

1995-96 ACADEMIC SENATE  
OF  
CALIFORNIA STATE UNIVERSITY  
SACRAMENTO

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Minutes

Issue #16

May 16, 1996

**ROLL CALL**

Present: Baldini, Barrena, Bisset-Grady, Chopyak, Christenson, Clark, Cleveland, Dixon, DuBray, Dundon, Fitzgerald, Goldstene, Hill, Huff, Kando, Kelley, Kirkpatrick, Koester, Kostyrko, Luk, Marshall, Murphy, Navari, C. G. Nelson, Newsome, Nystrom, Ostiguy, Park, Reardon, Sedycias, Seid, Steward, Takeuchi, Taylor, Tobey, Tooker, Valadez, Wilcox, Williams, Zuhur

Absent: Alexander, Cajucom, Castaneda, Doolittle, Dube, Gregory, Hallinan, Jensen, León, Mackey, McFadden, Moorehead, R. Nelson, Newman, Noble, Pickett, Quattrin, Redard, Rios Kravitz, Rodriguez, Russell, Sanders, Tice, Urone, von Meier

**ACTION ITEMS**

AS 96-40/Flr. MINUTES

The Minutes of the meeting of May 2, 1996 (#14) are approved as published.

Carried.

AS 96-46/Flr. MINUTES

The Minutes of the meeting of May 9, 1996 (#15) are approved as published.

Carried.

\*AS 96-50/CPC. Ex. GRADUATE PROGRAMS: PART-TIME/TEMPORARY FACULTY SUPERVISION OF THESES AND PROJECTS

The CSUS Academic Senate recommends that:

- I. Part-time and temporary faculty shall not normally serve as the first reader (supervisor) for a thesis or project except as an emergency measure under the following specific conditions:
  - The department has no full-time faculty in the student's area of specialization.
  - The department develops a specific plan for the supervised completion of the thesis or project in the event that the part-time or temporary faculty member leaves the University.
  - The department secures a guarantee of regular supervisory compensation for the part-time or temporary faculty member.
  - The Associate Vice President for Research and Graduate Study certifies that the above conditions have been met.
- II. The Associate Vice President shall each year inform the Curriculum Policies Committee and the Vice President for Academic Affairs of the specific permissions granted under this policy.

Carried unanimously.

AS 96-51/Ex. PERFORMANCE SALARY STEP INCREASE

- Whereas, The California State University, Sacramento (CSUS) Academic Senate views the Performance Salary Step Increase (PSSI) system as a reward structure for exceptional performance by a member of the Faculty; and
- Whereas, The CSUS Academic Senate believes that such reward structures, by definition, ought to be limited to a small group of faculty; and
- Whereas, The 1995-96 portion of the CSU compensation package directed into the PSSI system (4%) was a reasonable proportion to set aside for rewarding a select group of faculty; and
- Whereas, The CSUS Academic Senate acknowledges and endorses, in principle, the desire of the Trustees to create a reward system for exceptional performance; and
- Whereas, With the elimination of within rank ceilings, the existing systems of compensation and reward for faculty (service steps and promotional systems), while not perfect, allow for all meritorious faculty to be

compensated and rewarded over the course of their careers in a reasonable and less costly fashion than PSSI; and

Whereas, The new contract language tying service salary steps to "satisfactory performance," is a reasonable cost control structure tied to performance; and

Whereas, To allocate a substantial proportion of new salary dollars to PSSI is inconsistent with the stated intent of the PSSI program and suggests movement toward replacement of compensation through the promotional system with PSSI; and

Whereas, PSSI, as it is structured, is far less capable of holding faculty "accountable" on a continual basis and is absolutely not capable of providing incentive for, or insuring, increased faculty "productivity" as it pertains to the education and development of students; and

Whereas, Replacing the existing rank and salary advancement systems with PSSI will effectively impede the development of a healthy educational environment for students; therefore be it

Resolved: That the CSUS Academic Senate urges the CSU Trustees and the CFA to limit PSSI to an amount sufficient to reward no more than five percent (5%) of the Unit 3 members each year for exceptional performance; and, be it further

Resolved: That the CSUS Academic Senate urges the CSU Trustees, CSU Academic Senate, and the CFA to review and modify as necessary, the extant non-PSSI systems of rank and salary advancement to ensure that these systems support, promote, and sustain faculty productivity, particularly as it relates to the teaching mission of the CSU; and, be it further

Resolved: That the CSUS Academic Senate urges all campus Academic Senates and the CSU Academic Senate to support this resolution and notify both the CSU Trustees and CFA of their support.

Carried.

