

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 #18

May 12, 1988

ROLL CALL

Present: Alexander, Banks, Barnes, Barrena, Bess, Burger, Cook, Dillon (Parliamentarian), Farrand, Figler, Fitzwater, Kellough, Kenny, Koester, Martell, Joan Maxwell, John Maxwell, Moore, Palmer, Phelps, Radimsky, Reh fuss, Rice, Rios, Rodriguez, Sauls, Savino, Scheel, Seward, Stephens, Stroumpos, Sullivan, Summers, Swanson, Torcom, Tzakiri, Van Au ker, White, Wycosky, Yousif

Absent: Beckwith, Brackmann, Cordero, Hamilton, Harralson, Kaltenbach, Rombold, Shannon, Tobey, Tooker

ACTION ITEMS

***AS 88-43/Ex. CONDITIONAL ADMISSIONS**

The Executive Committee, on behalf of the Senate, recommends that the policy on Conditional Admissions adopted by the Senate (AS 88-21) be revised as follows (strikeover = deletion; underscore = addition):

If you were admitted "on condition" ~~with a subject deficiency as a first-time or transfer Freshman~~, you will be granted early registration ~~privilege in courses needed to make up the deficiencies for four consecutive semesters so that you will be able to enroll~~ priority which will assist you in enrolling in appropriate courses for the removal of these high school subject deficiencies.

If you have Sophomore standing at CSUS, whether as a continuing student or by transfer to CSUS, and if you still have deficiencies remaining, you will receive early registration privilege provided you are making continuous progress in the removal of your high school subject deficiencies.

All subject deficiencies should be made up by the end of your Sophomore year.

Carried unanimously.

*AS 88-44/Ex. CONVOCATION

The Executive Committee, on behalf of the Senate, recommends that a convocation be called on May 21, 1988, to hear Dr. Robert Atwell, President of the American Council on Education in Washington, D.C., speak on "National Politics of Higher Education."

Carried unanimously.

AS 88-45/Ex. SALARY SCHEDULE

The Executive Committee, on behalf of the Senate, receives the March 18, 1988, report of the University ARTP Committee responding to concerns raised about potential salary inequities which may occur because of the new salary schedule and forwards it (Attachment A) to the Senate for information.

AS 88-46/Flr. MINUTES

The Minutes of the special meetings of March 24 and April 21, 1988, are approved.

Carried unanimously.

AS 88-47/Ex. COMMITTEE APPOINTMENTS

Board of Inquiry for Student Election: WALLACE ETTERBEEK,
At-large, 1988

General Education Review Team: (Staggered three-year terms to be determined when Review Team convenes)

DONALD TARANTO, Arts and Sciences/Sciences
LINDA PALMER, Arts and Sciences/Arts and Humanities
SUSAN MCGOWAN, Arts and Sciences/Social Sciences
ROBERT PLATZNER, Arts and Sciences/At-large
CRAIG KELLEY, Business and Public Administration
RENEE GOLANTY-KOEL, Education
ISAAC GHANSAH, Engineering and Computer Sciences
THOMAS PHELPS, Health and Human Services
LINDA GOFF - Library
BOOKER BANKS - Student Affairs

GE Review Team Chair: ROBERT FOREMAN

Lottery Fund Allocation Committee:

PAUL NOBLE, Arts and Sciences
GERALD MCDANIEL, Arts and Sciences
HAMID AHMADI, Business and Public Administration
THOMAS COTTINGIM, Education
WARREN SMITH, Engineering and Computer Science
PRISCILLA ALEXANDER, Health and Human Services
LES KONG, Library
CRETIA MARTINSON, Student Affairs

Meritorious Performance and Professional Promise Committee:

JEAN TORCOM, At-large, 1988 (repl. M. Gelus)

Scholarship Selection Committee: JUANITA BARRENA, At-large,
1988Search Committee, Assistant Vice President for Academic
Affairs: STEPHANIE TUCKER, At-large (repl. L. Bomstad)Search Committee, Director of Admissions and Records:

CHARLOTTE COOK, At-large
WAYNE MULLER, At-large

Search Committee, Student Health Center Director:

JOSEPH HELLER, At-large

Teacher/Scholar Summer Institute Application Review Panel:

EXECUTIVE COMMITTEE MEMBERS shall serve, if necessary, as an application review committee if the number of applicants for specific workshops exceeds the number of slots available to the campus

Carried unanimously.

