

CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA

ACADEMIC SENATE

FACULTY AFFAIRS COMMITTEE

REPORT TO

THE ACADEMIC SENATE

FA-002-156

**Revisions of University Manual to Incorporate Changes and Updates Triggered by
the new Collective Bargaining Agreement**

Faculty Affairs Committee

Date:

Executive Committee
Received and Forwarded

Date: February 3, 2016

Academic Senate

Date: February 17, 2016
First Reading
March 9, 2016
Second Reading

Referral

Revisions of University Manual to incorporate changes and updates triggered by the new Collective Bargaining Agreement (CBA).

Background

After a new CBA is in place revisions of the manual are needed in order to insure compliance of university policies with changes and updates. In addition, a review of policies is requested in order to delete any existing policies that duplicate sections of the CBA without adding anything significant to avoid having to update these policies in the future in when the CBA changes again.

Resources

The following people were contacted and asked to provide input to the committee about the referral:

- A. Associate Vice President for Planning, Policy, and Faculty Affairs (Dr. Shanthi Srinivas)
- B. Anita Jessup, Director, Academic Personnel
- C. Deans of Academic Colleges
- D. Associate Deans
- E. Department Chairs

Additional resources: Collective Bargaining Agreement and University Manual

Discussion

It was determined that three sections of the University Manual needed to be revised and updated in order to address changes of the new Collective Bargaining Agreement. The Committee reviewed the sections and prepared drafts of the documents with proposed changes, these documents are attached to this report.

The Faculty Affairs Committee also reviewed sections of the manual that are either obsolete or their content is identical to what is stated in previous versions of the Collective Bargaining Agreement. Most of these policies have been even available in printed form and most faculty members are not aware about them. The policies documents were scanned and made available to the FAC for review. Policies that consist on a mere repetition of what is stated in the contract are not needed and would require updating every time the CBA is changed. Therefore, after a thorough discussion by the FAC, it was concluded that nine sections should be deleted from the manual.

Recommendation

Amend sections 1328, 1329 and 1375 of the University Manual as shown in the documents attached.

Delete the following sections of the University Manual: 1301,1312, 1314, 1327, 1334, 1350, 1393, 1396 and1397.