

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 #6

October 13, 1988

ROLL CALL

Present: Bach, Barrena, Beckwith, Bess, Brackmann, Burger, Cook, Cross, Decious, Dillon (Parliamentarian), Farrand, Figler, Freund, Gillott, Haq, Herman, Holl, Holmes, Jakob, Jirgens, Kerster, Kutchins, Marsh, Martin, Joan Maxwell, John Maxwell, McGeary, Meyer, Mills, Moon, Moorehead, Palmer, Raske, Rice, Rios, Scheel, Shannon, Shek, Stierle, Stradley, Stroumpos, Sullivan, Swanson, Tiche, Wheeler

Absent: Cordero, Humphrey, Rodriguez, Tooker, Torcom, Tzakiri, White, Wycosky

INFORMATION

1. Senior Statewide Academic Senator Erwin Kelly reported on the September 8, 1988, CSU Academic Senate meeting.
2. Senate meeting schedule for Fall semester:
 - October 13, Regular Meeting
 - October 27, John C. Livingston Annual Faculty Lecture [Special Meeting--Library postponed to November 17]
 - November 10, Regular Meeting
 - November 17, Special Meeting--Library [Special Meeting--Senate Structure and Function postponed to later date]
 - December 8, Regular Meeting
3. Chair Barrena reported on the President's action on AS 88-36 (Periodic Review of Tenured Faculty).

ACTION ITEMS

AS 88-85/Ex. BY-LAWS REVISION - ELECTION PROCEDURES FOR SENATORS REPRESENTING TEMPORARY FACULTY

III. VOTING PROCEDURES FOR ELECTION OF ACADEMIC SENATE MEMBERS

- A. Procedures for nomination and election of full-time faculty representatives

...

IV. PROCEDURES FOR NOMINATION AND ELECTION OF AT-LARGE SENATORS REPRESENTING TEMPORARY FACULTY

A. Procedures for Nomination and Election

All nominations and elections shall be conducted in the spring semester. Nominations and elections shall be by and from the temporary faculty who have at least six wtu's during the semester of the election. To be nominated, an eligible faculty member must submit a nomination petition signed by six members of the electing body.

In the event that the number of nominees exceeds twice the number of positions to be filled, the Election Committee may hold a primary election in order to reduce the number of candidates.

Each member of the electing body may vote for as many candidates on the secondary ballot as there are positions to be filled. The positions shall be filled in the order of greatest number of votes received. However, no more than two at-large Senators may be from the same school. Two-year positions shall be filled before one-year positions. In the event of ties there shall be a ballot with each member of the electing body voting for one of the tied candidates.

All ballots shall be secret ballots.

B. Terms of Office

The four at-large Senators shall serve two year terms, staggered so that two members are elected to new terms each year. At-large Senators must have at least six wtu's during the semester of their election, and must continue to have at least 3 wtu's for each semester of their term. An at-large Senator may serve at most six consecutive years. At no time may more than two at-large Senators be from the same school.

C. Vacancies

If an at-large Senate seat is vacant, the Academic Senate may appoint a replacement who is willing to serve voluntarily for the remainder of the academic year from the temporary faculty who have at least 6

wtu's during the semester of their appointment. If this leaves a remaining year of the term, the position shall be filled for the second year by means of the elections held during the spring semester of the first year.

FVY. PROCEDURES FOR ELECTION OF REPRESENTATIVES TO THE CSU ACADEMIC SENATE

Carried unanimously.

AS 88-90/AA, Ex. AFFIRMATIVE ACTION COMMITTEE COMPOSITION

In the spirit of affirmative action, being the charge of the Affirmative Action Committee, the Academic Senate approves the following change in representation:

- (1) Student member
- (1) Staff member
- ~~(1) Faculty member,--Arts and Sciences~~
- ~~(1) Faculty member,--Professional Schools~~
- (5) Faculty members (one from each School):

Arts and Sciences

Education

Business and Public Administration

Engineering and Computer Science

Health and Human Services

- (4) At-large faculty members
- (2) Academic Senators
- (1) Professional Services member
- ~~12~~ Total voting members

2 Administrative Staff representatives (ex officio)

1 Chair, Academic Senate (ex officio)

~~12~~ Total committee membership

The Senate in making appointments shall consider the representation of all protected classes, including persons with disabilities.

Carried unanimously.

*AS 88-91A/Ex. TASK FORCE TO STUDY NON-TRADITIONAL EDUCATION

The Executive Committee, on behalf of the Senate, endorses the formation of a task force to study issues related to non-traditional students and modes of learning as identified in Vice President Burger's position paper (Draft dated 6/6/88). The Executive Committee, on behalf of the Senate, further

recommends that the task force comprise the following membership:

Faculty members on the Regional Planning Commission:

JOHN SYER (A&S), MICHAEL LEWIS (Educ.), ANNE COWDEN (SBPA),
JAMES KHO (E&CS), HORTENSE THORNTON (A&S), DAVID MARTIN (A&S
and Academic Senate liaison) liaison.

ROBERTA GERHMANN (Extended Learning Committee liaison)

BARBARA HOADLEY (Academic Telecommunications Committee liaison)

RICARDO TORRES (Student Affairs)

JOHN HEATH (Student Affairs)

NANCY LEWIS (PASAR)

Assistant Vice President (ex officio)

Carried unanimously.

*AS 88-91B/Ex. TASK FORCE TO STUDY NON-TRADITIONAL EDUCATION

The Executive Committee, on behalf of the Senate, recommends to the Vice President for Academic Affairs that an at-large member be added to the Task Force to Study Non-Traditional Education and that Kurt von Meier serve in that capacity.

Carried unanimously.

*AS 88-92/Ex. COMMITTEE ON PCP FUNDED RESEARCH, SCHOLARSHIP AND CREATIVE ACTIVITY

The Executive Committee, on behalf of the Senate, recommends the following:

Whereas, the Committee on Program Change Proposal (PCP) Funded Research, Scholarship and Creative Activity shall "recommend to the Vice President for Academic Affairs the allocation of funds to individual faculty based on a review or proposals according to the guidelines and criteria adopted by the campus"; and

Whereas, all members and only members of the Committee shall be involved directly in the review of proposals and responsible for recommending the allocation of funds to individuals; and

Whereas, it has been the practice on this campus to declare, under similar circumstances (e.g., Professional Leave Committee), that individuals applying for an award shall not be eligible for election to the committee responsible for recommending awards; and

Whereas, the Academic Senate in adopting AS 88-86A on the establishment of the Committee on Program Change Proposal (PCP) Funded Research, Scholarship and Creative Activity Programs, neglected to consider the matter of eligibility of individuals submitting proposals; therefore be it

Resolved, that the Academic Senate recommend that the provision of AS 88-86A pertaining to elected faculty membership be revised as follows (revision underlined):

"Eight tenured or probationary faculty (three from Arts and Sciences, one from each of the professional schools, and one from the Library) nominated by the probationary and tenured faculty in each school and elected at-large by the probationary and tenured faculty. Faculty members submitting proposals shall not be eligible for election to the Committee."