*AS 88-48/CC, GPPC, Ex. CURRICULUM REVIEW--DEPARTMENT OF
MECHANICAL ENGINEERING

The Academic Senate recommends that

1. the Bachelor of Science degree in Mechanical Engineering be approved for a period of five years or until the next program review.
2. the Bachelor of Science degree in Mechanical Engineering Technology be approved for a period of five years or until the next program review.
3. the Master of Science degree in Mechanical Engineering be conditionally approved until May 1, 1990, subject to a satisfactory progress report by March 1, 1989, regarding

the plans the Department has to address concerns in the body of the report. The conditional approval is recommended in order to give the Department time to address the concerns expressed in the body of the report regarding the graduate program.

[The complete Academic Program Review is available in the Academic Senate Office, Adm. 264.]

Carried unanimously.

*AS 88-49/CC, GPPC, Ex. CURRICULUM REVIEW--DEPARTMENT OF HISTORY

The Academic Senate recommends that:

1. the Bachelor of Arts degree in History be approved for a period of five years or until the next program review providing that the Department presents a report to the Curriculum Committee and the Graduate Policies and Programs Committee by March 1, 1990, demonstrating satisfactory resolution of the problems of either the lack of structure in the major as suggested by the consultant or lack of advising tracks for the major (see Recommendation #2 to the Department of History).
2. the History Waiver Program for the Teaching Credential be approved for a period of five years or until the next program review.
3. the History Minor be approved for a period of five years or until the next program review.
4. the Master of Arts degree in History, Standard Program, be approved for a period of five years or until the next program review.
5. action on the Master of Arts degree in History, Public History Option, be postponed until the revised option has completed the approval process at which time it will be reviewed for recommendation.

[The complete Academic Program Review is available in the Academic Senate Office, Adm. 264.]

Carried unanimously.

*AS 88-50/CC, GPPC, Ex. CURRICULUM REVIEW--BIOMEDICAL
ENGINEERING PROGRAM

The Academic Senate recommends that the Master of Science degree in Biomedical Engineering be approved for a period of five years or until the next program review.

[The complete Academic Program Review is available in the Academic Senate Office, Adm. 264.]

Carried unanimously.

*AS 88-51/UARTP, Ex. UNIVERSITY ARTP POLICY--AMEND SECTIONS
9.03.A, 9.03.B AND 9.07.K

Amend Sections 9.03.A, 9.03.B and 9.07.K of the statement of University ARTP policy as follows (strikeover = deletion; underscore = addition):

9.03 Periodic Evaluation

A. "A periodic evaluation of a faculty unit employee shall normally be required for the following purposes:

- "1. Evaluation of temporary faculty unit employees. (see 15.20 - 15.23)
- "2. Evaluation of probationary faculty unit employees who are not subject to a Performance Review. (see 15.24 - 15.27)
- "3. Evaluation of tenured faculty unit employees who are not subject to a Performance Review for promotion." (see 15.28 - 15.30) (M.O.U. 15.17)

Note: Evaluation of faculty unit employees in this category is governed by a separate campus policy, "Periodic Review of Tenured Faculty - Guidelines."

B. ...

Each primary unit may choose one of the following alternatives to govern the role of the chair in both the connection with periodic and performance evaluation processes ~~(the initial determination must be made prior to the file closure date for retention cases in the Fall-1987 semester)~~ of full-time temporary faculty and probationary faculty not subject to performance review:

1. The department chair shall serve as a voting member of the primary committee and shall not submit a separate ~~recommendation~~ evaluation.

