

RESOLUTION IN SUPPORT OF THE STATEWIDE ACADEMIC SENATE'S RESOLUTION
ON THE IMPACT OF SPECIAL PROVISIONS OF THE 1992 EARLY RETIREMENT INCENTIVE
PROGRAM LEGISLATION ON CSU HIRING PRACTICES [AS-2126-93/FA(Rev.)
(#35-92/93-FA)

- WHEREAS, The 1992 Early Incentive Program, AB1522, signed into law by Governor Wilson contains restrictive language stating that faculty who retired under this program were not to be rehired without loss of their two-year service credit (see AS-2126-93/FA(Rev.) attached); and
- WHEREAS, The restrictive language compromises the rights of academic departments in hiring and staffing matters; and
- WHEREAS, Implementation of the restrictive language may have a negative effect on academic programs and the education of CSU students by prohibiting uniquely qualified persons from teaching in the CSU; therefore, be it
- RESOLVED: That the Academic Senate of Humboldt State University supports the Statewide Academic Senate in urging the Chancellor and the Board of Trustees to request the Legislature to give campuses access to the expertise of uniquely qualified faculty who retired under the 1992 Early Retirement Incentive Program by adopting legislation which permits such persons to be employed as temporary faculty after the 1992-1993 fiscal year.

ACADEMIC SENATE
of
THE CALIFORNIA STATE UNIVERSITY

AS-2126-93/FA (Rev.)
March 4-5, 1993

**IMPACT OF SPECIAL PROVISIONS OF THE 1992 EARLY RETIREMENT
INCENTIVE PROGRAM LEGISLATION ON CSU HIRING PRACTICES**

WHEREAS, The California State Legislature has passed AB 1522, the 1992 Early Incentive Program, which was then signed by Governor Wilson; and

WHEREAS, This legislation contains the following restrictive language:

Any member who qualifies under this section, upon subsequent reentry to the system or upon any other basis with the trustees, shall forfeit the service credits acquired under this section, except when the subsequent service results from temporary employment of tenured or probationary faculty in the 1992-93 fiscal year that is required in order to preserve the academic integrity of a particular department or program. As used in this section "Academic integrity of a particular department or program" means the ability of a department or program to offer one or more courses that are required for the graduation of students with declared majors in that particular department or program.; and

WHEREAS, Faculty who retired under this program were not permitted to elect a two-year service credit, non-restrictive option; and

WHEREAS, The restrictive language compromises the rights of academic departments in hiring and staffing matters; and

WHEREAS, Implementation of the restrictive language may have a negative effect on academic programs and the education of CSU students by prohibiting uniquely qualified persons from teaching in the CSU; therefore be it

RESOLVED: That the Academic Senate CSU urge the Chancellor and the Board of Trustees to request the Legislature to give campuses access to the expertise of uniquely qualified faculty who retired under the 1992 Early Retirement Incentive Program by adopting legislation which permits such persons to be employed as temporary faculty after the 1992-1993 fiscal year.

SECOND READING -- May 6-7, 1993