;and be it further

Resolved, that, subject to Presidential approval of the proposed revision, the Academic Senate shall contact nominees prior to publication of an election ballot to ascertain whether they shall be eligible under the revised policy.

Carried unanimously. [President approved on 10/6/88.]

AS 88-93/Flr. MINUTES

The Minutes of the regular meetings of April 14 and May 12, the special meeting of May 19, and the regular meeting of September 8, 1988, are approved.

Carried.

AS 88-94/Ex. COMMITTEE APPOINTMENTS

Affirmative Action Committee: ANN GRAVES, At-large, 1989
(repl. A. Harriman)

Curriculum Committee: ANDREW BANTA, At-large, 1991 (repl. J. Doolittle)

Fiscal Affairs Committee:

DAVID MCGEARY, Senator, 1990 (repl. D. Scheel)
BARBARA BARTEE, At-large, 1991 (Fall '88 only, repl.
A. Radimsky)

General Education Committee:

MARJORIE LEE, Professional Schools, 1989 (repl. J. Kelley)

Graduate Policies and Programs Committee:

JEAN TORCOM, Senator, 1989 (repl. S. Yousif)

Military Studies Advisory Board: JAY CRAIN, At-large, 1991Research and Scholarly Activity Committee:

GERALD FRINCKE, Arts and Sciences/Social Science, 1990 (repl.
J. Tobey)
DWIGHT FREUND, Senator, 1990 (repl. R. Beckwith)

Committee on Administrative Review:

VERNON HORNBACK, At-large, 1991

Faculty Representative, ASI: RICHARD ADAMS, At-large, 1989Parent Advisory Board, ASI Children's Center:

ANN MOYLAN, At-large, 1989

University Center Board: SUZANNE GAUGHEN, At-large, 1989

Carried unanimously.

*AS 88-95/CC, GPPC, Ex. CURRICULUM REVIEW--DEPARTMENT OF ENGLISH

The Academic Senate recommends that:

1. the Bachelor of Arts degree and Minor in English be approved for five years or until the next program review;
2. the English Single-Subject Waiver program be approved for a period of five years or until the next program review;
3. the Certificate in Teaching English to Speakers of Other Languages be approved for a period of five years or until the next program review;
4. the Master of Arts Degree in English, the Master of Arts degree in English--Creative Writing Option, and the Master of Arts degree in English--Teaching English to Speakers of

Other Languages all 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 88-96/CC, GPPC, Ex. CURRICULUM REVIEW--DEPARTMENT OF RECREATION AND LEISURE STUDIES

The Academic Senate recommends that:

1. the Bachelor of Science degree program in Recreation Administration with options in Recreation and Park Administration and in Therapeutic Recreation, be approved for another five years or until the next program review.
2. the Master of Science degree program in Recreation Administration be approved for another five years or until the next program review.
3. the Minor in Recreation and Leisure Studies be approved for another five years or until the next program review.
4. the Recreation Therapist Assistant Academic Achievement Certificate Program be approved for another 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 88-97/CC, GPPC, Ex. CURRICULUM REVIEW--DEPARTMENT OF CIVIL ENGINEERING

The Academic Senate recommends approval of the recommendations contained in the program review for the Department of Civil Engineering, amended as follows [underscore = addition; strikeover = deletion]:

1. The Bachelor of Science degree in Civil Engineering be approved for a period of five years or until the next program review.
2. The Bachelor of Science degree in Engineering Technology, Construction Management Option be approved for a period of five years or until the next program review.

3. The Master of Science degree in Civil Engineering be approved for five years or until the next program review providing that on or before May 1, 1990, the Department ~~demonstrates to the Graduate Policies and Programs Committee that~~ (a) reports to the Graduate Policies and Programs Committee on the recommendation to consider consolidating the graduate program so that it consists of fewer areas of study...in order to concentrate its resources more effectively and insure adequate enrollments for necessary courses (see Recommendation 19), ~~(a)~~ (b) the problem of the core has been satisfactorily resolved addresses the problem of compliance with the graduate core requirement (see Recommendation 14) either by submission of a program change that conforms to University policy on core requirements or a formal request for a waiver of the requirement, and ~~(b)~~ (c) the reports to GPPC on their effort to develop the transportation area has become viable in the graduate program (see Recommendation 17).

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

Carried unanimously.

*AS 88-98/FISA, CC ACADEMIC MASTER PLAN, B.A. IN GERONTOLOGY ON

The Academic Senate recommends approval of the placement of a Bachelor of Arts Degree program in Gerontology on the Academic Master Plan [see Attachment A].

Carried unanimously.

AS 88-99/Ex. PROPOSITION 102 (AIDS REPORTING INITIATIVE)

The CSU, Sacramento Academic Senate endorses the CSU Academic Senate's resolution opposing Proposition 102:

AS-1826-88/GA
Approved September 8, 1988

OPPOSITION TO PROPOSITION 102 (DANNEMEYER)

WHEREAS, The Aids reporting initiative sponsored by Representative William Dannemeyer, has qualified for the November, 1988 California ballot as Proposition 102; and

- WHEREAS, The California State University has a direct interest in this proposition because of its impact on both our employees and students who as "students" and "teachers" are explicitly designated groups in the initiative; and
- WHEREAS, The drastic fiscal impact of the initiative, were it to pass, would in the words of the July 17, 1988 editorial of the Los Angeles Times impose "a diversion of money from other more urgent needs identified by public-health officials in the areas of education and treatment." The required tracing of sexual partners "would cost millions, probably billions of dollars"; and
- WHEREAS, The Gann limit would require that the cost of the proposition be shifted in some measure from education expenditures, the largest single pool of money over which the Legislature has discretionary control; and
- WHEREAS, A basic finding of the Presidential Commission on the HIV Epidemic concluded that the success of current public-health strategies for fighting the spread of HIV infection are entirely dependent on voluntary cooperation and rigorous maintenance of confidentiality; and
- WHEREAS, Major provisions of Prop. 102 relating to reporting of HIV test results would:
- Require doctors, under criminal penalty, to report to local health officers the name of anyone "believed" to be infected with the virus which causes AIDS;
 - Order all persons who test HIV positive to report themselves for contact tracing and notification purposes;
 - Require HIV test results obtained during most research studies to be reported to health officers;
 - Make HIV test results available for insurance, employment, criminal and civil trials, school enrollment, and surveillance and contact notification purposes;

