

2000-2001  
FACULTY SENATE  
California State University, Sacramento

**AGENDA**

Thursday, October 19, 2000  
Foothill Suite, University Union  
3:00 -5:00 p.m.

**OPEN FORUM**

**CONSENT CALENDAR**

FS 00-71/Ex. COMMITTEE APPOINTMENTS—Senate

Pedagogy Enhancement Awards Subcommittee (FPC):

AMANDA GODLEY, At-large, 2003  
RANDALL MacINTOSH, SS&IS, 2003  
MARIA KOCHIS, Library, 2003

FS 00-72/Ex. COMMITTEE APPOINTMENTS—University

Administrative [Performance] Review Committee:

CECIL CANTON, At-large, 2003

Anthony J. Leones Scholarship Committee:

HAROLD MURAI, At-large, 2003

Campus Educational Equity Committee:

RACHEL AUGUST, SS&IS, 2003

Multicultural Center Advisory Board:

JOSE CINTRON, At-large, 2002  
RITA CAMERON WEDDING, At-large, 2002

Student Complaint Hearing Panel:

ED MEISTER, At-large, 2002 (repl. A. Dunstan)

FS 00-73/CPC, Ex. PROGRAM CHANGE PROPOSALS

The Faculty Senate recommends approval of the following program change proposal:

B.S. Business Administration—Marketing Concentration: Eliminates current track system as a result of reviewing the curriculum within the context of the College of Business Administration's missions and goals statement. It is intended to provide

flexibility for students to choose electives that are congruent with career interests and opportunities and overall to simplify the selection of elective courses.

## REGULAR AGENDA

### FS 00-70/Flr. MINUTES

*OK* Approval of the Minutes of September 28 (#3), 2000.

### SECOND READING

*[Action may be taken.]*

### FS 00-66/Flr. CFA FEE, PROCEDURES FOR HANDLING REQUESTS FOR RELIGIOUS EXEMPTION FROM

- See Amended version*
- WHEREAS, the language of SB645, the authorizing legislation for the mandatory fee now being collected from non-members by the California Faculty Association, says simply that a person with a valid conscientious objection "shall not be required to join or financially support" the organization; and
- WHEREAS, the usual standards of collegiality suggest that the norm or default position should be that each request for religious exemption will be presumed valid and sincere unless and until definite reasons are presented to challenge it; and
- WHEREAS, though SB 645 does not specifically authorize the bargaining agent to pass judgment upon such requests, CFA took upon itself the task of questioning and judging the sincerity or validity of the religious exemption claims submitted by individual faculty members; and
- WHEREAS, CFA's denial of many of those claims during Spring 2000 was a source of anguish and contention for many people, necessitating appeals and threats of court action before some claims were finally approved; and
- WHEREAS, it is at the very core of religious beliefs that they are highly personal, individual, and private, and cannot adequately be pigeonholed according to whether one's name is on a particular membership list, yet neither CFA's procedures nor the language in SB645 take adequate account of this; and
- WHEREAS, CFA has a vested interest in denying all applications for religious exemption, in order to maximize their revenue; and
- WHEREAS, any challenge and denial should logically be decided by a neutral third party with no financial interest in the outcome; and
- WHEREAS, it is contrary to the most basic standards of justice that one party to any dispute would also have the power to be the judge in that matter; therefore, be it

RESOLVED: that the CSUS Faculty Senate recognizes the existence in the Spring 2000 actions of a significant problem for individual faculty rights; and, be it further

RESOLVED: that the Faculty Senate calls the attention of the CSU Administration, the California Faculty Association and the Public Employment Relations Board to this problem, and urges that they should cooperate in developing procedures which will overcome these objections.

**FIRST READING**

*[Discussion only—unless extended by majority vote; no action.]*

FS 00-74A/Ex. WAIVER OF FIRST READING OF FS 00-74

The Faculty Senate waives the first reading of FS 00-74, Campus Community Commitment to Unity.

FS 00-74/Ex. UNITY, CAMPUS COMMUNITY COMMITMENT TO

*MSC  
2nd reading  
MSC  
unan.*

*[Background: As Professor Canton explains in his letter to the campus community (Attachment A), he wrote the pledge "to reflect upon the common values, goals and aspirations we share for the year of unity and beyond." He presents "this pledge to each of us with a request that we consider embracing and officially adopting it as a way of expressing our shared commitment to diversity and unity." In this spirit, this motion comes to the Senate with a unanimous endorsement from the Executive Committee.]*

The Faculty Senate adopts the pledge, entitled "Our Campus Community Commitment To Unity" (shown in Attachment A), authored by Professor Cecil E. Canton.

