

1991-92
ACADEMIC SENATE
California State University, Sacramento

AGENDA

Thursday, October 10, 1991
Forest Suite, University Union

INFORMATION

1. Multicultural Center TIME CERTAIN: 2:45 p.m.
Suzanne Brooks, Director
2. Response to AS 91-40, ROTC TIME CERTAIN: 3:00 p.m.
Donald Gerth, President
3. Policy on Leaves With Pay, Reflecting Amendments Proposed in AS 91-73B adopted September 26, 1991 (Attachment) AS 91-74
4. John C. Livingston Annual Faculty Lecture (CONVOCATION)
Tuesday, October 15
2:45-3:45, University Theatre
Reception to follow in University Center

1991 Recipient: Dr. Betty E. M. Ch'maj, Humanities
Professor

Lecture: "We Who Believe in Freedom...":
Multicultural America and the PC Debate"
5. Tentative Schedule--Fall 1991 Academic Senate Meetings,
Thursdays, 2:30-4:30 p.m., Forest Suite, University Union:

October 24 December 5
November 14 December 12
November 21

CONSENT CALENDAR

AS 91-81/Ex. COMMITTEE APPOINTMENTS--SENATE

Academic Policies Committee:

DAVID RASKE, At-large, 1992 (repl. H. Neal)

ad hoc Committee to Develop Policy on the Disposition of Native American Human Remains and Associated Artifacts:

JERRY JOHNSON (Anthropology)
JERI LANGHAM (Biological Sciences)
FRANK LA PENA (Ethnic Studies)
DAVID ORTEGA (Faculty Advisor, Native American Indian Alliance)
LINDA PALMER (English)
TIANA SLETCHER (Student, NAIA Member)

Curriculum Committee:

SALAH YOUSIF, Senator, 1992

Curriculum Committee Review Team Pool:

TIM HALLINAN, At-large, 1992
ERNIE HILLS, At-large, 1992
EDITH LEFEBVRE, At-large, 1992
HARRIET NEAL, At-large, 1992
CHARLES PLUMMER, At-large, 1992

Faculty Professional Development Committee:

RON ERNST, E&CS, 1994 (F'91 repl. J. Bayard)

General Education Committee:

CLIFF ANDERSON, A&S/Arts & Hum, 1994 ('91-92 appointment)

Graduate Policies and Programs Committee Review Team Pool:

CAROLE MAYER, At-large, 1992
THOMAS PHELPS, At-large, 1992
JERRY WILSON, At-large, 1992

International Programs Committee:

ANISS BAHREINIAN, A&S, 1993
SUSAN BEELICK, Prof Ser, 1992
ROBERT HEILMAN, Prof Sch, 1994
VICTORIA JEW, At-large, 1992
JOSEPH KILPATRICK, At-large, 1994
JO LONAM, Senator, 1993
GERALD MCDANIEL, At-large, 1994
MELINDA SEID, At-large, 1993
SALAH YOUSIF, Senator, 1992

Library Committee:

SHARON ALEXANDER, Education, 1994

Livingston Annual Faculty Lecture Committee:

JUANITA BARRENA, At-large, 1993
EMANUEL GALE, At-large, 1993
GERALD MCDANIEL, At-large, 1993

Visiting Scholars Committee:

LOU CAMERA, Prof Ser, 1994 (repl. F. Toder)

AS 91-82/Ex. COMMITTEE APPOINTMENTS--UNIVERSITY

Alcohol and Drug Steering Committee:

ADDISON SOMERVILLE, At-large, 1994

ASCSUS Children's Center Parent's Advisory Board:

PATRICIA CLARK-ELLIS, At-large, 1992

ASI Appellate Council:

DAN DECIOUS, At-large, 1992

Campus Educational Equity Committee:

WYNN DUBRAY, At-large, 1994

Centers and Institutes Review Committee--Pacific RimCommercial Exchange Program:

ROBERT CURRY, At-large, 1992

AMIN ELMALLAH, At-large, 1992

Centers and Institutes Review Committee--Women's Resource Center:

LYNN WILCOX, At-large, 1992

Child Care for Faculty and Staff, Task Force on:

HARRIET NEAL, At-large, 1992

SUSAN HOLL, At-large, 1992

JEANNE PFEIFER, At-large, 1992

Child Care for Student Parents, Task Force on:

MARK STONER, At-large, 1992

ANGUS DUNSTAN, At-large, 1992

Child Care Programs, Task Force on Relationship of On-Campus Academic Programs to:

MICAHEL BALLARD-ROSA, Instructional Faculty, 1992

SUSAN GERINGER, Instructional Faculty, 1992

(repl. P. Cavaghan)

Committee for Diversity Awards:

CLOTEAL ISAAC, Student Affairs Professional Faculty, 1994

Council for University Planning:

SYLVIA NAVARI, At-large, 1993

Energy Management Committee:

HAROLD KERSTER, At-large, 1993

JERRY WILSON, At-large, 1992 (repl. H. Ibser)

Grade Appeals Procedural Appeals Board:

WILLIAM DILLON, At-large, 1992

ANN HARRIMAN, At-large, 1992

LUCIEN AGOSTA, At-large, 1992

Student Academic Development Committee:

MICHAEL FITZGERALD, At-large, 1992

DAVID RASKE, At-large, 1992

JESUS TARANGO, At-large, 1992

NANCY TOOKER, At-large, 1992

Student Disciplinary Hearing Officer:

ROLAND DART, At-large, 1992

PAUL FALZONE, At-large, 1992

SUSAN GERINGER, At-large, 1992

ERWIN KELLY, At-large, 1992

PETER SHATTUCK, At-large, 1992

Student Economic Support, University Committee for:
DAVID LEON, A&S, 1994

University Center Board:
ERWIN KELLY, At-large, 1994

University Union Board of Directors:
JOHN MCCLURE, At-large, 1992

REGULAR AGENDA

AS 91-76/Flr. MINUTES

Approval of the Minutes of meeting of September 12 (#3), 1991.

AS 91-80/Flr. MINUTES

Approval of the Minutes of meeting of September 26 (#4), 1991.

AS 91-83/UARTP, Ex. UNIVERSITY ARTP POLICY--AMEND SECTION 4.03.B

The Academic Senate recommends amendment of the University ARTP Policy, as follows:

4.03 Submissions

- ...
 - B. "Any material identified by source may be placed in the Personnel Action File. Identification shall indicate the author, the committee, the campus office, or the name of the officially authorized body generating the material." (M.O.U. 11.3) The custodian shall decide which materials submitted by persons other than the faculty unit employee will be accepted for placement in the file. The custodian shall notify in writing a faculty unit employee of the custodian's decision to place or not to place material submitted under this section in the faculty unit employee's file. The written notice shall contain a copy of the material to be placed in the file as provided in Section 4.03.C below.

Carried
Carried
Carried

APPLICATION PROCESS FOR PROFESSIONAL LEAVES

- A. An eligible faculty member who applies for a sabbatical leave must submit four copies of his/her proposal with the application form provided, by the announced University deadline, to the Office of Faculty and Staff Affairs.
- B. The Dean of Faculty and Staff Affairs shall send a copy of the proposal to the Professional Leave Committee and to the faculty member's home department or unit.
- C. The Department or Library unit shall prepare a statement regarding the possible effect on the curriculum and the operation of the department during the time of the leave should it be granted. This statement shall be forwarded to the School Dean.
- D. After reviewing all leave proposals against the specified criteria in Section II the Professional Leave Committee shall sort the proposed projects into no more than three categories as follows:

1. Those that are judged by the Professional Leave Committee to be not acceptable;
2. Those that are judged by the Professional Leave Committee to be meritorious;
3. Those that are judged by the Professional Leave Committee to be outstanding and exceptional.