OR

2. The department chair shall not serve on nor meet with the primary committee but ~~will~~ shall conduct an independent ~~evaluation~~ review and submit a separate ~~recommendation~~ evaluation.

For periodic evaluation of part-time faculty, the department chair shall conduct an independent review and submit a separate evaluation.

9.07 Recommendation Process for Performance Review

...
K. ...

Each primary unit may choose one of the following alternatives to govern the role of the chair in ~~both the periodic and connection with~~ performance evaluation processes ~~(the initial determination must be made prior to the file closure date for retention cases in the Fall 1987 semester):~~

1. The department chair shall serve as a voting member of the primary committee and shall not submit a separate recommendation.

OR

2. The department chair shall not serve on nor meet with the primary committee but ~~will~~ shall conduct an independent evaluation and submit a separate recommendation.

Carried unanimously.

*AS 88-52/UARTP, Ex. UNIVERSITY ARTP POLICY--AMEND SECTIONS 6.06 AND 9.07.D

Amend Sections 6.06 and 9.07.D of the statement of University ARTP policy as follows (strikeover = deletion; underscore = addition):

6.06 Probationary Appointments

- ...
E. Each unit intending to make a joint appointment shall agree with the other unit or units involved regarding the appointment procedures to be used. The agreement shall be made and approved by the units in advance of publishing the vacancy announcement associated with the appointment.

9.07 Recommendation Process for Performance Review

...

- D. The primary level ARTP committee is responsible for evaluating all personnel under its jurisdiction, including those faculty members who are on joint appointments, those faculty on limited or non-teaching assignments, and those faculty on leave.

In the case of joint appointments each primary unit, party to the appointment, shall evaluate a faculty unit employee's performance of his or her assignment in that unit. If the primary units are in different secondary units, each secondary unit shall evaluate the faculty member's performance of his or her assignment in the primary unit whose members are otherwise subject to its evaluation. Every final recommendation made in connection with a joint appointment shall be included in the working personnel action file. But no primary unit shall incorporate into its basis of evaluation the final recommendation of another primary unit or a secondary unit. Nor shall any secondary unit incorporate into its basis of evaluation the final recommendation of another secondary unit or of a primary unit whose members are not otherwise subject to its evaluation. Differences between final recommendations shall be resolved by the President.

Carried unanimously.

*AS 88-53/UARTP, Ex. UNIVERSITY ARTP POLICY--AMEND SECTION 4.03.D

Amend Section 4.03.D of the statement of University ARTP policy as follows (strikeover = deletion; underscore = addition):

4.00 PERSONNEL ACTION FILE

...

4.03 Submissions

...

- D. "A specific deadline before the recommendation is made at the first level of evaluation shall be established by campus policy at which time the Personnel Action File is declared complete with respect to documentation of performance for the purpose of evaluation. Insertion of material after the date of this declaration must have the approval of a peer review committee designated by the campus and shall be limited to items that became accessible after this declaration. Material inserted in this fashion shall be returned to the initial evaluation committee for review, evaluation and comment before consideration at subsequent levels of review." (M.O.U. 15.12.b) On this

campus, the peer review committee for purposes of this procedure shall consist of one member from each secondary committee, chosen by the secondary committee. The review committee shall approve the insertion only of material which became accessible after the declaration date and which in its judgment is significant. This decision shall be limited in its effect to the question of admissibility and shall not extend to the question of the weight or value which shall be given to the evidence by the evaluation committee(s). The decision of the review committee to admit evidence under this section shall be final. For periodic evaluation and performance review, each primary committee shall establish a deadline for the candidate's submission of materials for inclusion in the Working Personnel Action File. ~~The deadline shall be no sooner than three (3) weeks prior to the beginning of the primary committee's deliberations.~~ There shall be no more than a three week interval between the deadline and the beginning of the committee's deliberations.

