

A C A D E M I C S E N A T E
O F
C A L I F O R N I A S T A T E U N I V E R S I T Y
S A C R A M E N T O

Minutes

Issue #10

Wednesday, March 13, 1985

ROLL CALL

Present: Alexander, Anderson, Arredondo, Barkdull, Bess, Chmaj, Collins, Farrand, Figler, Gelus, Glenn, Harriman, Holl, Huff, Jensen, Kelly, Koester, Kostyrko, Knepprath (Parliamentarian), Kramer, Madden, McGillivray, Nelson, Pettay, Pucci, Radimsky, Robbins, Shattuck, Spray, Stroumpos, Swanson, Wade, Wheeler, Winters

Absent: Aichele, Beckwith, Cowden, Deaner, Good, Hernandez, Hitchcock, Maxwell, Scott, Wilson

INFORMATION

1. A moment of silence was observed in memory of:

Christopher Dyer-Bennet, Professor
Government Department

Charles E. Robinson, Professor
Department of Health and Physical Education

2. CSU Academic Senator Bill Neuman reported on the March 7-8 CSU Academic Senate meeting held in Sacramento (see Attachment A).

ACTION ITEMS

AS 85-09/Flr. MINUTES

The Minutes of the meeting of February 13, 1985, are approved.

Carried unanimously.

AS 85-10/Ex. COMMITTEE APPOINTMENTS

Affirmative Action Committee: DAVID FREGOE, Arts and Sciences,
1985 (repl. for J. Marrow)

AS 85-10/Ex. (continued)

Search Committee, Dean, School of Arts and Sciences:

Charles E. Nelson, Humanities and Fine Arts
Arnold Golub, Social Sciences
Jo Lonam, Sciences/Mathematics
Senon Valadez, Ethnic Studies
Alan Wade, Social Work

Search Committee, Director of Research and Sponsored Programs:

SUSAN SLAYMAKER, Geology (repl. for Barbara Arnstine,
Education)

Carried unanimously.

*AS 85-11/CC, GPPC, Ex. CURRICULUM REVIEW - GOVERNMENT

The Academic Senate approves the following recommendations of the Curriculum Committee and the Graduate Policies and Programs Committee contained in the Academic Program Review [available for review in the Academic Senate Office, Adm. 264] for the Department of Government:

1. the Bachelor of Arts Degree program in Government be approved for a period of five years or until the next scheduled program review.
2. the Master of Arts Degree program in Government be approved for a period of five years or until the next scheduled program review.

Carried unanimously.

AS 85-12/Ex. COMMENDATION - JOSEPH A. MCGOWAN

The Executive Committee, on behalf of the Academic Senate, approves a resolution (Attachment B) commending Joseph A. McGowan.

Carried unanimously.

*AS 85-13/FacA, Ex., Flr. MERITORIOUS PERFORMANCE AND
PROFESSIONAL PROMISE AWARD - GUIDELINES

The Academic Senate approves the "Meritorious Performance and Professional Promise Award (MPPP) - Guidelines" (Attachment C).

Carried.

AS 85-14/G.E., Ex. GENERAL EDUCATION COMMITTEE - MEMBERSHIP

The Academic Senate approves as an addition to the General Education Committee membership: one representative from the Evaluations Office, to be appointed by the Provost, as an ex officio, non-voting member.

Carried.

*AS 85-15/G.E., Ex. GENERAL EDUCATION PROGRAM

The Academic Senate approves the General Education Program as amended (Attachment D).

The meeting was adjourned at 4:05 p.m.



Janice McPherson, Secretary

JM/CD

*President's response requested.

REPORT TO ACADEMIC SENATE, CSUS,
ON THE MEETING OF THE STATE ACADEMIC SENATE
MARCH 7-8, 1985, IN SACRAMENTO

The State Academic Senate made its annual March pilgrimage to Sacramento to court the legislature. While the March 6 storm dampened legislative attendance at the traditional reception, we continue to assert that legislative contacts of this type have a strong positive and long-term influence to create political support for the CSU and its faculty.

Special speakers in the Senate meeting included Assemblyman Charles W. Bader (R), Vice Chair of the Assembly Education Committee. Assemblyman Bader spoke energetically about validation in education. He stated concern about the need for teacher licensing examinations to professionalize teachers and the conflict between CTC vs. the Department of Education and lack of accountability between these two. He also advocated competency exams, teacher career ladders, higher teacher pay and easier termination of incompetent teachers.