FS 00-75/APC, Ex. GRADE APPEAL PROCEDURES, AMEND (FS 00-13)  
[Tom Krabacher, Chair, Academic Policies Committee]

*MSC  
2nd reading*

The Faculty Senate recommends amendment of the CSUS Grade Appeal Procedures (FS 00-13) as follows [strikeover = deletion; underscore = addition]:

VII. GRADE APPEAL PROCEDURES IN DETAIL

- A. ...
- B. Formal Procedures
  - 1. ...
  - 2. Grade Appeal Panel.
    - ...
    - a. Selection of Faculty Members.
      - (1)-(4)...
    - b. Selection of Student

(1) Immediately following the ~~census date, i.e., the end of the fourth week of~~ classes first day of instruction, the University Admissions and Records

Office shall, as a matter of routine, produce and ~~forward to the Associated Students, Inc.~~ make available to the departments in each college, each of the following documents:

- (a) A ~~mailing~~ sequentially numbered list ~~and labels~~ of ~~100~~ 200 randomly identified upper division students in good standing registered in undergraduate majors in ~~each of the colleges~~, and
  - (b) A ~~mailing~~ sequentially numbered list ~~and labels~~ of ~~100~~ 200 randomly identified graduate students in good standing registered in graduate programs in ~~each of the colleges~~.
- (2) The Admissions and Records Office as sender and the ~~Associated Students, Inc.,~~ departments as recipient shall keep confidential the information contained in the lists ~~and labels~~ produced under this section.
  - (3) If the need of students to serve on the grade appeals panels exceeds the supply of students listed, the ~~Associated Students, Inc.,~~ departments exhausting the list shall formally request the Admissions and Records Office to provide additional lists ~~and labels~~ as described above.
  - (4) ~~In each instance of a grade appeal, the academic unit in which the appeal is filed shall forward to Associated Students, Inc., a copy of the grade appeal form. When received by Associated Students, Inc., this copy shall constitute notice of a unit's need of a student to served on a grade appeal panel. That student shall be selected as provided below.~~
  - (54) ~~Upon receiving the grade appeal form forwarded by the unit, t~~The Associated Students, Inc., Government Office unit chair shall randomly select from the appropriate list provided by the Admissions and Records Office four prospective student panel members (who shall be numbered in order of selection). If the student appealing is an undergraduate, each of the selected students shall be an upper division student. If the student appealing is a graduate student, each of the selected students shall be a graduate student. ~~Associated Students, Inc.,~~ The unit chair shall ascertain the willingness of each student selected to serve. Random selection shall continue until a list of four qualified students willing and able to serve has been drawn.
  - (65) ~~The Associated Students, Inc.,~~ unit chair shall inform the student and the faculty member of the names of the four students selected. Each of the parties, the student and the instructor, shall then have 48 hours to challenge simultaneously one name on the list for any reason or no reason at all. The first unchallenged name on the list shall be the student panel member and the other unchallenged students shall be alternates.

FS 00-76/Ex. COUNCIL ON INFORMATION TECHNOLOGY (COIT), APPOINTMENT OF FACULTY MEMBERS TO

[Art Jensen]

*[Background: In October 1998 the IBM/Blackwell Consulting Group completed an 18-month study of "the short and long term IT (Information Technology) needs and challenges that CSUS must address as it moves into the 21<sup>st</sup> century." A key recommendation was that CSUS create a new information technology leadership and strategic planning structure. In response to this recommendation, the Provost established the Council On Information Technology (COIT) in the fall of 1999. Its membership consisted of the Provost (serving as chair), the Vice Presidents of Student Affairs and Administration, the Associate Vice President for Academic Affairs/Telecommunications and the Faculty Senate Chair.*

*In the spring of 2000 the Council identified four working groups, which would examine and make recommendations regarding specific information technology issues. The charge and membership of each group was developed and approved by COIT. Membership on each of the four working groups (see Attachment B) includes two faculty positions.]*

The Faculty Senate recommends the following appointments:

Council On Information Technology (COIT):

BOB BUCKLEY, Faculty Senate Chair, Computer Science, E&CS, 2001

1. Strategic Planning Study Group:

ART JENSEN, Management, CBA, 2003

ANN HAFFER, Nursing, H&HS, 2003

2. Policy Study Group:

RANDY MACINTOSH, Sociology, SS&IS, 2003

3. Standards Study Group:

BEN AMATA, Library, 2003

4. Infrastructure Study Group:

ISAAC GHANSAH, Computer Science, E&CS, 2003

SANTOS TORRES, Social Work, H&HS, 2003

FS 00-77/Ex. COUNCIL ON INFORMATION TECHNOLOGY (COIT)

*[Background: In the fall of 1999 the Provost engaged the services of David Tomcheck (Assistant Vice Chancellor at University of California, Irvine) to review the institution-wide support for academic computing technology, to assess the appropriate roles and responsibilities for centralized and distributed academic information technology staff, and to recommend a model for providing academic computing support. In March 2000, the consultant's report was submitted to the Provost.*

*In the report's executive summary, the consultant observed that "a prelude to IT deployment is a well-understood and well-accepted, campus wide technology support plan that addresses the evolving distinction between the roles and responsibilities of College support staff and those of Computing, Communications and Media Services (CCMS)." To facilitate the development and acceptance of such a plan the Executive Committee recommends the creation of an ad hoc committee.]*

The Faculty Senate creates an ad hoc Faculty Senate Information Technology Advisory Committee (FSITAC) to serve as the interface between the Faculty Senate and COIT and its Study Groups. Membership on this committee will consist of the Faculty Senate representative on COIT and the appointed faculty representatives to each of the study groups established by COIT. This Committee will inform and advise the Executive Committee and the Faculty Senate of developments and changes occurring in information technology that affect the academic community.