Carried unanimously.

*AS 88-54/UARTP, Ex. UNIVERSITY ARTP POLICY--AMEND SECTION 6.04

The Academic Senate recommends that:

1. Section 5.03.01.F of the Faculty Manual be amended as follows [underscore = addition]:

A part-time faculty member shall normally be employed by the University for no more than twelve (12) teaching units per semester. Exceptions to this limitation may be made by the school deans on a case-by-case basis.

and

2. Section 5.03.01.F as amended be removed from the Faculty Manual and relocated within the statement of University ARTP policy as a new section 6.04.C.4, renumbering the following parts of that section appropriately.

Carried unanimously.

*AS 88-55/GPPC, Ex. GRADUATE POLICIES

The Academic Senate recommends the following policy pertaining to graduate students accepted into more than one master's degree program:

"Graduate students accepted into two or more masters degree programs at CSUS must decide which degree they intend to pursue first. They may pursue a second degree only upon the completion of or withdrawal from the first. Any exception to this policy will require the special permission of the Dean of Graduate Studies."

Carried unanimously.

*AS 88-56/GPPC, Ex. GRADUATE POLICIES

The Academic Senate recommends that the current policy of allowing nine units from one masters degree to be credited toward a second be revised to state that: "Graduate transfer credit toward a Master's degree at CSUS may be considered only if the coursework has not been used previously to complete another post-baccalaureate degree."

Carried unanimously.

AS 88-57/Ex. RESOLUTION OF COMMENDATION, PAST COLLEGE COUNCIL AND ACADEMIC SENATE CHAIRS

WHEREAS, the University is celebrating the first forty years of its history; and

WHEREAS, the College Council and the Academic Senate of California State University, Sacramento, have been an integral part of the University's history; and

WHEREAS, since 1965, faculty members serving as Chairs of the College Council/Academic Senate have provided leadership and service characterized by wisdom, integrity, and vision; and

WHEREAS, the Academic Senate and University have been the beneficiaries of their distinguished, inspiring, and effective leadership; therefore be it

RESOLVED: that the Academic Senate acknowledge the distinguished leadership and extraordinary service provided by each of the following individuals during his tenure as Council/Senate Chair:

Austin J. Gerber	1965-66
Marcus R. Tool	1966-67
Robert G. Thompson	1967-68
Robert C. Donaldson	1968-69
William R. Neuman	1969-70
John C. Livingston*	1970-71

Kenneth L. Berger	1971-72
Peter H. Shattuck	1972-73, 1984-87
Richard A. Cleveland	1973-74
Baqar A. Zaidi*	1974-75
Christopher Dyer-Bennet*	1975-76
Erwin L. Kelly	1976-77
Alan D. Wade	1977-78, 1981-84
Patrick J. McGillivray	1978-79
Jerry L. Tobey	1979-81

; and, be it further

RESOLVED: that, on behalf of the faculty and the University community generally, the Academic Senate acknowledge and express appreciation to past Council/Senate Chairs for their contributions to the Academic Senate and the University.

*Deceased

*AS 88-36A/FA, Ex. PERIODIC REVIEW OF TENURED FACULTY, POLICY ON

The Academic Senate recommends that the policy on Periodic Review of Tenured Faculty be amended (strikeover = deletion; underscore = addition):

PERIODIC REVIEW OF TENURED FACULTY

1. Purpose of Evaluation: To assist tenured faculty members to maintain or improve their teaching effectiveness.
2. Frequency of Evaluation of Instructional Performance: Tenured faculty shall be evaluated at ~~least-once-every~~ intervals of no greater than five years. An evaluation for purposes of retention, tenure or promotion shall fulfill the requirement.
3. Procedures:
 - a. ~~For this evaluation a~~ Each faculty member subject to review shall be evaluated by an elected peer review committee consisting of a minimum of at least three tenured full-time faculty shall-be-elected-annually from-the-tenured-faculty-of-the department faculty of equal or greater rank. A department member scheduled for this evaluation may not serve on this any periodic review of tenured faculty committee during the year in which he/she is subject to review.

