AGENDA

COMMITTEE ON COLLECTIVE BARGAINING

Meeting: 3:30 p.m., Tuesday, July 10, 2001
Glenn S. Dumke Conference Center

Ralph R. Pesqueira, Chair
Bob Foster, Vice Chair
Roberta Achtenberg
Martha C. Fallgatter
William D. Campbell
Debra S. Farar
Murray L. Galinson
William Hauck
Shailesh J. Mehta
Anthony M. Vitti

Closed Session – Munitz Conference Room
Government Code Section 3596[d] Committee Members
Chair of the Board
Chancellor and Staff

Open Session – Glenn S. Dumke Conference Center

Consent Item
Approval of Minutes of Meeting of May 16, 2001

Discussion
Ratification of Agreements as Needed
Chair Pesqueira called the meeting to order at 8:35 a.m.
Approval of Minutes

The minutes of March 20, 2001, were approved as submitted.

Vice chancellor Jackie McClain introduced Samuel Strafaci, assistant vice chancellor, human resources, and Cordelia Ontiveros, senior director academic human resources. Mr. Strafaci gave a presentation on Faculty Recruitment and Retirement. Ms. McClain, Mr. Strafaci and Ms. Ontiveros then opened the floor to questions from the Committee.

In response to questions, Mr. Strafaci explained that over the last five to six years the number of tenure track faculty searches and hiring has increased, the average recruitment success rate has been 73%, there have been an increasing number of retirements and participants in the Faculty Early Retirement Program, the number of lecturers has increased, and the ratio of administrators to faculty has remained very consistent.

He also explained the reasons for the increase in tenure track faculty and lecturers, including that the incentive to hire lecturers includes the fact that lecturers engage in more direct teaching than do new probationary faculty.

Chair Pesqueira asked whether the employment of faculty in the Faculty Early Retirement Program (FERP) has the effect of slowing down the growth of new tenure track faculty. Mr. Strafaci agreed that it could be an impediment to hiring more new tenure track faculty.

Chair Pesqueira stated that he feels the FERP needs to be reviewed regarding its impact on departmental funding requirements and academic program needs. He said that it seems to increase the cost of operation while preventing students from getting the classes they need throughout the academic year.

Trustee Goldwhite provided an example of the ability to combine the use of FERP faculty and part-time lecturers in academic departments. He also stated that FERP participation varies by campus and department.

Trustee Galinson asked when the number of people in FERP started to increase. Mr. Strafaci explained that the FERP program existed prior to collective bargaining, before 1980. He said that the number of participants in FERP started to increase in the last four to five years.

The meeting then went into closed session pursuant to Government Code section 3596[d].

Adjournment

The meeting adjourned at 9:44 a.m.