## INFORMATION

### 1. Moment of Silence:

**HENRY R. HANSEN**  
Professor of Education Emeritus  
CSUS 1949-1976

2. 2000-2001 Budget [Initial report in response to FS 00-39] (Bob Buckley)
3. Report on special Executive Committee meeting with President Gerth concerning
  - 1) accountability "report cards" (September 28, 2000, Faculty Senate Agenda Attachment G)
  - and 2) YRO [year round operations] (Bob Buckley)
4. Capital University Club (Art Jensen and Tom Krabacher)
5. Tentative F'2001 Senate Meetings—Thursdays, 3:00-5:00 p.m., in the Foothill Suite, University Union, unless otherwise noted:
  - October 26: *tentative*
  - November 2: The John C. Livingston Annual Faculty Lecture entitled "Applied Behavior Analysis and the Treatment of Autism Spectrum Disorder" presented by Professor Joseph Morrow, University Ballroom
  - November 9: *tentative in Mendocino Hall 1003*
  - November 16: **Meeting**
  - November 23: HAPPY THANKSGIVING!
  - November 30: *tentative*  
4:00 p.m., President's Award Lecture and Reception
  - December 7: **Meeting**
  - December 14: *tentative* (Finals Week)
5. Senate Home Page: <http://www.csus.edu/acse/> or CSUS Home Page *then* Administration and Policy *then* Administration *then* Faculty Senate




California State University, Sacramento BLACK STAFF and FACULTY ASSOCIATION

**MEMORANDUM**

**September 22, 2000**

**To:** President Gerth,  
Vice President Moulds  
Vice President Bass de Martinez  
Vice President Del Biaggio  
Vice President Jones  
Vice President Uplinger  
✓ Faculty Senate Chair Buckley  
ASI President Bryant  
USA President O'Brien  
President, University Alumni Association  
CFA President Lustig  
CSEA Campus Representative Monsoor  
Special Assistant to the President Arellanes  
Asian Pacific American Staff & Faculty Association Chair Fong  
Association of Mexican American Educators Co-Chair Rios-Kravitz  
Black Staff & Faculty Association Vice President Holmes  
Chicano Faculty & Staff Association Chair Picket  
Native American Studies Program Chair Roberts  
Women's Studies Program Coordinator Cameron-Wedding  
University Committee for Persons with Disabilities Chair Griffith  
CSU Friends of Lesbians and Gays Co-Chairs Lewis & Barrena

**From:** Cecil E. Canton, Professor   
President, Black Staff and Faculty Association

**Re:** Suggested Program for Year of Unity

The University has an extraordinary opportunity to meet one of the important goals articulated in the CSUS Strategic Plan, "To develop a campus community whose diversity enriches the lives of all and whose members develop a strong sense of personal and community identity as well as mutual respect." (p. 10, CSUS, Strategic Plan, Fall 1998)

Monday, October 16, 2000 has been identified as the day for initiating the campus' "Year of Unity," and there are events planned for that day including a lecture by the grandson of the late Mahatma Gandhi, Arun Gandhi. This day also could be used as a day of convocation in order to introduce the members of both the University Commission on Human Rights and the Campus Inter-group Relations Commission, as well as the members of the President's Community Advisory Board.

I wrote a pledge entitled "Our Campus Community Commitment to Unity," to reflect upon the common values, goals and aspirations we share for the year of unity and beyond. I present this pledge to each of you with a request that you consider embracing and officially adopting it as a way of expressing our shared commitment to diversity and unity. I believe that this pledge embodies what President Gerth meant when he declared this the "Year of Unity."

This day, October 16, 2000, could also be the day to introduce the university's pledge with a written copy provided to every person in attendance at the Convocation and any future "Year of Unity" events. An effective way to recognize and celebrate our campus diversity is to have each verse of this pledge read by a student from a diverse cultural background in his or her native language: English, Spanish, Chinese, Japanese, Vietnamese, Arabic, Russian, Kiswahili, and a Native American language. I believe this would send a powerful message about our shared vision and commitment to "unity in our campus community."

**Our Campus Community Commitment To Unity**  
**Written by Dr. Cecil E. Canton, Professor**

**As members of California State University at Sacramento we** acknowledge that the primary purpose of this community is education, including teaching and learning, academic achievement, social development, personal growth and a commitment to the valuing of diversity.

**In committing ourselves to developing a community at** California State University at Sacramento, we agree to promote unity, equality, civility, caring, responsibility, accountability and respect for each other.

**As members of a campus respectful of both differences and** similarities, we will not encroach on the rights of others, either as individuals or as groups. We recognize that freedom of expression and opinion entails an obligation to listen to and understand the beliefs and opinions of others, and to treat others fairly.



**In striving to be a responsible community, we are accountable** individually for our personal behavior and development, and collectively for the welfare and the unity of the community itself.

