

Jan

Note: You'll want to bring the following : May 11, Attachments F and G

1999-2000
FACULTY SENATE
California State University, Sacramento

AGENDA

Thursday, May 18, 2000
Foothill Suite, University Union
3:00 -5:00 p.m.

OPEN FORUM

CONSENT CALENDAR

FS 00-49/CPC, Ex. CURRICULUM REVIEW—DEPARTMENT OF MUSIC

The Faculty Senate receives the commendations and recommendations (May 11, 2000, Faculty Senate Agenda Attachment B) of the Curriculum Policies Committee on the program review of the Department of Music and recommends the approval of the B.A., B.M. and M.M. degrees in Music for six years or until the next program review.

FS 00-55/Ex. GENERAL EDUCATION PROGRAM REVIEW TEAM

BILL DORMAN, Chair (Government, Social Sciences and Interdisciplinary Studies)

ANDREW ANKER, Arts and Letters (Program of Design)

DON CARPER, Business Administration (Organizational Behavior and Environment)

FRANCISCO REVELES, Education (Educational Administration and Policy Studies)

SUE HOLL, Engineering and Computer Science (Mechanical Engineering)

STEVE GRAY, Health and Human Services (Recreation and Leisure Studies)

JENNIFER WARE, Library

RUTH BALLARD, Natural Sciences and Mathematics (Biological Sciences)

JOHN HENRY, Social Sciences and Interdisciplinary Studies (Economics)

[J. R. WHEELER, Student Representative (ASI)]

REGULAR AGENDA*Approved.*
FS 00-54/Flr. MINUTES

Approval of Minutes of May 11 (#16), 2000.

SECOND READING*[Action may be taken]*FS 00-16BFS 00-43A/FPC, Ex. FACULTY MERIT INCREASE (FMI) PROGRAM--PRINCIPLES,
CSUS

The Faculty Senate recommends adoption of a statement of principles, providing the rationale for the campus "Procedures for Implementing the Faculty Merit Increase (FMI) Program" (May 11, 2000, Faculty Senate Agenda Attachment F).

FS 00-43B/FPC, Ex. FACULTY MERIT INCREASE (FMI) PROGRAM--PROCEDURES,
PART I, CSUS (Amends FS 99-56)

The Faculty Senate recommends adoption of the following procedures for implementation of the 2000-2001 Faculty Merit Increase Program at CSUS:

GENERAL GUIDELINES

FMI criteria will be available to all faculty in advance of their decision to participate and to submit a Faculty Activity Report. Each Department and Program must develop and publish the criteria they will use to evaluate their faculty and to decide upon the awards to be given. Each Department and Program will inform its faculty of the schedule of activities to be performed in evaluating and making FMI awards.

CHOICE OF CATEGORIES

Within the categories of faculty activity set forth in the bargaining agreement, each faculty member may decide how to be evaluated. Faculty may choose to be evaluated for the quality of:

1. Teaching
2. Teaching and Scholarship
3. Teaching and Service to the University and Community
4. Teaching, Scholarship and Service to the University and Community

The choice of category shall not affect the maximum award to which an individual faculty member is eligible. Each Department and Program shall devise a system for evaluating and

ranking the applicants within the categories chosen and the Department or Program Committee shall publish this system before faculty submit their Faculty Activity Reports.

While faculty members are allowed to choose the category(s) for evaluation, each shall address all aspects of their job assignment in their Faculty Activity Report.

FS 00-43C/FPC, Ex. FACULTY MERIT INCREASE (FMI) PROGRAM--PROCEDURES,
PART II, CSUS (Amends FS 99-56)

The Faculty Senate recommends adoption of the following procedures for implementation of the 2000-2001 Faculty Merit Increase Program at CSUS:

GENERAL GUIDELINES

It is desirable that the Deans and the President will follow the judgements of the Departments or Programs in recommending FMI awards. Exceptions will be made where there are compelling reasons for acting otherwise. Such compelling reasons would include instances where 1) the FMI award process could be characterized as capriciously or arbitrarily made, and 2) the FMI award clearly was not reflective of the person's demonstrated performance.

FMI money is allocated to Departments and Programs on the basis of FTEF. In those cases when a Department or Program is able to make larger awards due to a low number of faculty applying for FMI awards, money may be moved by either the Dean or President to correct relative inequities between that Department or Program and others.

In such cases when a Dean or the President moves money, a published, written explanation must go out to the campus community detailing what amounts have been moved, where it was moved, and the rationale for doing so.

The Department level review committees or the chairs, Deans, and the President shall not systematically reduce the potential for part-time faculty within a unit to receive FMIs simply because of their part-time status.

AWARDS BY DEANS AND THE PRESIDENT

Deans may recommend an FMI award independent of the award recommended at other levels based upon value added by a faculty member to the College through service performed. Similarly, the President may make an FMI award independent of the award made at other levels based upon value added by a faculty member to the University through service performed.

FULL DISCLOSURE

The Department or Program must include a statement of the criteria and the process used when forwarding their list of recommended FMI awards to their Dean.

The names of those recommended, those who receive awards and the size of the awards must be made public. The Department or Program must disclose to individual faculty member the basis for their FMI award. In addition, the Dean must disclose to the individual faculty member the basis for the Dean's reduction or elimination of their FMI award. Likewise, the President must disclose to the individual faculty member the basis for the President's reduction or elimination of their FMI award. The disclosure at all levels will not be made public.

Carried over

FS 00-16B/Ex. BACCALAUREATE LEARNING GOALS, CSUS—EXPECTATIONS OF UNDERGRADUATE LEARNING

The Faculty Senate recommends approval of the six categories of "Expectations of Undergraduate Learning" (revised 5/9/00; see May 11, 2000, Faculty Senate Agenda Attachment G):

1. Competence in the Disciplines
2. Analysis and Problem Solving
3. Communication
4. Information Competence
5. Cultural Legacies
6. Values and Pluralism

In addition, the Faculty Senate recommends the undertaking of a two-year "pilot project":

The objective of this effort would be to determine if these goals provide a means for judging the quality of our academic programs and, where indicated, for guiding decisions directed at improving the quality of our academic programs. This effort would provide evidence as to whether these goals are actually meaningful, manageable and sustainable and whether they provide us with a means for understanding 1) what students really "know and learn" as part of their baccalaureate studies and 2) how the "work" of the academy can best provide the experiences that allow our students to "know and learn".

A plan for conducting this "pilot project" will be developed by the Working Group on University Learning Goals and presented to the Senate in the fall of 2000. Those involved would include, among others, Institutional Studies, the General Education Program and Graduation Requirements Committee, and the Curriculum Policies Committee, and the Council for University Planning. An interim report would be provided to the Senate in the spring of 2001 and a final report in the spring of 2002.

JS 00-43A

INFORMATION

1. Report on Faculty Endowment Fund (B. Buckley)
2. Reminder to mark your calendars: Senate Retreat, Wednesday, August 23, 2000
3. Senate Home Page: <http://www.csus.edu/acse/> or CSUS Home Page *then* Administration and Policy *then* Administration *then* Faculty Senate