-- Create new penalties for certain crimes committed by law offenders infected with the virus, including assault; and

WHEREAS, Research has shown that many fewer people would be tested if anonymous testing were not available; and

WHEREAS, Prop. 102 is opposed by the California Medical Association, California Nurses' Association, California Association of Hospitals and Health Systems, Health Officers Association of California, League of California Cities, California Taxpayers Association, League of Women Voters of California, California Teachers Association, Senators Pete Wilson and Alan Cranston, as well as Lieutenant Governor Leo McCarthy; therefore be it

RESOLVED: That the Academic Senate of the California State University oppose Proposition 102 and that it communicate its opposition and request the concurrence of the CSU Board of Trustees and the local campus senates.

The CSU, Sacramento Academic Senate further recommends that a prominent front-page article explaining Proposition 102 be placed in the October 24, 1988, issue of the CSUS Bulletin.

Carried. [President approved final paragraph on 10/14/88.]

AS 88-100/Ex. PROPOSITION 78 (THE HIGHER EDUCATION FACILITIES BOND ACT OF 1988)

The CSU, Sacramento Academic Senate endorses the CSU Academic Senate's resolution in support of Proposition 78:

AS-1825-88/GA

Approved unanimously September 8, 1988

THE HIGHER EDUCATION FACILITIES
BOND ACT OF 1988 (PROPOSITION 78)

WHEREAS, The Higher Education Facilities Bond Act of 1988 (Proposition 78) will appear on the ballot of the November, 1988 general election; and

WHEREAS, Proposition 78 authorizes \$600 million for specific capital improvement projects at the

University of California, the California State University, and the California Community Colleges; and

WHEREAS, The CSU's share of the authorization for capital improvement projects in Proposition 78 is approximately \$128 million for specific projects which have been review and approved by the legislature and Governor; and

WHEREAS, Previous reductions in capital outlay and the rapid growth of enrollment in California public higher education and in CSU in particular have placed a very heavy and growing demand on classroom, laboratory, library, and other types of buildings; and

WHEREAS, The Tidelands Oil Fund, which has historically been the major source of revenue for capital expenditures for California public higher education, has been severely depleted because of the fall of oil prices during the last one and one-half years, thereby making bond financing more important; and

WHEREAS, The State of California's debt-service ratio for general obligation bonds of about 2% of the general fund is well below the national average of 4%; therefore be it

RESOLVED: That the Academic Senate of the California State University endorse and support the Higher Education Facilities Bond Act of 1988 (Proposition 78); and be it further

RESOLVED: That the Academic SENate CSU urge faculty and local campus senates to work for adoption of the Higher Education Facilities Bond Act of 1988 (Proposition 78).

Carried unanimously.

*AS 88-101/FPDC, Ex. FACULTY PROFESSIONAL DEVELOPMENT
IMPLEMENTATION PLAN, 1988-89

The Academic Senate recommends the following faculty professional development implementation plan for 1988-89 [see Attachment B].

Carried.

*AS 88-102/AA, UARTP, Ex. UNIVERSITY ARTP POLICY--AMEND SECTION 6.06.D

The Academic Senate recommends the amendment of Section 6.06.D of the statement of University ARTP policy as follows [strikeover = deletion; underscore = addition]:

6.06

D.

1. In order to assist itself to increase within its faculty the number of members of under-represented classes protected by law (i.e., women, racial and ethnic minorities, the disabled and Vietnam-era veterans), each department shall elect or otherwise provide for the selection of an affirmative action representative(s) to its search committee(s). This representative shall advise the department on recruitment, hiring and other means of increasing the representation of protected class members.
2. Each affirmative action representative shall be a tenured member of his or her department, serving, preferably, as a full-professor. Although it is not necessary to be a member of a legally protected under-represented class, every affirmative action representative shall be selected with a view to his or her sensitivity to the issues and commitment to the goals of affirmative action.
3. A department chair may serve as the affirmative action representative provided the department elects him or her to serve in that capacity. Nothing in this section shall be construed to absolve the department chair not elected to serve as an affirmative action representative of his or her responsibilities in relation to affirmative action.
4. Each affirmative action representative shall be elected or otherwise selected as the department directs in the early spring and shall serve a term of no less than one year.
5. The affirmative action representative shall serve as either an elected voting member or as an ex-officio non-voting member of the department's search committee(s).

6. The University Affirmative Action Officer shall sponsor training each spring or early fall for all affirmative action representatives to prepare them for their responsibilities. This training will include information and guidance on such topics as: equal employment opportunity laws and regulations, techniques of targeted recruiting, adequacy of applicant pools and their school's and department's established hiring and affirmative action goals, plans, timelines, and procedures.

DE.

Carried.

The hour of adjournment having been reached, the following agenda item was postponed to the November 10, 1988, Senate meeting:

AS 88-88/AP, Ex. DISRUPTIVE STUDENT, DEALING WITH THE

The meeting was adjourned at 4:30 p.m.


Janice McPherson, Secretary

*President's approval requested.

PROPOSAL FOR INITIATING A BACCALAUREATE DEGREE PROGRAM
IN GERONTOLOGY ON THE CSUS ACADEMIC MASTER PLAN

1. Proposed Degree Program - B.A. in Gerontology beginning Fall 1989

The proposed Gerontology major is a logical progression from the current Minor/Certificate program which has been in existence since 1978.

The program, a multi-disciplinary major, is being proposed because:

- Demographic projections indicate an over 65 population of 13% in the U.S. by the year 2000. In the Sacramento area, this population is already at 13%. The cohort in California of persons over 85 years of age, currently at 250,000, is expected to double in the next 12 years.
- There is evidence of a growing network of educational programs to train professionals working in gerontology by the increase in listings in the National Directory of Educational Programs in Gerontology, and the increase in membership in the Association for Gerontology in Higher Education and the California Council for Gerontology and Geriatrics.