Senator Gary Hart (D), Chairman of the Senate Education Committee discussed the makeup of the Commission to review the Master Plan, use of lottery money, reduction of K-12 class size (California has the largest classes of the 50 states), and how the mandated teaching of economics (SB 813) can be implemented - possible increase in funding of the CSU Economic Education Resource Center.

CSU Provost Vandament discussed the system need to upgrade the OE budget--travel, equipment and supplies. He also noted system participation in the determination of the true "supplementary purposes" of the lottery funds. He was pessimistic about recapture of the lost fees from Concurrent Enrollment. (Oversimplified, this problem comes from not defining the costs of the concurrent enrollment system and not defining the uses for which these funds be used.) He sees our increased admissions requirements, decrease in remediation, lowered admissions eligibility index (to move down to the top 1/3 of high school graduates) and outreach for more underrepresented minorities with improving teacher education as not incompatible goals! Speaking on grade inflation, he noted a CPEC study showing high school grades to have dropped by .14 grade points in the past five years.

Whoever said that Senates would have no function after collective bargaining came along must have been talking to those people who forecast job losses due to increasing use of computers in business. The Senate's agenda contained 30 items, a few of which

are highlighted next. The State Academic Senate after protracted debate unanimously endorsed the lengthy white paper, Collegiality in The California State University System. This paper could well be the most significant output item among the considerable work of this year's Senate. You are urged to review it.

The Senate also endorsed the position paper, Policy Guidelines in New Bachelor's Degree Majors. This paper could cause campuses to be more careful about implementing overspecialized majors in response to catchy popular titles. The net effect would be to force closer campus review and justification for doing this.

Action on the proposed revision to General Education, Area E was deferred to May. So far, six campuses have responded -- two want it deleted, two want it left as is, and two like the proposed changes. Not exactly a groundswell for decisive action -- yet. Under consideration for first reading is the proposal to require 2.0 in G.E. The same as 2.0 is required for graduation now, overall, in all courses at the graduating institution and in all upper division G.E. courses. Possible action in May.

The continued saga or ode on the Latin motto of the CSU may be concluded. It was VIR, VERITAS, VOX, clearly sexist, although nicely alliterative. The most resented proposal was VIRTUS, VERITAS, VOX, possibly sexist depending on the age of your Latin and the meaning you liked for VIRTUS. Thus, it came to be VITA, VERITAS, VOX (Life, Truth, Voice), not as sexy but clearly not sexist and retaining the virtues of three V's and the dead language. Now to get the damn Roman numerals off the seal.

The Senate endorsed the "Intersegmental Committee's Model Science Curriculum in High School." (Three years of science preparation, rather rigidly defined, rather than our now two years, etc.)

In an action which may turn out to have great significance later, the Senate directed its own Executive Committee to define a self-study which identifies where we have exemplary practices and which responds with how the CSU deals with issues raised by the numerous reports on baccalaureate education, e.g., National Institute of Education and National Endowment for the Humanities now appearing. (Got that -- a pro-active defense.)

There really is a lot more, but the full agenda package is available in the Senate office, or you can contact your statewide senators: William Neuman, Peter Shattuck or Stoakley Swanson.



California State University, Sacramento

6000 J STREET, SACRAMENTO, CALIFORNIA 95819-2694

ACADEMIC SENATE



RESOLUTION OF COMMENDATION FOR JOSEPH A. MCGOWAN

- Whereas, During his years as a member of the faculty of Sacramento State College/California State University, Sacramento, Joseph A. McGowan served on nearly every committee ever convened on the campus, ranging from the departmental map committee to the college committee on the evaluation of faculty; and
- Whereas, Joseph A. McGowan showed his commitment to collegiality and the role of the faculty in campus governance by serving on the College Council from 1961 to 1967 and on the Academic Senate from 1967 to 1969, and as Faculty Chairman of the College Council in 1964-65; and
- Whereas, Joseph A. McGowan demonstrated his concern for the larger community of the state college/state university system by enduring numerous airline commutes, even more numerous waits in terminals, and nearly endless agendas, while serving as a member of the Statewide Academic Senate from 1965 to 1968; and
- Whereas, During Joseph A. McGowan's years of activity in campus governance, he took part in major controversies, including the adoption of a general education program, resistance to budget cuts and over-centralization, and the assertion of faculty responsibility and rights in difficult times; therefore be it
- Resolved, That the Academic Senate, CSU, Sacramento, thank Joseph A. McGowan for his dedicated service to this campus, commend him for his many and varied contributions to his profession, his students, and his community, and wish him many more years of active retirement.