- b. The department chair shall not serve on nor meet with the peer review committee but will conduct an independent review and submit a separate evaluation.
- bc. The department shall develop a schedule of those faculty to be reviewed, in what order and in which year.
- ed. State law and university policy guarantee to faculty the right of confidentiality. Consequently, substantive deliberations having to do with periodic review of post tenure faculty unit employees are open only to committee members.
- de. The peer review committee and the department chair shall consider the following subject matter in conducting the reviews:
1. Student evaluations taken since the last review of the faculty member's performance.
 2. Signed, written statements from students, and other signed, written statements concerning the faculty member's teaching effectiveness only if the faculty member has been provided an exact copy of each statement at least five days before the review.
 3. Material submitted by the faculty member being evaluated. This evidence may include, but not be limited to, the following:
 - Teaching materials
 - Curriculum development
 - Participation in professional meetings
 - Professional lectures, seminars, workshops
 - Consultant work
 - Publications and
 - Leave activities
- ef. The faculty member being evaluated shall have the right to meet with the peer review committee prior to the submission of the committee's report.
- g. The faculty member being evaluated shall have the right to meet with the department chair prior to submission of his/her evaluation.
- fh. The committee shall prepare a written, signed evaluation report containing an assessment of the

evidence. It shall provide a written copy of this report to the faculty member at least five days before the custodian places it in the Personnel Action File.

- g. ~~The appropriate administrator, normally and whenever possible the department chair, shall provide the faculty member with a written copy of the evaluation at least five days before placing it in the file.~~
- i. The department chair shall prepare a written, signed evaluation report containing an assessment of the evidence. He/she shall provide a written copy of this report to the faculty member at least five days before the custodian places it in the Personnel Action File.
- h.j. ~~The appropriate administrator, normally and whenever possible the department chair, and the chair of the peer review committee shall meet with the faculty member to discuss his/her strengths and weaknesses along with suggestions, if any, for his/her improvement.~~
- i.k. The evaluation statements shall be placed in the Personnel Action File. The faculty member has the right to submit a written rebuttals to ~~it~~ them and ~~this~~ these rebuttals shall also be placed in the Personnel Action File.

Carried.

*AS 88-36B/Flr. PERIODIC REVIEW OF TENURED FACULTY (ROLE OF DEAN)

The Academic Senate opposes the involvement of the Dean in the periodic review of tenured faculty.

Carried.

*AS 88-39/Ex. BLACK RESOURCE CENTER IN THE SCIENCES

The Academic Senate recommends approval of the proposal to establish a Black Resource Center in the Sciences. (The proposal is available for review in the Senate Office.)

Carried unanimously.

*AS 88-58/FA, Ex. REMOVAL OF DEPARTMENT CHAIR [AMEND POLICY ON
"ROLE AND RESPONSIBILITY OF THE
DEPARTMENT/DIVISION CHAIR"]

...
REPLACEMENT

...
2. Removal

a. For serious and compelling reasons, submitted in writing, and in accordance with department policies and procedures, a department may recommend to the President via the dean or division chair and the Academic Vice President that the incumbent chair be recalled. If the President concurs with the recommendations, the department shall be notified. If the President does not concur, the President shall meet with the department and present his reasons request that the incumbent Chair be recalled through the following procedure:

- 1) A written request containing the compelling reasons for recall of the incumbent Chair, signed by at least 1/3 (rounded upwards to the nearest whole number) of those eligible to vote in chair-nominating elections, shall be submitted to the School Dean. The incumbent Chair will receive notification of the request together with a statement of reasons.
- 2) The School Dean will meet with the signatories and the Department Chair to make every effort to reach an informal resolution of the recall request.
- 3) If an informal resolution of the recall request fails, the Dean shall conduct a meeting of those department faculty eligible to vote in Chair-nominating elections. A quorum of 2/3 of those eligible to vote must be present at the meeting whose purpose is ascertaining the will of the department regarding the recall request. The incumbent Chair will have the opportunity to respond to the recall request at this meeting, either orally, in person, or by writing, to be read by the Dean. A vote of "confidence/no confidence" will be taken by written ballot at that meeting. A majority of all those eligible to vote in Chair-nominating elections is required for a department recommendation of "no confidence."