David A. Peterson, in his recent book, Career Paths in the Field of Aging (1987), documents the growth of gerontology education and the need for professionals in the field.

- The need for a gerontology major at CSUS is substantiated by the dearth of bachelor's degree programs in California. The National Directory (1987) lists:

- Seven certificate programs
- A bachelor's program in Health Sciences with a gerontology option at CSU Chico
- B.A. in Human Services with a gerontology option, CSU Dominguez Hills
- B.A. in Gerontology, Mt. St. Mary's, Chalon campus
- B.S. in Gerontology, Andrus Center, University of Southern California
- A new program in gerontology at CSU San Diego

2. Anticipated Student Demand

There is student interest as evidenced by current enrollment:

- 27 students are in the Minor/Certificate program at CSUS
- Approximately 100 students are in the A.A. program at American River College
- 35 students are currently at Sacramento City College
- There is interest in the proposed CSUS program by other community colleges in northern California.

Based upon current interest and inquiries it is projected that during the first year there would be 25 students; the second year, 50 students; the third year, 60-70 students in the Gerontology major.

3. Resource Assessment

The draft proposal for the Gerontology major has been approved by the:

- Fiscal and Curriculum committees and the Academic Council of the School of Arts and Sciences
- Curriculum committee and the Administrative Council of the School of Health and Human Services
- Fiscal and Curriculum committees of the Academic Senate
- Academic Senate on October 13, 1988

The additional resource needs projected, which were considered in the proposal review, augment existing commitments by departments currently offering courses in the Gerontology Minor/Certificate program.

4. Evidence of Need

Services to meet the needs of the older adult population are in the following areas:

- | | |
|----------------------|-------------------|
| - Advocacy | - Health |
| - Long term care | - Housing |
| - Physical education | - Leisure |
| - Transportation | - Social services |
| - Education | - Employment |
| - Financial services | |

Recent employment projections nationwide predict the need for all levels of professionals working with the aging population, as the demand for services increases.

Community support for a bachelor's degree in Gerontology has been expressed by the Sacramento County Commission on Aging, Area 4 Agency on Aging, and other community service agencies.

A survey of student and community agency interest in the program is underway and should be completed shortly.

5. General Scope and Content

The proposed B.A. in Gerontology is a "broadly based", multi-disciplinary program. The scope and content would be to:

- Offer a series of core courses in Gerontology for majors and minors
- Facilitate departmental commitment to enhance existing or design new course offerings from the following currently participating departments:

Anthropology
Biological Sciences
Ethnic Studies

Nursing
Psychology
Recreation and Leisure Studies

Health and Physical Education
Home Economics

Social Work
Sociology

- Other departments which may be adding courses:

Art
Criminal Justice

Education
Speech Pathology and Audiology

- The proposed curriculum (see attached) will be amended to reflect the results of the surveys of students and professionals in the community.

GERONTOLOGY CURRICULUM PROPOSAL – 36 Units

	UNITS
A. PRE MAJOR LOWER DIVISION COURSES (may be taken for GE credit)	15
Bio Sci 20 - Biology: A Human Perspective	
Home Ec 50 - Family Development	
Nursing 10 - Health Care: Issues and Delivery Systems	
Psych 5 - Introduction: Individual and Social Processes	
Soc 1 - Principles of Sociology	
**STRONGLY RECOMMENDED:	
Stat 1 - Statistics (quantitative reasoning requirement)	
B. LOWER DIVISION MAJOR COURSES	6
● Geront 1 - Issues in Gerontology	
● Geront 5 - Survey of Services for the Aging (includes field observation)	
C. UPPER DIVISION MAJOR COURSES	21
● Geront 100 - Policy and Services for the Aged	
● Geront 195 - Field Experience – 3 units (195 in other depts may be substituted with advanced approval of coordinator)	
Bio Sci 120 - Biology of Aging	
Ethn St 133 - Cross cultural Aging in America <u>OR</u>	
Anthro 172 - Anthropology of Aging	
# Home Ec 159A- Aging in Human Development	
Nursing 163 - Holistic Approach to Aging	
# Soc Wk 145A - Practice with Older Adults	
D. ELECTIVES (Required)	9
6 units from the following:	
Home Ec 147 - Financial Aspects of Aging	
Home Ec 158A- Aging and the Family	
Psych 150 - Psychological Aspects of Aging	
Psych 151 - Psychological Aspects of Death	
Rec & LS 124 - Recreation and Gerontology	
Soc Wk 135 - Problems of the Aged	
3 units from the following:	
H & S 150 - Aging and Health	
Psych 119 - The Aging Brain	
Home Ec 119 - Nutrition and Aging	
E. SPECIAL PROBLEMS – (In any department – with advanced approval of coordinator).	
● NEW COURSES TO BE DEVELOPED	
# EXISTING COURSE TO BE MODIFIED	

FACULTY PROFESSIONAL DEVELOPMENT
IMPLEMENTATION PLAN 1988/89¹

Last spring, the ad hoc committee on Faculty Professional Development proposed a plan for a comprehensive university-wide approach to faculty development activities. The Plan was endorsed and recommended by the Academic Senate and approved by President Gerth. He subsequently called for an implementation plan to be developed for activities in this area for the 1988/89 year. These activities, described later in this document, are intended to provide faculty members with opportunities to increase their effectiveness as teachers and scholars and also their professional satisfaction. Although it will not be possible to fund the program in 1988/89 at the level suggested in the Senate's document on Faculty Professional Development, additional resources will be devoted to the effort. The sources of funds for 1988/89 programs include lottery, general budget allocations and special legislative allocations as well as the Schools, Library, and other program centers having funds currently designated for faculty professional development.

Program Priorities for 1988/89

In keeping with the Senate recommendation and in consideration of limited resources for this program, the following priorities for 1988/89 funding are established:

- Currency and Career Enhancement
- Curriculum Development
- Creative Pedagogy

In addition, funding will continue for ongoing programs, including but not limited to:

- Research, scholarly and creative activity
- Affirmative Action Development
- New faculty orientation programs

Opportunities for Funding and Program Participation

Opportunities for individual faculty members and groups of faculty to apply for and receive funds and other support are available in these categories. Attachments A and B, pages 15

¹Recommended by the Academic Senate (AS 88-101), 10/13/88
Approved by President Gerth, 11/2/88

through 17, contain a grid of University faculty professional development programs, for FY 1988/89. Attachment A lists program titles, responsible offices, funding sources, assigned time positions and/or monies available. Attachment B lists the same opportunities by type or category of support, available programs in each category and application addresses.