**As members of a diverse community, we encourage, celebrate** and express pride in our commitment to academic, athletic, and social accomplishments. **We recognize and appreciate that there can be no community without unity.**

**In affirming this compact, we commit ourselves to becoming** dedicated, active, and full members of the California State University at Sacramento community in each and every role we assume.

cc College Deans

**From: "Academic Support of Information Technology at California State University, Sacramento" by David L. Tomcheck, March 9, 2000**

## EXECUTIVE SUMMARY

California State University-Sacramento (CSUS) has a well-established Strategic Plan that outlines Visions and Goals, Identity and Values, and Strategic Themes, Initiatives and Accomplishments, and Planning Priorities. One of the major tools in achieving the goals of the Strategic Plan is the application of information technology (IT). A prelude to IT deployment is a well-understood, well-accepted, campuswide technology support plan that addresses the evolving distinction between the roles and responsibilities of College support staff and those of Computing, Communications and Media Services (CCMS).

In recognition of the growing nature of computing across the University and the duplicity of some activities by centralized and decentralized staff, it has become more essential that CSUS identify the specific roles and responsibilities of IT providers serving the academic core. In an earlier report, Blackwell Consulting Services recognized that the unclear division of duties between staff in the Colleges and central computing staff caused confusion for faculty, staff, and students and inefficiency for the campus. For these reasons, Provost Jolene Koester engaged the services of David Tomcheck, Assistant Vice Chancellor, at the University of California, Irvine, as a consultant.

A consulting agreement was established. The key deliverables of the agreement were:

- A review of the institution-wide organizational support for academic computing technology.
- An assessment of the appropriate roles and responsibilities for centralized and distributed academic information technology staff.
- A model for academic computing support that results in a clearly defined approach to computing support.

As a result of campus interviews, a review of campus policies, organizational structures, reports, and other documentation, a series of conclusions and recommendations were developed.

### *General Conclusions*

Based on the work conducted through this study, it is apparent that the following conditions exist:

1. A difference in IT philosophy, technological innovation, and focus exists between University Computing and Communications Services (UCCS) and the Colleges that impacts progress toward campus goals.
2. Lack of an impetus to move past the tactical centralized versus decentralized arguments and to an understanding that the true challenge of IT support at CSUS is

to achieve the proactive vision. This was first noted in the report provided by Blackwell Consulting Services.

3. Centralized IT and the Colleges are not working together.
4. Lack of a professional organizational structure within the Colleges.
5. The migration of all campus IT staff into the new classification structure is equitable.
6. The skill sets and knowledge bases of UCCS staff and College ITCs is current relative to their respective positions.

***Recommendations:***

1. Perform a thorough evaluation of the current management structure of University Computing and Communications Services (UCCS) with a focus on a new structure heavily oriented toward relationship management, not technical management, emphasizing communication and collaboration.
2. Ensure that any working group appointed by the COIT(COIT) is a truly open and productive entity.
3. Focus on the UCCS core competencies, namely the provision of enterprise-wide services.
4. Define College roles, responsibilities, and services to faculty, staff, and students.
5. Reconstitute a core coordinating group of UCCS staff and College staff that, with the assistance of an outside facilitator/note taker, meets regularly to discuss common computing issues.
6. Review campus computing policies and procedures with a focus on their relevance to the distributed nature of today's technology.
7. Develop the appropriate model for faculty computing support in the classrooms.
8. Review the current chargeback model for services provided by UCCS that are not funded by the University.
9. Develop and use performance measures in units with direct support responsibilities for campus users, e.g., Help Desk.
10. The centralized IT and Colleges should follow best practice guidelines that suggest that the two entities work cooperatively in fostering a positive, collaborative relationship.

## **COUNCIL ON INFORMATION TECHNOLOGY**

### **Strategic Planning Study Group**

#### **A. Purpose:**

Recommends and coordinates an IT planning process that consolidates program center plans into a university IT plan.

#### **B. Responsibilities:**

1. Propose an annual process for submission of program center IT plans and include whether State or non-State funding is being used.
2. Reviews program center plans and develop a consolidated IT plan for the university.
3. Develop a ranked list of projects to implement the University IT plan with costs identified.
4. Assesses and advises COIT on program center plans that have university-wide resource or policy.
5. Acts as a clearinghouse once the campus IT strategic plan has been approved and circulated around the campus by COIT.

#### **B. Membership**

##### **• Composition:**

1. Two Faculty Senate representatives designated by the Faculty Senate Chair
2. Student representative designated by the ASI President
3. Associate Dean recommended by the Academic Deans' Council and approved by the Provost
4. A total of two staff from Academic Affairs, Administrative and Business Affairs, and Student Affairs program centers. The three Vice-Presidents will jointly agree on the two representatives that will reflect their mutual interests.
5. CCMS representative designated by the Associate Vice-President for Academic Affairs/Telecommunications

##### **• Qualifications for Membership:**

Individuals designated to serve on the study group shall have an interest and recognized knowledge of the information technologies in the life of the university. Candidates selected must be prepared to act judiciously on issues and place a university perspective above that of their individual units.

