

## **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

**MINUTES OF THE MEETING OF  
COMMITTEE ON COLLECTIVE BARGAINING**

**Trustees of The California State University  
Office of the Chancellor  
Glenn S. Dumke Conference Center  
401 Golden Shore  
Long Beach, California**

**May 16, 2001**

**Members Present**

Ralph R. Pesqueira, Chair  
Martha C. Fallgatter  
Laurence K. Gould, Jr., Chair of the Board  
William Hauck  
Charles B. Reed, Chancellor

**Members Absent**

Bob Foster, Vice Chair  
Roberta Achtenberg  
William D. Campbell  
Anthony M. Vitti

**Other Trustees Present**

Debra S. Farar  
Murray L. Galinson  
Harold Goldwhite  
Neel I. Murarka  
Kyriakos Tsakopoulos  
Stanley T. Wang

**Chancellor's Office Staff**

David S. Spence, Executive Vice Chancellor and Chief Academic Officer  
Richard P. West, Executive Vice Chancellor and Chief Financial Officer  
Jackie R. McClain, Vice Chancellor, Human Resources  
Christine Helwick, General Counsel  
Samuel A. Strafaci, Assistant Vice Chancellor, Human Resources  
Cordelia Ontiveros, Senior Director, Academic Human Resources

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.