Probationary and tenured faculty, and FERP faculty during the period of employment, are eligible to apply for all programs. An individual faculty member may receive no more assigned time than a total of 12 wtu's per year and no more than 9 wtu's in any one semester from any one or combination of these programs. Temporary faculty, whether full-time or part-time, are not eligible to apply for assigned time. However, they may apply for other awards in any program for which they are eligible.

Faculty members and other eligible employees interested in any of the programs may contact the office listed or the Chair of their school's or unit's Faculty Professional Development Committee (see Attachment C, page 18). For school-based programs, requests for support should be directed to the Department Chair and School Dean.

Faculty Professional Development Programs (Approximately \$572,440 and 18.9 positions)

Every effort is being made to decentralize the administration of faculty professional development activities, concentrating both funds and program oversight in the units closest to faculty professional development, the academic departments and schools. However, it is appropriate that some faculty professional development activities be responsible to program centers operating at the University level, primarily Academic Affairs and in several instances, Faculty and Staff Affairs.

Grants and awards programs for 1988/89 are as follows:

1. Pedagogy/Curriculum/Career Enhancement (Approximately \$304,238)

Largely through the use of lottery funds, individual faculty members and groups of faculty may apply for these award programs to receive support for activities which fall under the three priority categories for 1988/89.

- A. Mini-grants for Curriculum Development and Creative Pedagogy, and Currency and Career Enhancement (\$175,000).

For the "Mini-Grant" program, guidelines and procedures are to be developed by the Faculty Professional Development Committee for adoption by the Academic Senate. Proposals will be invited which deal with curriculum development, creative pedagogy or currency and career enhancement. It is expected that funded proposals will involve and benefit a program, departmental major, a concentration or emphasis, or interdepartmental curriculum coordination, and address the current or long-range programmatic needs of the department, school, University, or CSU system.

B. Grants for Instructional Development and Technology
(\$35,238).

The primary aim of the Grants for Instructional Development and Technology program is to support projects utilizing applications of technology to improve or enhance the quality and/or effectiveness of instruction. According to lottery fund guidelines, these funds are specified and must be used for "instructional development and technology." Projects in this category must be linked to curriculum or instructional development and may include such activities as interactive video, video disc, satellite communications, ITFS, and computer conferencing. In general, projects dealing solely with instructional use of computers will not be funded under this program and are referred to the Academic Computing Enhancement Institute Project Funding component of the Office of Computing and Communications Resources.

Specific award guidelines and procedures are pending consideration and recommendation by the Academic Telecommunications Advisory Committee, as recommended by the Lottery Fund Allocation Committee, and further consideration and recommendation by the Faculty Professional Development Committee.

Announcement of application procedures for the mini-grant programs will be made during Fall, 1988.

Contact Person: Vice President for Academic Affairs

C. Writing Across the Disciplines Project (\$30,000)

The goal of the Writing Across the Discipline Project is to improve student writing by encouraging faculty in all disciplines to integrate writing components into their courses; to encourage faculty to use writing as a way of developing students' understanding of course content; and to assist faculty in the development of writing assignments (other than term papers and essay exams), in the evaluation and commenting procedures for those writing assignments, and in using collaborative activities to improve writing and learning. Fifteen thousand dollars for the Fall semester, and depending on the project's evaluation of impact and further need, \$15,000 for the Spring semester have been allocated for a project of workshops and other training formats. The money for this program has been allocated and the programs are ongoing. Faculty interested in participating should contact Professor Joan Maxwell.

Contact Person: Professor Joan Maxwell (x5732)

D. Peer Coaching (\$10,000)

Peer coaching is a method of improving teacher effectiveness in which colleagues observe and discuss one another's teaching in an EVALUATION FREE environment. During the period September 1987 to May 1988, professors from the Schools of Arts and Sciences and Education attended 16 three-hour seminars and coached a colleague via ten class observations and conferences. A program evaluation revealed participant increases in the autonomous performance of certain cognitive functions associated with superior teaching; confidence and enthusiasm about teaching; and the application of expanded teaching repertoires. Student evaluations of participating professors' classes improved during this period. A similar procedure will be utilized in 1988-89. Ten thousand dollars from the professional development lottery funds have been designated to support the ongoing peer coaching project. The money has been allocated and the programs are ongoing. Faculty interested in participating may contact Professor Garmston.

Contact Person: Professor Robert Garmston (x6807)

E. Distinguished Visiting Scholars Program (\$35,000)

The purpose of the Distinguished Visiting Scholars Program is to support lecturers, speakers and groups visiting the campus, hosted by individual faculty, student and faculty groups, centers, etc. In addition to the lottery funds allocated directly to the schools and library, \$35,000, including \$15,000 targeted for public programs, has been designated for this program. Guidelines and procedures for applying to host a visiting scholar are available in the Office of the School Deans, the Vice President for Academic Affairs and the Vice President for University Affairs.

Contact Person: Professor John Merchant (x6966)

F. Summer Institutes (approximately \$4,000)

From 10 to 14 faculty members are selected annually to participate in faculty professional development conferences or workshops sponsored by the Chancellor's Office. These institutes provide training in and exposure to a variety of pedagogical and "career enhancement" areas from computer instruction to grant writing and many others. They are funded by the Chancellor's Office and, locally, by the Vice President for Academic Affairs Office (\$4,000). Fourteen CSUS faculty participated in such workshops during the summer of 1988. A similar number of participants is anticipated for 1989. The Faculty Professional Development Committee will review this program, along with other faculty development programs and recommend procedures for its implementation before the application deadline in April, 1989.

Contact Person: Vice President for Academic Affairs

2. Faculty Travel Grants (\$20,000)

A. Travel Grants for System In-State Conferences, Workshops, Meetings (\$10,000)

The Office of Academic Affairs has been allocated, from General Funds, \$10,000 to assist faculty travel to CSU system sponsored in-state conferences, workshops and policy development meetings. Faculty members who are members or officers of a state or system task force commission or committee or who have been designated to

represent the campus or the system in a conference or workshop may apply for reimbursement of in-state travel costs to such meetings and conferences, including airfare or mileage, parking and per diem. Faculty requesting travel grants should send a memo explaining specific information related to the workshop/conference and how they represent the University. Applications for reimbursement should be submitted at least two weeks prior to the trip, approved by the Dean, and include verification of the faculty member's membership, office or designation as University representative. Due to the limited funds available, all reimbursements will be at state employee rates; reimbursements will not be made when travel reimbursements are available from the system or sponsoring agency; total reimbursements for a trip may not exceed \$250; committee officers and members will be limited to reimbursement for no more than four (4) trips per academic year and conference representatives will be limited to one conference per year. Applications should be submitted to the Vice President for Academic Affairs at least two weeks prior to date of departure. For those that are approved, expense statements and reimbursement forms should be submitted within one week of return to campus.