4) In the event of a "no confidence" recommendation, the Dean shall forward to the President via the Vice President for Academic Affairs:

- the department's vote and reasons for recall, expressed as a recommendation, and
- the Dean's independent recommendation, including reasons, and
- the incumbent Chair's response to the recall request, if any.

The incumbent Chair shall be notified of the department's and dean's recommendations.

5) The final decision will be made by the President. The decision, including reasons, will be transmitted to the department.

6) Under normal circumstances, a vote of "confidence/no confidence" can be held only once during an academic year.

b. For Upon receipt of compelling reasons, submitted received in writing from sources other than department faculty, the President may conclude that, having consulted with the department, may consider whether the effectiveness of the administration a the department is impaired by the continued incumbency of the chair. When such a conclusion is reached, In these circumstances, the President shall confer with the incumbent chair, the and department faculty, the Dean and the Academic Vice President to discuss the advisability of and the reasons for removal.

The final decision will be made by the President. The decision, including reasons, will be transmitted to the department.

Carried unanimously.

*AS 88-59/CC, Ex. BACHELOR'S DEGREES, POLICY ON BREADTH AND SPECIALIZATION

The Academic Senate recommends adoption of the following policy for evaluating proposals to establish separate major degree designation for specializations contained within a single discipline or drawn from a combination of disciplines:

CSUS POLICY ON BREADTH AND SPECIALIZATION IN BACHELOR'S DEGREES

CSU, Sacramento offers within its baccalaureate programs broadly based undergraduate majors that are flexible to allow for the orderly introduction of new materials and for specialization within disciplinary areas. Specializations, whether contained within a single discipline or drawn from a combination of disciplines, may be considered for separate degree designation when a base of knowledge is sufficient to sustain independent inquiry that is grounded in theory and methodology, and to generate broad application of subject matter.

In determining whether a specialized undergraduate area of study should be elevated to degree major, CSUS will consider questions adapted from suggested guidelines developed for this purpose by the Chancellor's staff within the Division of Educational Programs and Resources, August, 1984 (revised February, 1985), and other related questions deemed important to this campus. These considerations include:

1. Are there alternative curricular structures that would better serve the purposes proposed?--i.e., should the subject be offered as a certificate, a minor, or an option or concentration? Is the subject matter sufficiently complex to consider offering the program as a master's degree only? Might it be appropriate as a post-baccalaureate certificate?
2. Is there a body of knowledge broad enough to support baccalaureate degree status for this program?
3. If the proposed degree program is preparatory to a specific occupation:
 - a. Is the occupation likely to exist over the lifetime of the student?
 - b. What is the probable lifetime of the knowledge or information that will be imparted in this major?
4. Is the preparation narrowly conceived? If so, are there ways that preparation (and title) can be broadened?
5. Is the major accurately named?--i.e., is the title so narrow that it unnecessarily restricts employment opportunities and mobility?
6. Does the major use as its foundation or prerequisites the methods, processes, skills and knowledge of a basic

academic discipline or core course of study drawn from interdisciplinary fields?

7. Is the size of the major and degree of specialization going to be such as to call into question the broadly based nature of the bachelor's degree itself?
8. Are there precedents within the system and throughout the country for the degree designation requested?
9. Is there sufficient need and demand for the degree program within the region to justify its offering?
10. Will the change in degree designation have a significant programmatic or fiscal impact on other existing university programs, particularly upon other specializations subsumed under the current degree designation under which this specialization is offered?
11. Is there a distinct education or professional advantage in creating a separate degree category for this program?