Adopted February 20, 1985

Peter H. Shattuck, Chair

Donald R. Gerth, President



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Donald R. Gerth, President

California State University, Sacramento

MERITORIOUS PERFORMANCE AND PROFESSIONAL PROMISE AWARD (MPPP)

Guidelines

I. PREAMBLE

This policy is designed to implement Articles 31.11 through 31.19 of the Memorandum of Understanding for Unit Three (faculty), agreed to in December, 1984. In any instance of conflict between the Memorandum of Understanding and this policy, the Memorandum of Understanding shall govern.

II. ELIGIBILITY

All persons covered by the Memorandum of Understanding for Unit Three are eligible to apply or be nominated either for a meritorious performance incentive award or for a professional promise incentive award. No individual may receive more than one type of incentive award in any given year. (A minimum of three years must elapse, however, before a recipient of an award may apply or be nominated for either award.)¹

III. CRITERIA

A. Meritorious Performance Incentive Award

Meritorious Performance Incentive Awards shall be given in recognition of accomplishment and as an incentive for continued excellent performance primarily in one of the areas listed below.

1. Superior teaching, as demonstrated by excellent classroom instruction, significant curricular development, development of effective instructional materials, and/or other indicators.
2. Significant professional accomplishments, as demonstrated by juried, refereed, and/or reviewed work; exhibitions, performances, and/or other creative work; continuing research; grant-supported activities; consulting activity of a scholarly character; offices held in professional

¹The three (3) year restriction under paragraph II. (Eligibility) applies only to MPPP award recipients and not to EMSA recipients of 1983-84.

organizations; panels and workshops organized for professional meetings; participation in professional meetings (e.g., delivered papers, addresses, etc.); and/or other indicators.

3. Outstanding service to the University community, as demonstrated by exceptional leadership in University governance and campus life at department, school, campus, and/or system levels; and/or other meritorious service consonant with the University's mission.

B. Professional Promise Incentive Award

Professional Promise Incentive Awards shall be given to promote activities that enhance the intellectual, cultural, or professional life of the faculty member, or the intellectual, cultural atmosphere of the University. Under this category faculty are encouraged to develop their "good ideas" in one of many possible areas such as instructional innovation, creative work, speculative or exploratory inquiry, or other endeavors which support the cultural enrichment or the professional diversification of the faculty member; the advancement of University programs and goals; or the enhancement of the University mission.

IV. THE APPLICATION

An application for an MPPP award shall not exceed three (3) double-spaced typewritten pages. If necessary, an appendix containing such materials as the applicant or nominee chooses to submit which sustain and/or support a claim to meritorious performance or professional promise incentive awards, may be included.

V. SELECTION PROCESS

- A. Initiation: The Role of the Individual. A unit member who wishes to be considered for an MPPP award shall submit an application to the department chair or appropriate administrator not later than (date to be specified later).

Not later than two (2) calendar weeks prior to the deadline for submission of applications, members of the University community may nominate Unit Three members by writing a supporting letter to the department chair or appropriate administrator. In such an instance of nomination, the department chair or appropriate

administrator shall promptly inform the nominated person and invite him/her to submit prior to the deadline additional materials to be appended to the letter.

B. The Role of the Department. On the Monday following the application deadline, the department chair or appropriate administrative equivalent shall forward all MPPP applications/nominations and supporting materials if provided, to an appropriate School or administrative unit committee.

C. Review at the School or other appropriate administrative unit level. School or other appropriate administrative unit MPPP Committees shall consist of five (5) elected Unit Three members. Wherever possible, school committees shall have no more than one member from any one department. All MPPP Committees must be composed exclusively of unit members who are not themselves applicants/nominees. Schools or other administrative units shall devise appropriate committee election procedures which shall be approved by a majority vote of unit members, or by a majority vote of the representative governance body of the unit.

