

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 #16

March 8, 1990

ROLL CALL

Present: Bach, Brackmann, Cajucom, Campbell, Clark, Decious, Dillon (Parliamentarian), Figler, Freund, Gillott, Hallinan, Harriman, Hayashigatani, Herman, Holl, Kando, Kelly, Kho, Kornweibel, Lonam, Low, Marsh, D. Martin, L. Martin, Joan Maxwell, John Maxwell, McClure, McGowan, Miller, Nicola, Pacholke, Palmer, Pyne, G. Shannon, Shek, Summers, Swanson, Toder, Wade, Wheeler, White, Whitesel, Wright

Absent: Amos, Barnes, Barrena, Cooper, Glovinsky, Gonzalez, Haq, Huff, Jakob, Johnson, Kutchins, Lewis, Mattos, McGeary, Meyer, Moore, Reinelt, W. Shannon, Stroumpos, Tooker, Torcom, Tzakiri, Winters, Yousif

INFORMATION

1. Senior Statewide Senator Erwin Kelly reported on the activities of the CSU Academic Senate.
2. Senators received information (2/8/90 Senate Agenda Attachment A) about the Five-Year Capital Improvement Program in response to concerns raised during the Open Forum at the February 8 Senate meeting.

ACTION ITEMS

*AS 90-20/RCAC, Ex. RESEARCH AND SCHOLARLY ACTIVITY (STATE-FUNDED PROGRAMS)--ALLOCATION OF FUNDS

The Academic Senate recommends that funds available for the State Funded Research and Scholarly and Creative Activity Programs be allocated as follows for the 1990-91 cycle.

- no more than two semester leaves
- remaining funds to be split 60/40% between the Summer Fellowships and Scholarly and Creative Activity Grants, respectively. Summer Fellowships may be for

one or two months. Faculty may apply for assigned time in the SCA Grants Programs

- In the event that there are residual funds in any of above categories, these funds shall be applied to other program categories to support proposals of merit.

Carried.

AS 90-21/AA, Ex. AFFIRMATIVE ACTION HIRING--AD HOC COMMITTEE REPORT ON THE HIRING IMPROVEMENT PROGRAM (HIPS) TASK FORCE REPORT

The Academic Senate receives the ad hoc Committee report (2/22/90 Senate Agenda Attachment C-1) on the Hiring Improvement Program Task Force Report (2/22/90 Senate Agenda Attachment C-2).

Carried.

*AS 90-22/UARTP, Ex. AFFIRMATIVE ACTION HIRING POLICY-- UNIVERSITY ARTP POLICY REFERENCE TO [Amend Section 6.09; Based on the ad hoc Committee Report on the HIPS Report]

The Academic Senate recommends amendment of University ARTP Policy section 6.09 to provide reference to the University Affirmative Action Hiring Policy (PM 88-11) for additional details on requirements pertaining to vacancy announcements as follows:

6.09 Vacancy Announcements

- A. ~~"Vacancy announcements of probationary faculty unit positions shall be widely disseminated. Employees shall be informed of the location where all vacancy announcements for tenure track positions from all campuses may be examined." (M.O.U. 12.15)~~

Units are advised to refer to Presidential Memorandum 88-11, "University Process for Affirmative Action Hiring," when designing vacancy announcements with a view to complying with this section.

A copy of the memorandum is annexed to this document as Appendix I.

- ~~B. Every attempt shall be made to solicit applications from qualified minorities and women. The announcement approved by the Vice President for Academic Affairs shall be distributed to a standard listing of~~

~~institutions of higher education, government agencies, and professional associations. This listing, upon request, may be augmented at any time. In addition, departments or equivalent units should utilize other recruiting channels, as appropriate, such as professional journals, newspapers, and relevant community organizations and agencies.~~

~~EB. ...~~

~~DC. ...~~

~~ED. ...~~

Carried.

*AS 90-23/AA, Ex. AFFIRMATIVE ACTION HIRING POLICY, AMENDMENTS TO [Based on the ad hoc Committee Report on the HIPS Report]

The Academic Senate recommends amendment of the University Affirmative Action Hiring Policy (PM 88-11) as shown in Attachment A.

Carried.

(C-3 2/22/90 Acad. Senate Agenda)

*AS 90-24/AA, Ex. AFFIRMATIVE ACTION HIRING, UNIVERSITY RECRUITMENT EFFORTS [Based on the ad hoc Committee Report on the HIPS Report]

Whereas, Anticipated faculty retirements and enrollment growth at CSUS will create a need for increased faculty recruitment activity in a large number of academic departments, and

Whereas, CSUS is committed to the recruitment and retention of a quality faculty whose membership reflects the diversity and gender ratio of the population served, and

Whereas, The tenure-track faculty in a department have primary responsibility for determining curricular needs and for defining and evaluating the qualifications of applicants for new faculty positions in their departments, and, thus, for realizing the University goal of recruiting and retaining an excellent and diverse faculty, and

Whereas, The pool of qualified applicants is relatively small and CSUS must compete in its recruitment

efforts with other institutions with similar faculty recruitment needs and goals, and

