

Jan

1995-96 ACADEMIC SENATE  
OF  
CALIFORNIA STATE UNIVERSITY  
SACRAMENTO

Minutes

Issue #9

November 30, 1995

**ROLL CALL**

Present: Alexander, Baldini, Barrena, Bisset-Grady, Castaneda, Chopyak, Cleveland, Dixon, Doolittle, Dundon, Fitzgerald, Gregory, Hill, Huff, Jensen, Kando, Kelley, Kostyrko, Leon, Luk, Marshall, Moylan, Murphy, Navari, C.G. Nelson, R. Nelson, Noble, Nystrom, Ostiguy, Reardon, Rios Kravitz, Rodriguez, Sedycias, Steward, Sullivan, Takeuchi, Taylor, Tooker, Valadez

Absent: Christenson, Clark, Dube, DuBray, Hallinan, Koegel, Mackey, McFadden, Newsome, Olson, Park, Pickett, Putterman, Quattrin, Russell, Sanders, Seid, Smith, Tice, Tobey, Urone, von Meier, Wilcox, Zuhur

**INFORMATION**

- 1. Fall 1995 Schedule of Meetings (\* = Tentative):  
December 7

**ACTION ITEMS**

AS 95-74/Ex. COMMITTEE APPOINTMENTS--Senate

Faculty Policies Committee:

MIKI VOHRYZEK-BOLDEN, At-large, 1998 (repl. L. Takeuchi)

Carried unanimously.

\*AS 95-75/Ex. COMMITTEE APPOINTMENTS--University

Academic Telecommunications Advisory Committee:

SUSAN SOLOMON, Faculty At-large, 1996

Campus Cooperative Education Advisory Committee:

MANFRED HOPFE, At-large, 1996

Diversity Awards Committee for:

LYNN COOPER, At-large, 1997

Lottery Fund Allocation Committee:

WILLIAM BUDGE, Library, 1997 (repl. W. Kristie)

Persons with Disabilities, Committee for:

DIANE STENHOUSE, Student Service Professional, 1996

Selection Advisory Committee, Director of Development for Athletics:

MARCUS MARSH, Faculty At-large

Student Economic Support, University Committee for:

PATRICIA ACKERMAN, H&HS, 1998

University Center Board:

LEE ANDERSON, At-large, 1998

Carried unanimously.

AS 95-76F.1 PERFORMANCE SALARY STEP INCREASE

The Academic Senate amends Sections 4.6 and 8.2 of the proposed (Barrena/Alexander) substitute for the "Performance Salary Step Increases: Proposal for Interim 1995-96 Policy" as forwarded by the Faculty Policies Committee, to read:

- 4.2 Applicants shall provide the department chair or supervisor with the completed, original, signed application, and shall provide the President with one copy (in accordance with Article 31.19 of the MOU). The department chair or supervisor shall forward the application to the Department Level Review Committee (defined in section 5.0). The Department Level Review Committee (DLRC) shall assess whether or not the individual is performing satisfactorily in all areas of responsibility as defined in MOU Article 20. For the purpose of conducting this assessment, the DLRC shall review the individual's personnel action file. The DLRC shall indicate, in writing, whether or not the individual's performance in all areas of responsibility is satisfactory and shall provide written justification for its assessment based solely on the evidence contained in the personnel action file. The DLRC's written assessment shall become part of the application package.

- 8.2 Prior to consideration of the merits of each application for a PSSI, the University Level Review Committee (ULRC) shall assess whether or not the individual is performing satisfactorily in all areas of responsibility as defined in MOU Article 20. For the purpose of conducting this assessment, the ULRC shall review the individual's personnel action file. The ULRC shall indicate, in writing, whether or not the individual's performance in all areas of responsibility is satisfactory and shall provide written justification for its assessment based solely on the evidence contained in the personnel action file. The ULRC's written assessment shall become part of the application package.

~~8.23-8.89~~

Carried.

AS 95-76F.2/Flr. PERFORMANCE SALARY STEP INCREASE--LEVELS OF REVIEW

The Academic Senate amends the "Performance Salary Step Increases: Proposal for Interim 1995-96 Policy" as forwarded by the Faculty Policies Committee, as follows:

1. Amend provisions of sections 5.0 and 6.0 to provide for a Department Level Committee (DLRC) rather than School or Unit Level Review Committee (SULRC), and delete all references in other sections to a SULRC.
2. Retain a University Level Review Committee (ULRC) whose membership shall consist of ten elected voting members, one from each of the following electing units: Natural Science and Mathematics, Social Sciences, Humanities and Fine Arts, School of Business Administration, School of Education, School of Engineering and Computer Science, School of Health and Human Services, Library, Counseling, and Athletics. Amend section 7.2 to identify the electing units and delete references to section 5.1 and a SULRC.
3. Retain section 8.0 on University Level Review, but amend section 8.1 to provide that the ULRC be convened by the Chair of the Academic Senate rather than the President or designee, and substitute DLRC for SULRC in 8.5, 8.6, and 8.7.

Carried.

AS 95-76F.3/Flr. PERFORMANCE SALARY STEP INCREASE

The Academic Senate amends the "Performance Salary Step Increases: Proposal for Interim 1995-96 Policy" as forwarded by the Faculty Policies Committee, as follows:

Amend section 4.6 to assign responsibility for assessing satisfactory performance in all areas of responsibility to a Department Level Review Committee (DLRC) rather than the Department Chair; include language in section 4.6 to refer to provisions of the M.O.U.

that define areas of responsibility, and include language in section 4.6 to provide the DLRC access to the applicant's Personnel Action File for use in assessing whether the applicant's performance in all areas of responsibility is satisfactory. Delete section 4.7.

Carried.

AS 95-76F.4/Flr. PERFORMANCE SALARY STEP INCREASE

The Academic Senate amends the "Performance Salary Step Increases: Proposal for Interim 1995-96 Policy" as forwarded by the Faculty Policies Committee, as follows:

1. Add a new section 11.9 to provide for a permanent record of actions pertaining to review of salary step denials.
2. Add a new section 12.0 to provide for the final placement of the PSSI application package and copies of all written evaluations, recommendations, and actions pertaining to the application in the individual's personnel action file if a PSSI is awarded and return of the application package to the individual if a PSSI is not awarded.

Carried.

AS 95-76G/Flr. PERFORMANCE SALARY STEP INCREASES--NOMINATION

The Academic Senate amends section 2.1 by adding that nominations from students and staff members that are supported by a faculty unit employee or academic administrator will also be considered.

Carried unanimously.

\*AS 95-76/Flr. PERFORMANCE SALARY STEP INCREASES: PROPOSAL FOR INTERIM 1995-96 POLICY

The Academic Senate recommends approval of the "Performance Salary Step Increases: Proposal for Interim 1995-96 Policy" as amended on November 16 and November 30, 1995 (copy of complete document available in Academic Senate Office).

Carried unanimously.

The meeting was adjourned at 4:05 p.m.

  
Janice L. McPherson, Secretary

\*Presidential approval requested.