The responses to these questions will guide the faculty and its governance bodies in judging the advisability of recommending the elevation of a specialized area of study to a degree major.

Carried unanimously.

*AS 88-62/Ex. RESALE OF COMPLIMENTARY EXAMINATION TEXTBOOKS,
POLICY ON

Whereas, Books are at the heart of the life of the University, and our students develop attitudes toward books that depend strongly on the love and respect for books that they see in practice here;

Whereas, Many of our faculty members are textbook authors, and this scholarly work is an important professional activity which should be encouraged, respected, and rewarded;

Whereas, It is necessary for publishers to bring such books to the attention of potential users by providing complimentary examination copies, and these examination copies are beneficial in helping faculty members choose effective and up-to-date teaching material;

Whereas, Some of those examination copies, often in spite of being embossed "not for resale," make their way into

the used-book market, thus depriving both author and publisher of the rightful reward for their work, as well as undermining the publishers' ability to continue providing examination copies; and

Whereas, Many other universities do not allow the buying and selling of complimentary copies on campus; it is therefore

Resolved, That the Senate recommends the following policy to be followed by all members of the CSUS community:

1. It is inappropriate to sell examination copies of textbooks which have not been purchased, even if these books were not solicited.
2. Neither the Hornet Foundation Bookstore nor representatives of outside wholesalers shall engage in direct purchase of free examination copies on this campus.
3. The Hornet Foundation Bookstore should in addition ask for assurance from all wholesalers from whom they acquire used books, that the books supplied will not include such examination copies.

Carried.

AS 88-63/Flr. RESOLUTION OF COMMENDATION - PETER H. SHATTUCK

The CSUS Academic Senate endorses the CSU Academic Senate's resolution commending Peter H. Shattuck upon his retirement from the CSU Senate.

Whereas, Peter Shattuck has reached that station in life at which the synapses begin to fire blanks; and

Whereas, despite a valiant year of futile attempts in his role as Senate Secretary to make the proceedings of the CSU Academic Senate appear to be dignified and rational, his minutes now more closely resemble seconds; and

Whereas, in his lucid moments, he has mumbled brokenly about returning to the classroom to spend the twilight years of his wasted career; and

Whereas, in the considered opinion of several still functional Senators, there is a growing danger that

he will any day now appear at a Senate meeting without his coat and tie, thereby terminally disillusioning thousands of aspiring young academic politicians all over North America and the History Department; and

Whereas, in the general decay of the wreck that once was Peter Shattuck his palate may still be able to respond to the stimuli of fine food and rare vintages; and

Whereas, in anticipation of his disappearance from the Senate dining circuit gourmet chefs everywhere are wearing their aprons at half mast; and

Whereas, plans to have him bronzed and permanently mounted in this Senate seat have been blocked by environmentalists; therefore, be it

Resolved, that the Academic Senate of CSU express its gratitude to Peter Shattuck for his devoted service to the California State University as Academic Senator and as Secretary to the Senate; and be it further

Resolved, that the Academic Senate thank Peter Shattuck for his gifts of wit, good temper, and reasonableness, as well as his ingenuity and energy; and be it further

Resolved, that the Academic Senate congratulate Peter Shattuck on his accomplishments as Senator and Secretary on the occasion of his retirement from the Senate; and be it further

Resolved, that the Academic Senate wish him well in his full-time return to the classroom.

Carried.

The hour of adjournment having been reached, the following agenda items were postponed to the May 19 Special Senate meeting:

AS 88-60/GPPC, Ex. JOINT DOCTORAL PROGRAMS--CRITERIA FOR REQUESTS TO NEGOTIATE [responds to AS 87-70]
AS 88-61/GPPC, Ex. JOINT DOCTORAL PROGRAMS, REVIEW CRITERIA AND GUIDELINES FOR [responds to AS 87-70]

The meeting was adjourned at 4:35 p.m.