Application details and procedures may be obtained from the Academic Affairs Office.

Contact Person: Vice President for Academic Affairs

B. Research Travel Grants (\$10,000)

The Hornet Foundation has allocated \$10,000 to Academic Affairs to support faculty travel related to research and scholarly activity. This fund is currently administered by the Office of Research and Sponsored Projects. Its purpose is to assist and enhance the ability of departments and schools to support faculty traveling to professional meetings to present research papers.

Applications for travel grants should be submitted by the faculty member to the Office of Research and Sponsored Projects at least two weeks prior to the meeting or conference. They must include the following information: total projected cost of trip; contributions, if any, of the department, school and other sources; verification of paper's acceptance, and approval of the Department Chair and Dean. Due to

limited funds available, a faculty member may receive no more than one travel grant per year, not to exceed \$250 or half the cost of travel, whichever is less.

Application details and procedures may be obtained from the Office of Research and Sponsored Projects and the Academic Affairs Office.

Contact Person: Dr. Arnold Golub (x7381)

3. Research and Scholarly and Creative Activity (15 positions and \$251,402)

A. Research Awards Program (15 positions and \$25,000)

Academic Affairs reserves from General Funds 15 faculty positions awarded, as assigned time units, to assist and support faculty engaged in specific research or creative projects in their professional discipline. In addition, the Hornet Foundation makes \$25,000 available to award monetary grants to faculty members, to assist and support them in research projects or creative activity in their professional discipline.

This program is intended to encourage faculty to engage in research and creative projects and to be active participants in their professional disciplines. Proposals for these awards (assigned time and/or monetary grants) are accepted from all fields. The eligibility requirements are: (1) the faculty member submitting the proposal must be tenured or tenure track; (2) the faculty member must have on file reports on all previously funded grants; (3) the proposed project must fall within the definition of research specified in the Program Announcement. Proposals are submitted to Academic Affairs via the Office of Research and Sponsored Projects. They are reviewed by the Senate Research Committee, which recommends to the Vice President for Academic Affairs, those which are to be funded with assigned time and/or monetary awards.

Further information on application guidelines, procedures and deadlines can be obtained from the Office of Research and Sponsored Projects and the Academic Affairs Office.

Contact Person: Vice President for Academic Affairs

B. Program Change Proposal: Research Scholarship and Creative Activity (\$176,402)

These funds are a new line item in the CSU's budget for 1988-89, and are intended to initiate direct support for faculty research, scholarship and creative activity. Funding categories include mini-grants for scholarly research, summer fellowships, and semester leaves with pay.

A committee of the Senate will develop and recommend to the Vice President for Academic Affairs local policies, guidelines and procedures for the allocation of these funds. The guidelines for allocation of funds received through the PCP mandates that the Committee be composed of a majority of faculty who shall be elected by probationary and tenured faculty. The Academic Senate has recommended that the Committee on PCP Funded Research, Scholarship, and Creative Activity Programs be comprised of eight tenured or probationary faculty (three from Arts and Sciences, one from each of the professional schools, and one from the library) nominated by the probationary and tenured faculty in each school and elected at large by the probationary and tenured faculty. Other members of the Committee will include: one graduate student, in good standing in a degree program, who has participated in a faculty research project, appointed by A.S.I.; the Vice President for Academic Affairs/or designee; one school-level administrator selected by the Council of Academic Deans; and one member of the FPDC (ex-officio, non-voting) appointed by the FPDC.

Questions and requests for further information may be directed to the Office of Academic Affairs.

Contact Person: Vice President for Academic Affairs

C. Research Grant-Writing Fund (\$50,000)

The Hornet Foundation has made \$50,000 available to the Office of Academic Affairs specifically to increase the number of research grants made to CSUS by the federal government and by private foundations. These funds have been contributed exclusively for "research proposals" and are an important portion of the overall efforts in the University's Faculty Professional Development Program.

Monetary grants are available in the Fall, 1988 semester, and monetary and/or assigned time grants are available in the Spring, 1989 semester to faculty and other employees for developing research grant opportunities or writing grant proposals. These funds may be used for student assistance, secretarial, and other support services, travel or any other valid, professionally related expense during the time that grant opportunities are being developed and/or as the grant proposal is being written. The funds may not be used for salary supplements, but may be used for assigned time during the Spring semester.

The guidelines and procedures for applying for monies from this fund will be developed by the Committee on Research and Scholarly Activity for adoption by the Academic Senate.

Applications should be submitted via the school dean or program center head to the Academic Affairs Graduate Studies Office. Applications will be reviewed by a faculty review committee from the Committee on Research and Scholarly Activity, with the assistance and support of the Dean of Graduate Studies and the Director of Research and Sponsored Projects. The Vice President for Academic Affairs will allocate the funds.

No awards will be retroactive. A final report, including a copy of the submitted proposal, will be required. Further details on the application procedures and guidelines may be obtained from the Academic Affairs Office.

The Faculty Professional Development Committee will receive a list of the awards and will review this program at the end of the academic year.

Contact Person: Dr. Arthur Williamson (x6402)

4. Grants for Affirmative Action/Educational Equity (3.5 positions and \$9,000)
 - A. Affirmative Action Development (1.5 positions and \$4,000)

This program is funded by the Chancellor's Office. It encourages and assists underrepresented minority and women faculty in full-time, positions at the instructor, assistant or associate professor rank (including library

faculty) to prepare themselves to compete successfully for tenure and promotion. Full professors are not eligible. One and one-half (1.5) positions are available yearly for assigned time activities and the \$4,000 grant supports partially other expenses associated with these activities. The program is administered by the Director of Affirmative Action according to Chancellor's Office guidelines. Grants are made to faculty by the Vice President for Academic Affairs on the recommendation of the Director of Affirmative Action and an ad hoc committee appointed by the Academic Senate. The Office of the Vice President and the Affirmative Action Office can provide further information.