Whereas, Success in recruitment of University faculty is dependent on an active effort that employs both discipline specific and common resources and strategies, therefore be it

Resolved, The Academic Senate recommends that the following steps be taken at the University level to facilitate and enhance departmental recruitment efforts:

1. The Academic Senate recommends that a comprehensive University recruitment plan, based on school and departmental plans be developed each Spring. The University plan should identify all the searches that will occur in the following year and the strategies for increasing faculty diversity.
2. The Academic Senate recommends that a comprehensive list of individuals, institutions, agencies, organizations, and journals whose enrollment/membership/readership includes a significant number of potential diversity candidates be developed and updated annually by a central University office.
3. The Academic Senate recommends that a central University office distribute vacancy announcements to appropriate places and individuals identified on the list described above, and coordinate the placement of advertisements in appropriate journals.
4. The Academic Senate recommends that a library of recruitment resources (e.g., CIC Directory of Minority Ph.D. Candidates and Recipients, GRE/CGS Directory of Graduate Programs) be developed and maintained by a central University office for ready access and use by departments in developing discipline specific lists of individuals, institutions, agencies, organizations and journals for the placement of advertisements and personal contact.
5. The Academic Senate recommends that an existing central University office assist school/department recruitment teams in the identification of institutions, meetings, or other events that may yield diversity

candidates and assist in planning and preparing for the visit.

6. The Academic Senate recommends that a vitae bank of diversity candidates be developed and maintained by a central University office (by subscriptions to computer bank listings and compiling information from other sources).
7. The Academic Senate recommends that an existing University office develop generic material (brochures, pamphlets, etc.) containing information about the campus, the community, the CSU system, and other information that may be useful in recruitment.
8. The Academic Senate recommends that the University identify and maintain contact with individuals at target institutions and professional organizations who can assist in identifying diversity candidates.
9. The Academic Senate recommends that the University promote and support cooperative efforts among CSU campuses to achieve the goal of recruiting and retaining an excellent and diverse faculty within the CSU.

Carried.

*AS 90-25/Ex. PROFESSIONAL LEAVE COMMITTEE (Amends PM 84-05)

The Executive Committee, on behalf of the Academic Senate, recommends that PM 84-05, Policy on Leaves with Pay, be amended to comply with M.O.U. provisions 27.5 and 28.7, as follows [underscore = addition; strikeover = deletion]:

"The Professional Leave Committee will be a University Committee, composed of nine elected members serving staggered three-year terms to include four members elected by and from faculty members in Arts and Sciences, and one each elected by and from faculty members in Business and Public Administration, Education, Engineering and Computer Science, Health and Human Services, and the Library.* Persons applying for sabbatical or difference-in-pay leave shall be ineligible for election to the Professional Leave Committee. Normally, the term of membership shall be three years. Persons elected previously to membership on the Professional Leave Committee who apply for sabbatical or difference in pay leave shall become ineligible to serve during the year in which their application is to be considered and shall be

replaced for the remainder of their term by an appropriate election. The Professional Leave Committee shall..."

~~*At its first meeting, the 1984-85 Professional Leave Committee will determine by lot three members to serve three-year terms, three members to serve two-year terms, and three members to serve one-year terms.~~

Carried.

AS 90-26/Flr. MINUTES

The Minutes of the meeting of February 22, 1990, are approved.

Carried.

*AS 90-27/Ex. COMMITTEE APPOINTMENTS - University

ad hoc Committee to Develop Proposal for Revision of Areas C and D to address Cultural Diversity Requirement:

BETHANIA GONZALEZ, Women's Studies, 1990

Committee for Persons with Disabilities:

RORY COOPER, Instructional Faculty, 1993 (effective F'90)

Lottery Fund Allocation Committee:

STANLEY FROST, Library, 1991

GIL HAMILTON, Health and Human Services, 1992

Search Committee, Center for California Studies--Affirmative Action Committee Representative:

CHRIS MILLER, Member, Affirmative Action Committee

Task Force on Child Care Needs of Student Parents:

MARK STONER, At-large, 1990

ANGUS DUNSTAN, At-large, 1990

Task Force on Child Care for Faculty and Staff:

JEANNE PFEIFER, At-large, 1990

University Center Board:

EDWARD CHRISTENSON, At-large, 1992

Carried unanimously.

AS 90-28/Ex. COMMITTEE APPOINTMENTS - Senate

Curriculum Committee:

GREGG CAMPBELL, Senator, 1991

Elections Committee: LORI ALDEN, At-large, 1990

Graduate Policies and Programs Committee:

S. K. RAMESH, At-large, 1990 (repl. B. Reveley)

Carried unanimously.

AS 90-29/Flr. 1990-91 COMMITTEE ON COMMITTEES

The Academic Senate elects school representatives to the 1990-91 Committee on Committees, as follows:

Tom Pyne, School of Arts and Sciences Senator

Irving Herman, School of Business Administration Senator

Janie Low, School of Education Senator

Joel Moore, School of Engineering and Computer Science
Senator

Lynn Cooper, School of Health and Human Services Senator

Carried.

The meeting was adjourned at 3:20 p.m.


Janice McPherson, Secretary

*Presidential approval requested.