AS 96-52/Ex. EDUCATIONAL EQUITY PROGRAMS IN THE CSU, SUPPORT FOR

The Academic Senate of CSU, Sacramento, endorses AS-2330-96, "Support for Educational Equity Programs in the CSU--Opposition to the California Civil Rights Initiative," adopted unanimously by the CSU Academic Senate on May 10, 1996, as follows:

ACADEMIC SENATE  
OF  
The CALIFORNIA STATE UNIVERSITY

AS-2330-96/AA

Support for Educational Equity Programs in the CSU  
- Opposition to the California Civil Rights Initiative

- WHEREAS, The Academic Senate of the California State University is committed to equity of opportunity for access to and success in higher education; and
- WHEREAS, Historical, socioeconomic, cultural, and institutional factors contribute to lower matriculation and persistence rates of students from particular racial/ethnic groups and gender representation in selected disciplines; and
- WHEREAS, Educational Equity Programs in the California State University attempt to redress inequities in access to and opportunity for success in higher education; and
- WHEREAS, Outreach programs that attempt to increase the pool of CSU eligible students from underrepresented racial/ethnic groups, that identify and encourage students from these groups to attend college, and that facilitate access are central to the mission of the CSU; and
- WHEREAS, Support programs that address income disparities among various racial/ethnic groups and attempt to create an environment that is sensitive to and meets the academic and personal needs of students from underrepresented racial/ethnic groups are necessary to increase the persistence and success of students from these groups; and
- WHEREAS, A proposed statewide constitutional amendment by initiative titled, California Civil Rights Initiative (CCRI) contains a provision that has been interpreted by the Legislative Analyst as applying to educational equity programs in the CSU and if approved, may be enforced in a way that prohibits the CSU from continuing to dedicate efforts to the recruitment and support of students from underrepresented racial/ethnic groups; therefore be it
- RESOLVED: That the Academic Senate of the California State University reaffirm its support for the principles that guide programs to achieve educational equity in the CSU as articulated in Academic Senate CSU resolution AS-2274-95, adopted on March 9-10, 1995 (*May 16, 1996, Academic Senate Agenda attachment*); and be it further

- RESOLVED: That the Academic Senate of the CSU support the continuation of Educational Equity Programs in the CSU that attempt to address the specific needs of students from underrepresented groups; and be it further
- RESOLVED: That the Academic Senate of the CSU oppose the proposed state constitutional amendment by initiative titled, California Civil Rights Initiative because of the potential for its interpretation and application to perpetuate limited access to higher education of persons from specific racial/ethnic groups; and be it further
- RESOLVED: That the Academic Senate of the CSU urge the campus senates to consider and endorse this resolution.

Carried.

The hour of adjournment having been reached, the following items are forwarded to the 1996-97 Executive Committee for disposition:

AS 96-47/Ex. COUNCIL FOR UNIVERSITY PLANNING--MEMBERSHIP

The Academic Senate recommends that faculty membership on the Council for University Planning (CUP) continue as defined for 1995-96 (per AS 95-57), i.e.:

- two at-large faculty members, recommended by the Academic Senate, and appointed by the President, for staggered two year terms
- one member of the Senate Executive Committee recommended by the Executive Committee and appointed by the President, for a one year term
- one designee of the Faculty Policies Committee, appointed by the President, for a one year term
- one designee of the Academic Policies Committee, appointed by the President, for a one year term
- one designee of the Curriculum Policies Committee, appointed by the President, for a one year term (*position inadvertently omitted from published May 16, 1996, Agenda*)
- one non-instructional faculty member (student services professional or librarian) recommended by the Academic Senate, and appointed by the President, for a one year term.

AS 96-48/CPC, Ex. GRADUATE PROGRAMS: 200-LEVEL COURSES

*[Note: See May 16, 1996, Academic Senate Agenda Attachment A for Curriculum Policies Committee's background.]*

The CSUS Academic Senate recommends that:

CSUS graduate programs shall normally require that a minimum of 18 units in a 30-40 unit degree program and 36 units in a 60 unit degree program be earned in regularly scheduled 200-level: courses requiring student participation (discussion) as the primary instructional method and seminar courses requiring formal presentations by students and student responses to presentations as well as formal evaluation by the instructor.

Seminar 200-level enrollments should normally be limited to 15.

All 200-level courses shall require students to demonstrate writing and presentation abilities appropriate for thesis/project and professional work and provide opportunities for interaction among students and between students and the instructor.

AS 96-49/CPC, Ex. GRADUATE PROGRAMS: GRADUATE STUDENTS TAKING UNDERGRADUATE CLASSES

*[Note: See May 16, 1996, Academic Senate Agenda Attachment B for Curriculum Policies Committee's background.]*

The CSUS Academic Senate recommends that:

CSUS graduate programs shall normally require that graduate students taking undergraduate courses for degree credit shall do additional assignments demonstrating graduate-level skills. Academic Affairs may grant exceptions for required auxiliary skills courses.

The meeting was adjourned at 3:56 p.m.

  
Janice L. McPherson, Secretary

\*Presidential approval requested.