#### **C. Structure and Operations:**

1. The Associate Dean will serve as chair.
2. The Office of the Associate Dean shall provide clerical support to the study group including but not limited to notice and establishing meeting dates, taking and disseminating meeting minutes, circulating printed materials, general correspondence and the preparation of draft and final reports, posting of information on a WEB page, etc. Meeting minutes shall be circulated to the study group and COIT membership within five working days.
3. It is the responsibility of the Chair to establish an agenda for each meeting. The process shall include input from the study group and COIT membership. The agenda and any accompanying documentation will be forwarded to the study group at least four days in advance of any meeting date.
4. If a Dean is selected as one of the two staff positions jointly agreed to by the three Vice-Presidents, said participant shall not be from the same College or Program Center as the Associate Dean serving as chair.
5. The appointment of each study group member is at the discretion of the respective administrative entity. Study group members are not permitted to assign an alternative on their behalf. To insure continuity in the work conducted by the study group, it is imperative that its members be prepared to attend as many meetings as is humanly possible.
6. The study group's purpose, responsibilities, and length of service are the prerogative of COIT.
7. A quorum of the study group shall consist of five voting members.

# COUNCIL ON INFORMATION TECHNOLOGY

## Policy Study Group

### A. Purpose:

To recommend appropriate information technology (IT) policies supportive of the University's Strategic Plan.

### B. Responsibilities:

1. Reviews and monitors current IT policies to insure that they are relevant and responsive to stakeholder needs.
2. Reviews and monitors current IT policies to insure the policies are in compliance with CSU, state and federal mandates.
3. Recommends amendments or deletion of existing policies to reflect institutional and stakeholder needs.
4. Recommends new policies based upon comprehensive assessment of institutional and stakeholders needs.
5. Provides a forum for stakeholders to raise concerns about current IT policies or lack thereof.
6. Proposes policies to resolve disputes or conflicts over IT issues as they arise.

### C. Membership:

#### • Composition:

1. Two Faculty Senate representatives, designated by the Faculty Senate Chair
2. Student representative, designated by the ASI President
3. College Dean, designated by the Provost
4. College Associate Dean, recommended by the College Deans and approved by the Provost
5. Administrative and Business Affairs representative, designated by the Vice-President for Administrative and Business Affairs
6. Student Affairs representative, designated by the Vice-President for Student Affairs
7. CCMS representative, designated by the Associate Vice-President for Academic Affairs/Telecommunications

#### • Qualifications for Membership:

Individuals designated to serve on the study group shall have an interest and recognized knowledge of the information technologies in the life of the university. Candidates selected must be prepared to act judiciously on issues and place a university perspective above that of their individual units.

### C. Structure and Operations:

1. The College Dean will serve as chair.
2. The Office of the Dean shall provide clerical support to the study group including but not limited to notice and establishing meeting dates, taking and disseminating meeting minutes, circulating printed materials, general correspondence and the preparation of draft and final reports, posting of information on a WEB page, etc. Meeting minutes shall be circulated to the study group and COIT membership within five working days.
3. It is the responsibility of the Chair to establish an agenda for each meeting. The process shall include input from the study group and COIT membership. The agenda and any accompanying documentation will be forwarded to the study group at least four days in advance of any meeting date.
4. The Dean and Associate Dean should not be from the same College.
5. The appointment of each study group member is at the discretion of the respective administrative entity. Study group members are not permitted to assign an alternative on their behalf. To insure continuity in the work conducted by the study group, it is imperative that its members be prepared to attend as many meetings as is humanly possible.
6. The study group's purpose, responsibilities, and length of service are the prerogative of COIT.
7. A quorum of the study group shall consist of five voting members.

## **COUNCIL ON INFORMATION TECHNOLOGY Standards Study Group**

### **A. Purpose:**

Recommends to COIT hardware, software, and protocol standards, norms, and practices.

### **A. Responsibilities:**

1. Researches and investigates new technologies or standards as they emerge as to their applicability to CSUS.
2. Determines if new technologies warrant a standard to be established for the campus.
3. Formulates and proposes guidelines for new desktop computing purchases including baseline hardware configuration and software load at least once each semester.
4. Tracks and proposes changes, additions or deletions of standards as appropriate.
5. Warrants that the university's standards are in compliance with CSU standards, norms, and practices to ensure systemwide capability.

### **B. Membership**

#### **• Composition:**

1. Two Faculty Senate representatives designated by the Faculty Senate Chair
2. Student representative designated by the ASI President
3. Associate Dean recommended by the Academic Deans' Council and approved by the Provost
4. A total of two staff from Academic Affairs, Administrative and Business Affairs, and Student Affairs program centers. The three Vice-Presidents will jointly agree on the two representatives that will reflect their mutual interests.
5. CCMS representative designated by the Associate Vice-President for Academic Affairs/Telecommunications

#### **• Qualifications for Membership:**

Individuals designated to serve on the study group shall have an interest and recognized knowledge of the information technologies in the life of the university. Candidates selected must be prepared to act judiciously on issues and place a university perspective above that of their individual units.

### **C. Structure and Operations:**

1. The Associate Dean will serve as chair.
2. The Office of the Associate Dean shall provide clerical support to the study group including but not limited to notice and establishing meeting dates, taking and disseminating meeting minutes, circulating printed materials, general correspondence and the preparation of draft and final reports, posting of information on a WEB page, etc. Meeting minutes shall be circulated to the study group and COIT membership within five working days.
3. It is the responsibility of the Chair to establish an agenda for each meeting. The process shall include input from the study group and COIT membership. The agenda and any accompanying documentation will be forwarded to the study group at least four days in advance of any meeting date.
4. If a Dean is selected as one of the two staff positions jointly agreed to by the three Vice-Presidents, said participant shall not be from the same College or Program Center as the Associate Dean serving as chair.
5. The appointment of each study group member is at the discretion of the respective administrative entity. Study group members are not permitted to assign an alternative on their behalf. To insure continuity in the work conducted by the study group, it is imperative that its members be prepared to attend as many meetings as is humanly possible.
6. The study group's purpose, responsibilities, and length of service are the prerogative of COIT.
7. A quorum of the study group shall consist of five voting members.