Each MPPP committee shall review all applications and nominations in terms of the criteria in III. above and shall select a number equal to the number of awards available to that unit plus a ranked list of at least two (2) alternates. These applications/nominations shall be forwarded to the Dean or other appropriate administrator with the committee's recommendations, not later than fifteen (15) working days following the deadline for transmission of the applications/nominations to the School or appropriate administrative unit committee.

D. Review by the Dean or other appropriate administrator. The Dean or other appropriate administrator shall review, in terms of the criteria in III. above, all forwarded applications/nominations within ten (10) working days after their receipt.

Each recommended application/nomination with which the administrator concurs shall be implemented as recommended.

Each recommended application/nomination with which the administrator does not concur shall be forwarded to the President with the Committee's and administrator's recommendations.

- E. Role of the University Committee and the President.
This section applies only in instances where the Dean or other appropriate administrator and the respective MPPP Committee fail to agree.

The President shall transmit both sets of recommendations for review by a University-wide faculty committee that will be comprised of three (3) members chosen by the Executive Committee of the Academic Senate and two (2) by the President; within ten (10) working days it shall forward its recommendation, based upon its consideration of the criteria in III. above, to the President for his/her consideration in making a final determination. If the President disagrees with the university-wide committee, within ten (10) working days he/she shall state his/her reasons therefor and shall return the denied application to the originating faculty committee with the request to forward immediately the alternate recommendation to the Dean or appropriate administrator as provided in Article 31.16 of the Memorandum of Understanding for Unit Three.

VI. IMPLEMENTATION

All positive recommendations for Meritorious Performance Incentive and Professional Promise Incentive Awards shall be forwarded to the Office of Faculty and Staff Affairs for implementation.

VII. PROHIBITIONS

- A. No MPPP award may be made to any faculty without a positive recommendation from the appropriate MPPP Committee (See Article 31.19).
- B. The collective and separate judgment of the faculty and the President shall not be grievable except on procedural grounds (See Article 31.19).

VIII. SUMMARY OF ACTIVITY

Each recipient of an MPPP Award for professional promise must submit a report to the Dean or appropriate administrator describing how he/she fulfilled the aims laid out in his/her MPPP Award proposal. These reports must be submitted within one calendar year of the receipt of the award. In the case of awards for meritorious performance, the application may be considered the report.

IX. POLICY REVIEW

The Faculty Affairs Committee of the Academic Senate shall review this policy in the Fall of 1985 and recommend to the Academic Senate any appropriate revisions as well as a timetable for the 1985-1986 MPPP Awards program.

NOTE: For the implementation of this policy for the 1984-85 academic year, special dates will have to be established. For future years the guidelines in Section V. A. (SELECTION PROCESS, Initiation) will be followed.

Approved by the Academic Senate 3/13/85 (AS 85-13)

CALIFORNIA STATE UNIVERSITY, SACRAMENTO

GENERAL EDUCATION

(Revised Spring, 1985)

Program Total: 51 units minimum

- A. Basic Subjects (9 units)
 - A1 Oral Communications (3 units)
 - A2 Written Communications (3 units)
 - A3 Critical Thinking (3 units)

- B. The Physical Universe and Its Life Forms (12 units minimum)
At least one course with a laboratory component must be taken in B1 or B2.
 - B1 Physical Science (3 units minimum)
 - B2 Life Forms (3 units minimum)
 - B3 Quantitative Reasoning (3 units minimum)

- C. The Arts and Humanities (12 units minimum)
 - C1 World Civilization (3 units minimum)
 - C2 Arts, Humanities, and Foreign Languages (9 units minimum)

- D. The Individual and Society (15 units minimum)
 - D1 Foundations in Social Science (3 units)
 - D2 Major Social Issues of the Contemporary Era (3 units)
 - D3 World Civilization or Foundations in Social Science (3 units)
 - D4 American Institutions (6 units)
If American Institutions is satisfied by examination, additional units must be taken in the other subgroups of category D to total 15 units.

- E. Understanding Personal Development (3 units)

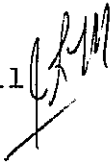
Approved by the Academic Senate 3/13/85 (AS 85-15)

Memorandum

To : Academic Senate

Date : March 12, 1985

Subject: MPPP Guidelines

From : Joan Maxwell 

I am unable to attend the Senate meeting today, but, as a member of the Ad Hoc Committee on Incentive Awards, I want to communicate to the Senate my full endorsement of the MPPP Guidelines, drafted by the Ad Hoc Committee and before you today for your consideration.

