

(#23-97/98-EX)

**RESOLUTION SUPPORTING THE CONTINUED INCLUSION  
OF DEPARTMENT CHAIRS IN FACULTY BARGAINING UNIT THREE  
(#23-97/98-EX)**

**WHEREAS:** The Academic Senate of Humboldt State University, in company with the Academic Senate CSU, affirms and supports the current collegial and professorial roles of department chairs; therefore, be it

**RESOLVED:** That the Academic Senate of Humboldt State University endorse the attached Academic Senate CSU resolution "Support to Keep Department Chairs in Bargaining Unit Three" (AS-2404-98/FA); and be it further

**RESOLVED:** That the Academic Senate of Humboldt State University transmit to the Chancellor, the Board of Trustees, and the California Faculty Association President its resolution supporting the continued inclusion of department chairs in faculty bargaining unit three.

**ACADEMIC SENATE**  
of  
**THE CALIFORNIA STATE UNIVERSITY**

Item 3.

AS-2404-98/FA  
March 5-6, 1998

**Support To Keep Department Chairs in  
Bargaining Unit Three**

**RESOLVED:** That the Academic Senate CSU affirm and support the current collegial and professorial roles of department chairs in the CSU; and be it further

**RESOLVED:** That the Academic Senate CSU urge the Chancellor, the Board of Trustees and the California Faculty Association to ensure that department chairs remain in faculty bargaining unit three.

**RATIONALE:** The department chair is a colleague who participates in decisions with respect to courses, curriculum, personnel, and other matters of educational policy on behalf of an academic department. The department chair is the key faculty link between administrative officers and the teaching faculty at all CSU campuses. The department chair level is where much academic-administrative policy is implemented and where feedback is generated to college, school, and campus levels. The department chair carries great collegial responsibilities and exercises vital functions of educational leadership within all CSU campuses. The effectiveness of department chairs is in direct relation to the extent to which they observe the obligation to consult with departmental faculty colleagues. While the administrative structure above the department is hierarchical, collegial governance at the department level is a joint and cooperative endeavor— it is not, and should not be, hierarchical.

Department chairs undertake a myriad of activities ranging from academic-administrative to clerical on behalf of their colleagues and the University. Many of these responsibilities require a solid disciplinary base and experience as a faculty member and teacher. A non-exhaustive list of duties demanding a disciplinary faculty experience or professorial base includes:

- serving a leading role in curricular matters by stimulating colleagues to keep abreast of developments within their discipline, developing innovative curricula, planning long-range curricular changes for the department based on disciplinary knowledge, encouraging involvement in instructionally-related research by colleagues, and being involved in local, state, and national professional organizations;

- playing a leading role in faculty development by aiding faculty members in their professional growth and instructional responsibilities, motivating colleagues to improve, assisting those who need additional motivation, providing information about available resources for faculty development on campus, reviewing student evaluations of teaching, conducting class visitations of younger colleagues, and serving as mentor and good example to other faculty;
- counseling students, advising and assisting them in career decisions, coordinating student activities related to the discipline, and assisting them in adjusting to University life;
- recruiting new faculty by applying the knowledge of one's discipline to anticipate where growth should occur, and evaluating candidates by reviewing recommendations, conducting personal interviews, checking references, and judging teaching ability, scholarly productivity, and degree preparation and relevance;
- serving as a communication link between administration and departmental colleagues; and
- teaching

As the chief departmental representative and spokesperson, a chair must have the background and skills of an academic discipline as well as professorial standing. Department chairs must enjoy the confidence of their departmental faculty if they are to provide the leadership necessary to achieve and maintain the educational goals of the institution. This is most likely to be the case if the department chair is part of the faculty and not separated from the faculty by being removed from the bargaining unit and set apart as a Management Personnel Plan employee.