Of the three categories, it is the intention of this policy that the third category, those projects judged to be outstanding and exceptional, be reserved for those projects which, by virtue of some feature or features of extraordinary value or promise, warrant that the proposals be approved for funding regardless of equity, defined as accrued service since the establishment of initial eligibility for sabbatical leave.

The Professional Leave Committee shall rank any proposals in the third category ahead of those in the second category. Proposals in the second category shall be ranked in order of accrued service. The Professional Leave Committee shall forward through the appropriate School Dean to the President a recommendation for approval of the number of top-ranked leaves for which there is funding. The recommendation that those leaves be approved shall also be a recommendation that they be considered for granting, contingent upon the possible effect on the curriculum and the operation of the institution. Those proposals in the second or third category that are not included in the above-mentioned recommendation shall be recommended as alternates for approval. The alternates list will be constructed by order of ranking.

The Professional Leave Committee shall provide a written statement of the reasons for recommending or not recommending approval of each proposal, including, when appropriate, a justification for recommending outstanding and exceptional projects for approval irrespective of accrued service. The Committee's recommendation shall be forwarded to the President via the appropriate School Dean.

- E. After considering the departmental statement and the recommendation of the Professional Leave Committee, the Dean shall forward to the President an assessment of the implications to the department's program and other campus programs, and the budget, should the leave be granted, and

POLICY ON LEAVES WITH PAY
amended by AS 91-73B; Amends AS 84-39; PM 84-05)

Traditionally, paid academic leaves are not a privilege, but a right. In affirming that tradition, the Statement of Principles on Leaves of Absence, adopted by the American Association of University Professors in 1972, states:

Leaves of absence are among the most important means by which a faculty member's teaching effectiveness may be enhanced, his scholarly usefulness enlarged, and an institution's academic program strengthened and developed. A sound program of leaves is therefore of vital importance to a college or university, and it is the obligation of every faculty member to make use of the available means, including leaves, to promote his professional competence. The major purpose is to provide opportunity for continued professional growth and new, or renewed, intellectual achievement through study, research, writing, or travel.

The Statement further states that leaves should "be provided with reasonable frequency and preferably be available at regular intervals because they are important to the continuing growth of the faculty member and the effectiveness of the institution." At many reputable institutions of higher learning, sabbatical leaves are granted automatically as an incentive for professional growth. Sabbatical and other paid leaves are among the most precious assets that the University and its faculty possess and should be used as instruments of policy. Through the leaves faculty development and renewal occurs, faculty advance their disciplinary knowledge, attain additional competence in related or new fields of inquiry, and produce impressive scholarly and creative works. Through the experience gained by faculty on leaves the University benefits from revitalized people who bring new insights, vigor, and enthusiasm to their teaching assignments and other scholarly pursuits. The University promotes program development by assisting faculty through paid leaves to gain new awareness, knowledge, and skills in advancing and new fields. By not adhering to this standard policy on sabbatical leaves, the California State University has long been doing a disservice to its faculty, its students, and the people of the State.

Because the California State University does not provide sabbatical leaves according to the ideal pattern, a limited number of leaves must be allocated to a larger number of eligible faculty. CSU policy is defined in Articles 27 and 28 of the Memorandum of Understanding. The following shall be the policy of CSU, Sacramento; it conforms to and elucidates Articles 27 and 28.

The President shall allocate professional leaves on the basis of recommendations of a Professional Leave Committee. 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 leaves 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 leaves 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 recognize the importance to individual faculty members and to the University of professional leaves. The Committee shall function according to the following process and criteria.

may comment concerning the merit of the proposal as compared with the specified criteria. The Dean shall include the departmental statement and the recommendations of the Professional Leave Committee with the material forwarded to the President. A copy of the Dean's recommendation shall also be sent to the Professional Leave Committee.