# COUNCIL ON INFORMATION TECHNOLOGY

## Infrastructure Study Group

### A. Purpose:

Provides technical and administrative support and counsel relative to the CSU telecommunications infrastructure plan for CSUS.

### B. Responsibilities:

1. Provides oversight and guidance on the implementation of Phase I and Phase II of the telecommunications infrastructure project.
2. Confirms that infrastructure projects meet CSU minimum baseline requirements.
3. Validates that the infrastructure projects are consistent with the University's strategic plan.
4. Reviews working drawings and construction specifications for infrastructure projects to insure compliance with Telecommunication Infrastructure Planning Guidelines and Quality Standards.
5. Recommends priorities and other infrastructure actions to COIT as may be required.

### C. Membership

#### • Composition:

1. Two Faculty Senate representatives designated by the Faculty Senate Chair
2. College Dean, designated by the Provost
3. A total of two staff from Academic Affairs, Administrative and Business Affairs, and Student Affairs program centers. The three Vice-Presidents will jointly agree on the two representatives that will reflect their mutual interests.
4. CCMS representative designated by the Associate Vice-President for Academic Affairs/Telecommunications
5. Facilities Management representative designated by the Associate Vice-President for Facilities Management
6. An information technology professional representing the Colleges, selected by the Provost upon a recommendation by a College Dean

#### • Qualifications for Membership:

Individuals designated to serve on the study group shall have an interest and recognized knowledge of the information technologies in the life of the university. Candidates selected must be prepared to act judiciously on issues and place a university perspective above that of their individual units.

### D. Structure and Operations:

1. The College Dean will serve as chair.
2. The Office of the College Dean shall provide clerical support to the study group including but not limited to notice and establishing meeting dates, taking and disseminating meeting minutes, circulating printed materials, general correspondence and the preparation of draft and final reports, posting of information on a WEB page, etc. Meeting minutes shall be circulated to the study group and COIT membership within five working days.
3. It is the responsibility of the Chair to establish an agenda for each meeting. The process shall include input from the study group and COIT membership. The agenda and any accompanying documentation will be forwarded to the study group at least four days in advance of any meeting date.
4. If an Associate Dean is selected as one of the two staff positions jointly agreed to by the three Vice-Presidents said participant must not be from the same Program Center as the College Dean serving as chair.
5. Except for the College Dean who will serve as chair, all other College Deans will submit a list of information technology staff that they would like the Provost to consider as potential candidates to serve on this study group. The Provost will make the final selection relative to appointment of one technology staff position to the study group.
6. The appointment of each study group member is at the discretion of the respective administrative entity. Study group members are not permitted to assign an alternative on their behalf. To insure continuity in the work conducted by the study group, it is imperative that its members be prepared to attend as many meetings as is humanly possible.

7. The study group's purpose, responsibilities, and length of service are the prerogative of COIT.
8. A quorum of the study group shall consist of five voting members.

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**FS 00-66/Flr. Procedures for Handling Requests for Religious Exemption  
From CFA Fee**

*Defeated*

**AMENDED SENATE RESOLUTION Donald Hall, Oct 17, 2000**

[It is proposed to amend FS 00-66 with the following changes, which are intended to be shorter, simpler, and less pejorative.]

WHEREAS the language of SB645, the authorizing legislation for the mandatory fee now being collected from non-members by the California Faculty Association, says that a person with a valid conscientious objection "shall not be required to join or financially support" the organization; and

WHEREAS the concept of collegiality suggests that the default position should be that each request for religious exemption will be presumed valid and sincere unless and until definite reasons are presented to challenge it; and

WHEREAS, SB 645 does not specifically authorize the bargaining agent to pass judgment upon such requests; and

WHEREAS CFA's denial of some of those claims during Spring 2000 resulted in anguish, contention, appeals and threats of court action; and

WHEREAS it is at the very core of religious beliefs that they are highly personal, individual, and private, and cannot adequately be pigeonholed according to whether one's name is on a particular membership list, yet neither CFA's procedures nor the language in SB645 take adequate account of this; and

WHEREAS it is contrary to basic standards of justice that one party to any dispute would also have the power to be the judge in that matter, so that challenge and denial should logically be decided by a neutral third party with no financial interest in the outcome;

THEREFORE BE IT RESOLVED that the CSUS Faculty Senate expresses its support for consideration of all exemption requests in a fair and timely manner that is sensitive to the rights of individual faculty;

AND FURTHER RESOLVED that the Faculty Senate calls the attention of the CSU Administration, the California Faculty Association and the Public Employment Relations Board to this problem, and urges that they should cooperate in developing procedures which will overcome these objections.

## FS 00-66/Flr. Procedures for Handling Requests for Religious Exemption From CFA Fee

Don Hall provides the following advance information in hope of clarifying questions senators are likely to have and reducing the tendency for debate to veer too far off the topic.