I believe this proposal represents the fairest way to deal with all members of the faculty in that it allows for both promise and performance awards in all categories (teaching effectiveness, scholarship, service to the university). Since elected faculty from each school or appropriate administrative unit will essentially control the disbursement of awards, and since a great deal of flexibility is built in to the proposal, leaving much to the discretion of your elected representatives, there should be little concern that awards will be distributed unfairly or on some kind of spoils system.

It seems to me that the advantage of this program over other kinds of merit pay/award plans is, first, that no awards may ^{be} given without peer recommendation; second, as the award does not accrue to the base salary of the faculty member, it does not create a permanent privileged class. This means that any oversight in one year can be corrected in the next; and, over a period of years, many deserving faculty members will be either rewarded for work already done or encouraged to pursue work they want to do.

TENTATIVE SCHEDULE FOR WASC ACCREDITATION VISIT: MARCH 19-22, 1985

The Accreditation Team consists of fifteen members from various institutions in the western United States. The Chair is Dr. Jack Peltason, Chancellor of UC, Irvine. When on campus they will be based in the Sierra Room (Administration Building), Administration 275 and Administration 209. They will be housed in the Clarion Hotel.

Tuesday, 19 March

Arrival and preliminary meetings with President and Campus Liaison Group (George Craft, Tom Pyne, June Stuckey).

Wednesday, 20 March

9:30 - 12:00 noon

Accreditation team members will conduct interviews on various parts of campus. They have expressed a desire to speak with school deans, heads of academic departments and programs, administrators, student service personnel, etc. Interviews will be arranged upon their request. Many may be last minute affairs and we ask all concerned to try to keep their schedules open during these periods. Team members may also want to visit selected classes.

1:30 - 4:30 p.m.

Thursday, 21 March

9:00 - 1:00 p.m.

Prearranged meetings with major campus committees such as URPC, UARTP, General Education, Curriculum, Graduate Policies and others. There will also be open meetings conducted in two separate locations: Music 215 for faculty and staff and Oak Room, University Union for students. Details to follow.

1:30 - 4:30 p.m.

Team members may wish to conduct additional interviews or follow up on those already started. We ask again that department heads, deans, etc., be available if called.

Friday, 22 March

1:30 p.m.

Exit Interview in Sierra Room. Participants to be determined by the President.

Meritorious Performance and Professional Promise

- 31.11 The parties are committed to provide special incentives for meritorious performance and professional promise in the areas of teaching, other professional accomplishments and service to the University community. This program is dedicated to that end.
- 31.12 Criteria to be used in the evaluation of faculty applications for these incentive awards shall be developed mutually by the academic senate or council and the campus President or designee.
- 31.13 In fiscal year 1984/85, there shall be 600 awards, and each award shall be in the amount of two thousand five hundred dollars (\$2,500). This amount shall not accrue to the base salary of the recipient.
- 31.14 The Chancellor shall apportion to each campus the number of awards to be provided on that campus pro rata based on FTEP.
- 31.15 The President shall allocate the number of awards to each school, college, or appropriate administrative unit pro rata based on FTEP.
- 31.16 The faculty of a particular school, college, or appropriate administrative unit shall, after consideration of applications therefor, forward, in a timely fashion to the Dean or appropriate administrator recommendations as to individuals designated to receive the award.
- 31.17 If the Dean or appropriate administrator concurs with the recommendations, the awards shall be implemented as recommended.
- 31.18 If the Dean disagrees with the recommendations forwarded by the faculty, both the recommendations of the Dean or appropriate administrator and those of the faculty shall be forwarded to the President.
- 31.19 The President shall transmit both sets of recommendations for review by a University-wide faculty committee, which shall forward its recommendation to the President for his/her consideration in making a final determination. If the President disagrees with the university-wide committee, he/she shall state his/her reasons therefor and shall return the denied application to the originating faculty committee with the request to forward a substitute recommendation to the Dean or appropriate administrator as provided in provision 31.16 above. No award under this article shall be made without a recommendation from the faculty of the particular school, college, or appropriate administrative unit. The college and separate judgment of the faculty and the President shall not be grievable except on procedural grounds.