Janice McPherson
Janice McPherson, Secretary

*President's approval requested.



California State University, Sacramento

6000 J STREET, SACRAMENTO, CALIFORNIA 95819-2694

M E M O R A N D U M

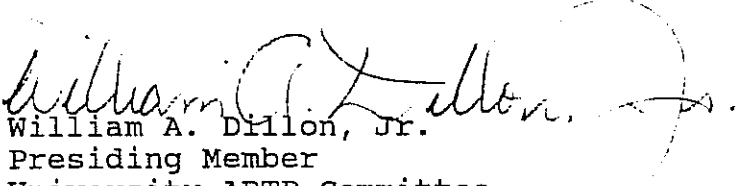
California State University Sacramento
6000 J Street
Sacramento, California 95819

DATE: March 18, 1988

MAR 24 1988

Academic Senate Received
413

TO: Juanita Barrena, Chair
Academic Senate

FROM: 
William A. Dillon, Jr.
Presiding Member
University ARTP Committee

SUBJECT: Salary Schedule

The University ARTP Committee has discussed the problems specified in your memorandum of March 4, 1988, same subject and has asked me to reply as follows:

1. The salary inequities as between faculty hired during the last year of the old contract and the first year of the new one are indeed unfortunate. But they are not of our making, are limited to perhaps five individuals on this campus and will be ameliorated by time. Any solution imagined by this committee appears to create other problems as bad or worse than the one it would solve. In particular, this committee declines to recommend the solution offered by San Jose State because treating early promotions as regular promotions in certain cases when not authorized by regulation would simply invite dispute. Finally, the committee recognizes that these inequities have been created by a system-wide authority and operate on every campus which has hired in a way that creates them. It therefore recommends that the Chancellor and the faculty bargaining agent seek a system-wide solution during reopeners.
2. The difficulties created by hiring new faculty at a salary step which overlaps one associated with the next higher rank can be managed, the committee believes, by the Deans' approving appointments at a step in rank sufficiently low to enable faculty to create a documented claim to promotion

while receiving an annual increase in salary. In the alternative, the department chairs might counsel patience, pointing out to faculty who are not content to "sit" at an overlapping step that they are making more money than they would have if hired at a lower step initially and that the regulations require promotions of any sort to be made on a record of accomplishment at this institution. Such counseling might be offered particularly at the time of making an appointment at an overlapping step, although people eager for a job usually don't find the conditions of prospective employment irksome.

WD:j



California State University, Sacramento

6000 J STREET, SACRAMENTO, CALIFORNIA 95819-2694

ACADEMIC SENATE



M E M O R A N D U M

DATE: March 4, 1988

TO: William A. Dillon, Jr.
Presiding Member
University ARTP Committee

FROM: Juanita Barrena, Chair
Academic Senate

SUBJECT: Salary Schedule

This week two issues related to the new overlapping salary schedule have come to my attention. The first, from San Jose State in the form of a resolution (attached), concerns salary inequities that may be suffered by junior faculty hired recently, but before the new contract, compared to faculty hired after the new contract. The second, raised at a Council of Deans' meeting, concerns the potential negative impact of hiring new faculty at Assistant Professor steps that overlap with Associate Professor rank (i.e., 11-13). Specifically, faculty hired at these higher Assistant Professor steps may have to "sit" at the same salary level for several years or submit their names for promotion before they have had the opportunity to develop an adequate record of performance and before they would normally be considered for tenure.

I request that the University ARTP Committee address these matters. The attached memo (12/9/87 from Sheila Orman re "New Faculty Salary Schedules Effective January 1, 1988") provides additional information on the subject.

JB:j

Attachments

cc: Vice President Burger
Dean Moulds
Ms. Orman