Contact Person: Dr. Stephanie Lieberman (x6907)

B. Educational Equity/Faculty and Peer Mentoring Program
(2 positions; \$5,000)

The Faculty/Peer Mentoring Program is a new educational equity project supported with lottery funds. While its primary purpose is to assist underrepresented minority students persist in college, it also assists faculty members in advising and working with "at risk" students outside of the classroom. Ten full-time faculty are selected as mentors by a subcommittee of the University Educational Equity Committee and recommended to the Assistant Vice President for Academic Affairs, who administers the program. Each of the selected faculty members receives three (3) units of assigned time each semester and participates in several training workshops. The purpose of the training workshops is to prepare for and conduct educational support activities for ten underrepresented students per faculty member. Appointment of faculty participants is made by the Vice President for Academic Affairs upon the recommendation of the Assistant Vice President. The allocation of the travel and training program funds is made under the direction of the Assistant Vice President in consultation with the Educational Equity subcommittee. The Office of the Assistant Vice President may be contacted for further information and for policies and procedures for applying for this program.

Contact Person: Dr. David Leon (x5925)

5. Development Programs for New Faculty Chairs (.4 position and approximately \$1,600)

A. New Faculty Orientation (.4 position, \$650)

This program is sponsored by the Office of Faculty and Staff Affairs and is funded by .4 position allocated from General Funds for assigned time to the faculty member serving as Director of the Program. The New Faculty Orientation Program is designed to introduce new faculty members to CSUS, through a series of workshops. During the year, approximately four to eight workshops sessions are conducted. These deal with various issues, which could be of specific interest to incoming faculty members. Examples are: workload definition; interpretation of the Memorandum of Understanding (MOU), nature of student body at CSUS; teaching "at risk" students; and scholarly and creative activities on campus. All new full-time tenure track faculty members are invited and expected to attend. The workshops are open to all other new faculty members. Further information about this program is available in Faculty and Staff Affairs.

Contact Person: Professor Janelle Reinelt (x7033)

B. (New) Faculty Mentor (\$550)

This program is sponsored by the Office of Faculty and Staff Affairs and is administered by the Dean and his staff within their regular budget. The program matches new full-time faculty members with senior full-time faculty as "partners" or "mentors." The mentors are volunteers. The pairing of the new and senior faculty members generally occurs in the same school. Typically the format of this collegial partnership is developed in mutual consultation.

Further information about this program is available in Faculty and Staff Affairs.

Contact Person: Professor Janelle Reinelt (x7033)

C. Department/Division Chairs Workshops (approximately \$1,600)

This program is sponsored by the Office of Faculty and Staff Affairs and is administered by the Dean and his

staff, using about \$1,600 provided in the past from the University's Annual Fund. Typically, this program consists of one all-day off-campus program, several two-hour on-campus workshops, and an annual two-day orientation for new chairs. The program is designed to acquaint and update both new and experienced chairs with University policies and procedures.

Questions and requests for further information should be directed to Faculty and Staff Affairs.

Contact Person: Dean David Wagner (x6078)

D. University Association of Research Scholars: Bi-annual Meetings

The University Association of Research Scholars (UARS) sponsors a meeting each semester where members and invited guests present their research and other creative work to colleagues, students and invited friends in the Sacramento community. Presentations are chosen from submissions by faculty who respond to the call for papers circulated by UARS. At the end of each academic year, a booklet of proceedings is published which contains the abstracts of the presentations. These meetings are organized to foster the goal of the UARS, which is to encourage cross-fertilization of ideas and expertise, and to promote interdisciplinary endeavors among colleagues.

Contact Person: Dr. Arnold Golub (x7381)

6. School-Based Programs (Approximately \$178,800 and 13.0 positions)

Funds, assigned time and other kinds of support are available to faculty members in their schools for programs in the three priority categories and for research and scholarly and creative activities. Levels of funding and access to professional development programs will vary, of course, among the schools according to school and departmental objectives, needs and funding ability. Attachment D lists past (1987/88) and anticipated (1988/89) school-based expenditures for Faculty Professional Development.

The School Deans, and the Dean and University Librarian have been charged with formulating a school faculty professional development plan and have established or designated within

their respective units a professional development committee to advise them on policy and procedural matters regarding the implementation of Faculty Professional Development programs and activities within their Schools or Units. This implementation includes publication of procedures for application, review, and communication of awards and final reports. For the specifics on school-based programs and activities, including particular program descriptions, application procedures and other information, faculty may contact the chair of the school or unit faculty professional development committee. Attachment C includes a list of these chairs or the unit's contact person and their office and telephone numbers.

Some of the current programs available or planned in all schools are as follows:

A. Faculty Assigned Time/Release Time (approximately 13.0 positions)

Through their general fund allocations, the Schools or Departments and the Library have used approximately 11.5 positions, to provide faculty assigned time and Librarian release time for professional activities as defined in their Faculty Professional Development Plan. These activities have included course development, curriculum revision, and research projects. The 1988-89 plans for the use of assigned time, the criteria, and the process for the selection of projects or activities will be filed by the Departments, the Schools or other units with their Faculty Professional Development Committee. The Academic Senate Faculty Professional Development Committee will receive a report at the end of the academic year on the use of assigned time, the criteria and processes used for the selection of the project or activities, and awards.

Contact Person: School Committee Chairs

Approximately 1.5 positions for instructional and curriculum development, and other faculty professional development activities, have been allocated to the schools from Educational Equity assigned time by the Vice President for Academic Affairs and administered by the dean according to approved Educational Equity plans.

Contact Person: Dr. David Leon (x5925)

B. School-Based Travel Grants (approximately \$130,800)

Limited School and Department funds are available to instructional faculty and academically-related faculty for travel to present papers at conferences, to attend professional meetings and for other travel for professional development purposes.

The travel grants coming from Program Center funds will continue to be administered by the Schools, Library and Student Affairs, as they have been in the past. The criteria and the process for awarding these funds and any other travel money for Faculty Professional Development will be filed with the School Faculty Professional Development Committee. The Academic Senate Faculty Professional Development Committee will receive a report at the end of the academic year on the use of these funds including the criteria, the process for awarding these funds and any other travel money for faculty professional development.

