs, departments and schools to ensure that the processes of consultation and shared governance are followed; and be it further

RESOLVED: That the ASCSU urge campus presidents to follow the policies and guidelines developed and approved by their campus senates; and be it further

RESOLVED: That this resolution be sent to Campus Presidents and Senate executive committees.

RATIONALE: While the ASCSU has been consistent in encouraging faculty involvement and consultation in matters from curriculum development to administrative hiring to committee representation (see White Paper <http://www.calstate.edu/AcadSen/Records/Reports/SharedGovReport.pdf> and supporting materials for AS-1306-82), campus senates are encouraged to develop their own policies and guidelines that reflect local practice and culture. Additionally, faculty should remain vigilant regarding shared governance and consultation regardless of temporary economic pressures.

Approved Unanimously– May 7-8, 2009

ACADEMIC SENATE
of
THE CALIFORNIA STATE UNIVERSITY

AS-1306-82/EP (REV.)
MAY 13-14, 1982

CONSULTATION WITH FACULTY CONCERNING ACADEMIC
STRUCTURE OF THE UNIVERSITY

WHEREAS, Academic tradition, California state law (the HEERA of 1978), AAUP policy documents, and the Academic Senate of The California State University statement on "Responsibilities of Academic Senates Within a Collective Bargaining Context" (which has the stated endorsement of the CSU Chancellor), as well as the ordinary canons of collegiality and of common courtesy, require that senates/councils be consulted in all deliberations concerning:

- 1) projected changes in the academic structure of the university;
- 2) budget decisions which bear directly upon matters of academic policy, including determination of the academic structure of the university; and
- 3) budget and/or academic policy decisions which require or make likely the layoff of faculty;

and

WHEREAS, Meaningful consultation with faculty can occur only when senates/councils are involved in the decision-making process from its inception and under circumstances such that there is a genuine likelihood that faculty representatives can influence the decisions to be made; and

WHEREAS, Current fiscal exigencies on many CSU campuses require that issues of academic budget and academic structure be addressed; and

WHEREAS, It appears that administrations on some CSU campuses are circumventing or ignoring the requirements for appropriate consultation with senates/councils on these matters, much to the

Note: Pertinent excerpts from the documents referred to above are attached to this resolution.

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detriment of the climate of trust on the campuses and to the confidence in the proper functioning of the university; therefore be it

RESOLVED: That the Academic Senate of The California State University urge CSU presidents to adhere to the requirements of California state law and canons of collegiality by including senates/councils in all deliberations concerning projected changes in the academic structure of the university and in those deliberations on budget matters which bear upon academic structure; and be it further

RESOLVED: That CSU presidents be informed that adherence to these requirements for consultation is imperative in those instances in which projected changes in academic structure create a likelihood of layoff of tenured faculty or other significant changes in faculty status; and be it further

RESOLVED: That campus senates/councils be urged to secure or maintain appropriate principles of consultation with respect to determining the academic structures of their own campuses.

APPROVED WITHOUT DISSENT

MAY 13-14, 1982

Attachment to: AS-1306-82/EP (REV.)

EXCERPT FROM THE DOCUMENT ENTITLED "Responsibilities of Academic Senates Within a Collective Bargaining Context"
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Because joint decision-making and consultation between administrators and faculty is essential to the performance of the educational missions of The California State University and Colleges, [the academic senates/councils of the campuses shall be the primary consultative bodies regarding educational and professional matters delegated to the individual campuses by the Chancellor or by the Board of Trustees of The California State University and Colleges and shall be consulted on fiscal matters which affect the instructional program.]

In respect to campus governance, the CSUC Academic Senate endorses the following principles:

A. Responsibility shall be vested in the faculty or its elected senate/council representatives for:

- 1) approval of degree candidates;
- 2) development of policies governing the awarding of grades.

→ [B. Through the campus academic senates/councils responsibility shall be vested in the faculty or its elected senate/council representatives for developing policies and making recommendations to the campus presidents on the following matters:

- 1) criteria and standards for the appointment, retention, awarding of tenure, promotion and evaluation of academic employees including preservation of the principle of peer evaluation and provision for the direct involvement of appropriate faculty in these decisions;

- 2) determination of membership in the General Faculty;
- [3) curricular policies, such as admission and degree requirements, approval of new courses and programs,
discontinuance of academic programs, and academic standards;
- 4) faculty appointments to institutional task forces, advisory committees, and auxiliary organizations;
- [5) academic standards and academic policies governing athletics.

- [C. The academic senate/councils shall be the primary source of policy-recommendations to the campus president on decisions related to the following matters:
 - 1) establishment of campus-wide committees on academic or professional matters;
 - 2) the academic role of the library;
 - 3) academic awards, prizes, and scholarships;
 - 4) the academic conduct of students and means for handling infractions;

→ [5) development of institutional missions and goals.

- D. The academic senates/councils shall be consulted by the campus presidents concerning:
 - 1) the academic calendar and policies governing the scheduling of classes;
 - 2) policies governing the appointment and review of academic administrators.

Attachment to: AS-1306-82/EP (REV.)

EXCERPT FROM ASSEMBLY BILL 1091 (Berman)

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**CHAPTER 12. HIGHER EDUCATION
EMPLOYER-EMPLOYEE RELATIONS**

Article 1. General Provisions

(b) The Legislature recognizes that joint decisionmaking 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 declares that it is the purpose of this act to both preserve and encourage that process. Nothing contained in this chapter shall be construed to restrict, limit, or prohibit the full exercise of the functions of the faculty in any shared governance mechanisms or practices, including the Academic Senate of the University of California and the divisions thereof, the Academic Senates of the California State University and Colleges, and other faculty councils, with respect to policies on academic and professional matters affecting the California State University and Colleges, the University of California, or Hastings College of the Law.