F. Upon receipt of comments from a School Dean concerning the merit of a proposal, the Professional Leave Committee shall have the opportunity to respond to those comments by submitting a statement directly to the President.

II. EVALUATION OF APPLICATIONS

A. Dimensions of Evaluation

The Committee shall assess the *appropriateness* of the substance of each proposal, the *benefits* which would ensue from its being undertaken, and its *practicability*. A copy of the Dean's recommendation shall also be sent to the Professional Leave Committee. Upon receipt of comments from a School Dean concerning the merit of a proposal, the Professional Leave Committee shall have the opportunity to respond to those comments by submitting a statement directly to the President.

B. Criteria

1. *Appropriateness*. Appropriate sabbatical leave activities may include the following; this list implies no ranking of relative worth among the categories. The PLC will evaluate each proposal on the basis of standards relevant to its character.
 - a. A course of study leading to increased mastery of the applicant's own field, or the development of an additional area of specialization within his/her field, or the development of a new field of specialization;
 - b. A plan for professionally beneficial travel, which will enable the applicant further to develop his/her knowledge, skill, or expertise in a discipline or area of specialization within a discipline;
 - c. Professional development of a scope or nature not possible through normal workload assignment;

- d. Pursuit of a scholarly, research, or creative project of a scope or nature not permitted through normal workload assignment;
- e. Study or experience designed to improve teaching effectiveness;
- f. Study or experience designed to improve professional practice.

2. *Benefit*. Sabbatical leave projects should demonstrate clear promise of producing results beneficial to students, to the development of the profession or a discipline within the profession, to the University, and/or to the faculty member as a teacher, scholar, or professional practitioner.

3. *Practicability*. The PLC shall determine whether the proposed project is clearly defined and articulated, and conforms to the requirements of Contract Article 27.3, and the stated objectives of the proposal are realistically attainable.

III. DIFFERENCE-IN-PAY APPLICATIONS

- A. Faculty members eligible for Difference-in-Pay leaves shall submit four copies of their proposals with the application form provided to the Office of Faculty and Staff Affairs. The PLC will forward to the President via the appropriate School Dean all Difference-in-Pay proposals which meet minimal quality standards. After considering the departmental statement and the recommendation of the Professional Leave Committee, the Dean shall forward to the President an assessment of the implications to the department's program, other campus programs, and the budget, should the leave be granted, and may comment concerning the merit of the proposal as compared with the specified criteria. The Dean shall include the departmental statement and the recommendations of the Professional Leave Committee with the material forwarded to the President.
- B. Deadlines for Difference-in-Pay applications shall be flexible; it shall be campus practice to grant Difference-in-Pay leaves whenever possible in the interests of faculty members, departments, and schools.
- C. Sabbatical leave applications that have been recommended by the PLC shall also be considered to have been recommended for Difference-in-Pay leaves if requested.