1. What is the historical/legal background for religious exemptions from union-shop or agency fees?

This subject has a history going back well over a hundred years. Many individuals have taken such a stance, for a range of reasons, including unwillingness to be involved in illegal conduct in which unions have sometimes engaged, or objection to particular positions or issues advocated by a union, or simple objection to the moral coercion involved in compelling a citizen to provide financial support to a private organization. At least one sizeable and well-known Protestant denomination with which I am familiar encourages and supports its members in asking for such exemptions.

This is supported by an extensive body of labor law which protects working individuals against abuses by both employers and unions. A better-known example would be restrictions against an employer firing an Orthodox Jewish or Seventh-day Adventist employee who refused a change in work hours that required working on Saturday. It should be sufficient to say that under Title VII of the U.S. Civil Rights Act of 1964, union officials are forbidden to force any employee to financially support a union if doing so violates the employee's sincerely held religious beliefs. In order to accommodate the conflict, the law allows the employee instead to donate that money to charity. Several of us on the CSU faculty believe we met resistance when asking nothing more than that CFA abide by this established legal standard, and the purpose of my resolution is to insist that they do so. I think we should all be very glad to live in one of the few countries in the world that provides this kind of protection for the rights of individuals, even including those whose beliefs are in one way or another unusual.

One may also draw an analogy to long-standing rights of conscientious objection to military service. For some people this has meant strict pacifism, even refusal of alternate civilian service; for others it has meant willingness to serve as a medic, but only as a non-combatant not carrying a weapon. But that analogy may include another issue: with respect to conscientious objection during the Vietnam War, it is sometimes suggested that many people suddenly had an attack of conscience just because their deferment had run out and they were about to be drafted. Granted that there surely were some cases of insincere requests for conscientious objection, that suggestion may be very unfair to the many others who did without doubt have a very deep and sincere belief underlying their requests.

To spell out the analogy completely in the present case, CFA's suspicions of insincerity about some of the requests they received for religious exemption from their fee should not entitle them to dismiss all such requests, nor even to initially receive them with skepticism and demand detailed "proof", because here, too, there are some people with strong and sincere beliefs who deserve to be treated seriously and with respect.

2. How many people were actually affected?

I know I am safe in saying "dozens", and I wish I could be more precise. In the interest of having accurate information, I have asked CFA to provide us with (a) the total numbers of religious exemption requests received, (b) the total number initially approved, and (c) the total number approved later after appeals. Their only reply has been "We do not plan on releasing the information which you have requested." This frankly leaves me wondering why they would not want this information to be known, and suspecting that these numbers might in themselves be some evidence that the way the evaluation was done will not bear scrutiny.

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# CFA California Faculty Association

CSUS Chapter • 6000 J Street, TMM2 • Sacramento, California 95819-6097

(916) 278-6196 • FAX (916) 278-5190

Oct. 6, 2000

## Memorandum

From: Jeff Lustig, President CSUS chapter, CFA

To: CSUS Faculty Senate

Re: FS 00-66/Fir; AGENCY FEE, PROCEDURES FOR...EXEMPTION FROM

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The above-noted motion seeks to involve the Senate in what is essentially a disagreement about the law, which the senate would be ill-advised to do in any case—the CFA having been guided by legal authority on an issue within its scope of activity—but which it is particularly ill-advised to do without its own investigation of the complex law of agency shop.

Regarding the resolutions proposed at the end of the motion: (1) there is no "significant problem for faculty rights," very few religious exemptions having been requested (and the submitter of this action having in fact received one); (2) the bodies specified in the second "Resolved" lack the legal authority to do what is proposed and could not do it even if they wished; and (3) why the senate should want to go complain to the CSU administration when it is not the pertinent authority on the matter and at the very time CSU faculty are attempting to assert their own governance rights is unclear.

More specifically, in response to the claims embodied in this resolution we note the following.

First, the heart of the complaint is unhappiness that the union took some time processing requests for religious exemptions to agency fee. CFA took about three months with the process and the reasons for that amount of time are not hard to see. (Nor did the CFA gain anything by the delay, assuring full retroactivity for all exemptions granted.) (a) Procedures had to be established for the CFA's first experience with this process; (b) the CSU administration delayed responding with their own list of alternate charities having objected to the list the union initially submitted; (c) legal principles deriving from a complex body of case law had to be studied and digested; (d) legal counsel which the CFA retained had to review the requests and tender its professional opinion on them; and (e) the union took time to read and evaluate each request carefully. Now that procedures have been established and alternate charities indicated, it will not be necessary to take this amount of time again.

Second, many points which Professor Hall alleges are matters of fact. They are not simply opinions with which a senate may agree or disagree. They are assertions which need to be substantiated as to their veracity before being approved or rejected.

Third, Professor Hall may not like the procedure used. That's his right. But it is the procedure indicated by the case law on agency fee as the union took care to discover through legal counsel. This procedure has also been approved by state courts and the Supreme Court. The union fulfilled its complicated responsibilities under the law. If Hall wishes to carry his objection to the law (or to the way a lawyer specializing in such matters interpreted it) further, he has the normal recourse in the courts.

