

FAC: Recommendation Concerning the Interim Spring 2012 Procedure for Department Chair Selection

Rationale: In light of the tradition of shared governance at CSUSM and in response to requests from the Academic Senate Executive Committee and seated department chairs from several units, FAC offers the following recommendation on the subject of lecturer participation in the chair selection process.

In 1981, regarding Unit Determination for Employees of the California State University and Colleges, the Public Employment Relations Board (PERB) defined Unit 3 employees to include all instructional faculty, coaches, librarians and chairs, and the CFA definition of "faculty" reflects this decision.

FAC recognizes and acknowledges existing tension regarding lecturer participation in the interim and likely future CSUSM chair selection process; however, FAC agrees with the PERB decision that "concludes that none of these differences merits splitting faculty along either tenured/non-tenured or full-time/part-time lines" (p. 22) and will work diligently on behalf of all Unit 3 employees to address issues and concerns relative to the interim and permanent procedure for department chair selection, in concert with CBA representatives and the administration.

Based on committee research of the issue, feedback regarding the recently proposed interim chair selection process, and discussion, FAC recommends that any pending chair selection in Spring 2012 be based on **complete proportionality**¹ (vs. simple proportionality as reflected in the current proposed procedure) linked to the entitlement time-base for contracted lecturer faculty and rounded to the nearest whole number (e.g., a lecturer with a .43 entitlement would get a .4 vote; a lecturer with a .79 would get a .8 vote).

Moving forward FAC recommends that, in the spirit of shared governance, there be further inclusive conversations among Unit 3 faculty employees on the consideration of simple versus complete proportionality regarding the issue of lecturer participation in the chair selection process, with a goal of recommending a campus-wide policy in 2012-2013.

Resolution in Support of FAC Recommendation

RESOLVED, That the CSUSM Academic Senate endorse the FAC recommendation concerning lecturer participation in spring 2012 department chair elections.

¹ As is preceded by and consistent with the San Francisco State University campus policy.