Barrera, Scott

ROTC: SYSTEMWIDE POLICY RECOMMENDATION

- Whereas, University policy on non-discrimination at CSU, Sacramento prohibits discrimination on the basis of "sexual preference" in any of its programs or activities; and
- Whereas, Department of Defence (DOD) policy excludes homosexuals from military ranks; and
- Whereas, The DOD policy on exclusion of homosexuals from military ranks extends to entry into the cadet corps of ROTC programs; and
- Whereas, The exclusion of homosexuals from entry into the cadet corps of ROTC programs offered on the CSUS campus is in direct violation of the University's non-discrimination policy; and
- Whereas, The Academic Senate, CSU and the CSUS Academic Senate, in May, 1990, adopted resolutions AS-1930-90 and AS 90-75, respectively, condemning the DOD policy and exclusion of homosexuals, and urging state elected officials, the CSU Chancellor, and campus presidents to join with other leaders in government and higher education to use the moral force of their offices to cause the DOD to abandon its discriminatory practices; and
- Whereas, Efforts on the part of the leadership of the Academic Senate, CSU acting CSU Chancellor McCune, selected CSU presidents (including CSUS President Donald R. Gerth), and the leadership of numerous colleges and universities throughout the nation have failed to persuade the DOD to abandon its discriminatory policy; and
- Whereas, The Academic Senate, CSU, in January, 1991, adopted resolution AS-1980-91 urging the CSU Chancellor and the Board of Trustees to ensure that its non-discrimination policy for all students, in all programs throughout the system be observed; and
- Whereas, Failure to take action to ensure compliance or discontinue programs on the campus that deny access on the basis of sexual orientation lends institutional support to the practice of discrimination; and
- Whereas, After over a full year of nationwide efforts to cause the DOD to abandon its policy of discrimination, the CSUS Academic Senate, in April, 1991, adopted resolution AS 91-40 recommending to the President that ROTC program discontinuation be initiated in Fall, 1992, unless the DOD policy is abandoned by that time; and
- Whereas, A unified action by the CSU to give notice that ROTC programs will be discontinued on all CSU campuses by a specified date if the DOD policy on exclusion of homosexuals is not abandoned is appropriate and more likely to be attended to by the DOD than individual campus action; and
- Whereas, An item on ROTC has been placed on the CSU Executive Council's agenda for the meeting of October 16-17, 1991; and
- Whereas, On October 10, 1991, President Donald R. Gerth informed the CSUS Academic Senate of his concurrence with the Senate's position that the exclusion of homosexuals from ROTC programs is contrary to University policy on non-discrimination and that any program

that fails to comply with the University policy on non-discrimination should not be allowed to continue indefinitely on this campus; and

Whereas, President Donald R. Gerth further informed the Senate that he is supportive of action on the part of the CSU which would serve immediate notice to the DOD that, if the DOD policy is not reversed by Spring 1993, a phase-out of ROTC from all CSU campuses will begin in the following academic year; therefore, be it

Resolved: The CSUS Academic Senate supports President Donald R. Gerth in his public condemnation of discrimination against homosexuals, his efforts to effect change in the DOD policy on exclusion of homosexuals, and his taking the position that ROTC programs should be discontinued on all CSU campuses if the DOD policy is not abandoned; and, be it further

Resolved: The CSUS Academic Senate also supports President Gerth in his effort to cause the CSU to take collective action which would provide immediate notice to the DOD that ROTC programs on all CSU campuses will be discontinued within a specified time period, if a change in DOD policy is not imminent; and, be it further

Resolved: The CSUS Academic Senate, while preferring an earlier discontinuation date than that proposed by the President, urges the President to carry forward to the CSU Executive Council for adoption by the CSU, his proposal that the DOD be notified immediately that if the DOD policy is not reversed by early Spring 1993, a phase-out of ROTC from all CSU campuses will begin in academic year 1993-94; and, be it further

Resolved: The CSUS Academic Senate forwards a copy of this resolution to the Academic Senate, CSU, and campus senates, and ~~urges other senates~~ ^{requests those bodies} to take ^{like} action to support the adoption of systemwide policy that declares opposition to the DOD policy on exclusion of homosexuals and serves notice that ROTC programs will not be allowed to continue in the CSU if the policy is not abandoned; and, be it further

Resolved: The CSUS Academic Senate requests that President Gerth inform the Senate at its next scheduled meeting (or soon thereafter, if schedules conflict) of the results of the Executive Council's October 16-17, 1991, deliberations on adoption of systemwide action pertaining to ROTC programs; and, be it further

Resolved: The CSUS Academic Senate requests that if the President's efforts to cause systemwide adoption of his proposal on ROTC discontinuation ~~fail~~, the President meet with the Senate to discuss the course of action to be taken on this campus with regard to ROTC in order to maintain the integrity of the University's policy on non-discrimination.

have not succeeded prior to the end of Fall (term 1991).

Carried unanimously.