Contact Person: School Committee Chairs

C. Visiting Scholars Programs (\$96,702)

A fund of \$96,702 from the lottery will be distributed to the Schools and Library according to a pro rata formula recommended by the Academic Deans. The Deans may employ existing procedures for consulting faculty about the use of these funds and/or consult with the Unit's Faculty Professional Development Committee. The Office of the Vice President for Academic Affairs and the Faculty Professional Development Committee will receive a year-end report on awards from this fund.

Contact Person: The Academic Deans

Faculty Professional Development Programs
1988-89

University-wide Programs

<u>Program Title & Responsible Ofc</u>	<u>Funding Source</u>	<u>Assigned Time</u>	<u>Monetary Grant</u>
Affirmative Action Development (AAO)	Chancellor's Ofc	1.5	\$ 4,000
Chairs Workshops (FSA)	General Fund		1,600
Distinguished Visiting Scholars Program (AA)	Lottery Fund		35,000
Educational Equity Faculty & Peer Mentoring Programs (AA)	Lottery Fund	2.0	5,000
Mentors for New Faculty (FSA)	Faculty & Staff Affairs		550
New Faculty Orientation (FSA)	General Fund	.4	650
Pedagogy/Curriculum/ Career Enhancement Mini-grants (AA)	Lottery Fund		210,238
Peer Coaching (School of Education)	Lottery Fund		10,000
Research Scholarship and Creative Activity (AA)	General Fund Program Change Proposal		176,402
Research Awards Program (AA)	General Fund Hornet Foundation	15.0	25,000
Research Grant-Writing Fund (AA)	Hornet Foundation		50,000
Research Travel Grants (ORSP)	Hornet Foundation		10,000

Faculty Professional Development
Implementation Plan, 1988-89

<u>Program Title & Responsible Ofc</u>	<u>Funding Source</u>	<u>Assigned Time</u>	<u>Monetary Grant</u>
Summer Institutes (AA)	Chancellor's Office/ Academic Affairs		4,000
Travel Grants for System-Sponsored In-State Conferences, Workshops, Meetings (AA)	General Fund		10,000
Writing Across the Disciplines Project (A&S)	Lottery Fund		30,000
	TOTALS	18.9	572,440

AA = Academic Affairs x6331

AAO = Affirmative Action Office x6907

FSA = Faculty & Staff Affairs x6078

ORSP = Office of Research and Sponsored Projects x7381

School-Based Programs

<u>Program Title & Responsible Ofc</u>	<u>Funding Source</u>	<u>Assigned Time</u>	<u>Monetary Grant</u>
Faculty Assigned Time	General Fund	13.0	
Travel Grants	General Fund		130,800
Visiting Scholars	Lottery Fund		96,702
	TOTALS	13.0	227,502

Categories of Faculty Professional Development
1988-89

<u>Category</u>	<u>Programs Available</u>	<u>Apply to:</u>
Assigned Time	- Affirmative Action Development	Affirmative Action
	- Educational Equity Mentoring	Academic Affairs
	- Research Award	ORSP
	- Research Program Change Proposal	Academic Affairs
	- Pedagogy/Curriculum/Career Enhancement Mini Grant	School Deans
	- Research Grant-Writing	Graduate Studies
Travel Expenses	- Pedagogy/Curriculum/Career Enhancement Mini Grant	School Deans
	- Research Grant-Writing	Graduate Studies
	- Travel Grants for In-State	Academic Affairs
	- Research Program Change Proposal	Academic Affairs
Monetary Grants (OE, supplies, books, software, etc.)	- Pedagogy/Curriculum/Career Enhancement Mini Grant	School Deans
	- Research Grant-Writing	Graduate Studies
	- Research Program Change Proposal	Academic Affairs
	- Research Award	ORSP
	- Affirmative Action Development	Affirmative Action
Workshop, Institute, Other Training	- Affirmative Action Development	Affirmative Action
	- Educational Equity Mentoring	Academic Affairs
	- Visiting Scholars	Visiting Scholars Committee
	- New Faculty Orientation	FSA
	- New Faculty Mentoring	FSA
	- Peer Coaching	School of Education
	- Summer Institutes	Academic Affairs
	- New Chairs Workshops	FSA
	- Writing Across the Disciplines	Closed

Senate Faculty Professional Development Committee

Chair (Phyllis Mills)
 Mary W. Burger (Academic Affairs)
 Jeanne Pfeifer (Education)
 Art Jensen (Management)
 Jolene Koester (Communication Studies)
 Herb Kutchins (Social Work)
 Sheila Marsh (Library)
 Phyllis Mills (Nursing)
 Ronald Ernst (Computer Science)
 Janelle Reinelt (Theatre Arts)
 David Wagner (Faculty and Staff Affairs)

School Faculty Professional Development Committees

<u>School/Unit</u>	<u>Unit Chair or Contact</u>	<u>Office</u>	<u>Phone</u>
Arts & Sciences	Associate Dean Gray	SCI 334	x6502
Business & Public Admin	Associate Dean Ramey	BUS 1040	X7191
Education	Sid Gunston Parks	ED 414A	X5527
Engineering & Computer Sci	Associate Dean Hester	ENGR 1205	X6366
Health & Human Services	Priscilla Alexander	BUS 3124	X7176
University Library	Kay Jones	LIB 601A	X6230

Attachment D

Faculty Professional Development
1987-88 Expenditures and Anticipated Expenditures in 1988-89

<u>Unit</u>	<u>Assigned Time</u>		<u>Travel</u>		<u>Grants</u>	
	<u>1987-88</u>	<u>1988-89</u>	<u>1987-88</u>	<u>1988-89</u>	<u>1987-88</u>	<u>1988-89</u>
Arts & Sciences	4.0	4.0	\$51,041	\$48,000 ¹		
Business	4.8	4.8	45,667	45,000	\$53,323 ²	\$40,000
Education	.2	.2	9,000	4,800 ³		
Engineering & Computer Sci	1.3	1.0 ⁴	6,140	6,000		
Health & Human Services	2.0	1.5 ⁵	18,000	18,000		
Library	---	---	7,000	9,000	4,000 ⁶	8,000

- ¹ Departments spent over \$3,000 more than budgeted for travel in 1987-88.
- ² School purchased software for faculty and paid Institute Fees for faculty
- ³ Less summer school fees anticipated to support 1988-89 travel.
- ⁴ Slight reduction in proposed faculty allocation for 1988-89.
- ⁵ Increased instructional needs reduces available faculty professional development funds.
- ⁶ Release time to conduct workshops for faculty in the use of computerized indexes and to supplement other development grants.