Finally, while he may feel that this procedure violated his rights, other faculty feel that the alternative—having to pay for colleagues' representation and collective bargaining costs without valid and compelling reason—would have violated their rights. Weighing the relative merits of different rights is not easy; these are complex issues on which colleagues will disagree. But whether the CSUS Faculty Senate wants to go on record favoring one side or the other of the disagreement is another matter. It should never do so without its own analysis of the facts and law. But it would be preferable given the division of labor between senate and union to decline involvement in this matter altogether. There are real threats to faculty rights in the CSU today and they do not derive from court precedents on agency fee. The California Faculty Association welcomes senate cooperation and counsel meeting these real dangers to our rights and governance role.



# CALIFORNIA STATE UNIVERSITY, SACRAMENTO

CENTER FOR TEACHING & LEARNING  
Conference on Teaching and Learning  
October 13-14, 2000

The Second Annual Conference on Teaching and Learning was quantitatively and qualitatively a success, compared to the goals we set and the accomplishments of the first annual Conference.

**Registration:** We were looking for a 25% increase over the 1999 Conference.

	1999	Registered in 2000	Attended in 2000
Total attendance	96	110	166
Number of CSUS faculty (non- presenting)			
Session presenters			43
Poster session presenters			29
Community College faculty		21	9
Sister Campus faculty		11	5
Administrators, Deans/Dep't chairs		2	4
Faculty Senators			
Staff		4	14

### Sessions:

Number of sessions, not including the Provost's presentation, the debate and the poster session.	32
Number of poster session presentations	20
Number of participants at Provost's session	62
Number of participants at Debate	68
Highest attendance at any session	24
Range of number of participants at most sessions	3-10

### Climate of the Conference:

We heard spirited conversations about provocative issues in the sessions. This was the case in the debate, certainly. Quick visits to various sessions and then a subsequent review of the feedback we have collected on the sessions confirms that there were such discussions. In their informal oral feedback, participants and presenters reported this as well.

We wanted to feel energy and excitement among the participants, the same that is felt at "BIG" conferences, such as ITL's Teacher-Scholar Conference or other state and national conferences, only on a smaller scale. This feeling was most prevalent on Friday morning and until about 4:00 on Friday. At Friday's lunch all tables were filled, and there was a pleasant "bustle" in the Redwood Room—people talking, moving about, going back for seconds from the buffet table. Saturday's attendance was about half of Friday's, and so there was a quieter feeling on that day.

Cost:

Refreshments Foundation Grant	\$1,664
Publicity Fortune Cookies	\$ 145
Conference Director	\$3,000
Flyer Program & Packet	\$1,240
Total so far	\$6,049

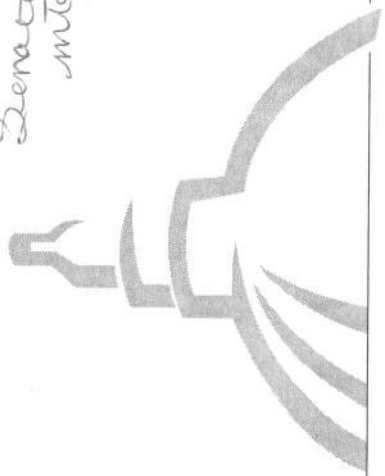
Plusses:

- Having no registration fee
- The Provost's presentation
- The Debate
- The student volunteers
- The website and on-line registration
- The design of the flyer and cover of the program
- The concept of the program (layout had some problems!)
- Direct marketing in August and September to Senate and to all Deans and Department Chairs
- Direct Marketing to all new faculty
- Contact with Deans' secretaries to ensure that all departments received flyers
- Personal invitation to the President to attend
- Having a distinct theme
- Having some students there as participants
- Having resources for faculty present at poster session (i.e., Bookstore, International Programs)
- Having ASI represented as part of the effort to improve instruction
- Involvement of Tony Sheppard (RLS) and students from Conference Planning Course

Wishes:

- Send confirmation to all registrants
- Make flyer and website available earlier
- Do more direct marketing to part-time faculty, emeritus faculty, student teachers, TA's, staff, Community Colleges and CSU's
- If there is a Saturday program, have a "plenary" session (of sorts) to get people there, and start at 10:00 a.m.
- More readable layout of Program

10/14/00  
Senate  
mtg.



# CAPITAL UNIVERSITY CLUB

# BOARD of DIRECTORS

ANDREW ANKER

ARTHUR JENSEN

MICHAEL LEE

THOMAS KRABACHER

ELIZABETH O'BRIEN

LOUISE TIMMER

ELIZABETH MOULDS

ELROY LITTLEFIELD

EDWARD DEL BIAGGIO

## THE PARTICULARS

The Capital University Club at CSUS is a nonprofit organization that functions independently from the University. It has established By-laws, Articles of Incorporation, and a Board of Directors. The Board of Directors consists of seven (7) elected members representing the staff, faculty and administrators and three (3) ex-officio members.

The Capital University Club is operated through a contractual agreement between the CSUS Foundation and the University Union. Contractual services include fiscal agent, dues collection, manager of operations, supplier of food and beverages, employee management, and maintenance of the facility. The space is leased from the University Union.

Activities are planned and managed by the Board of Directors. A Calendar of Events for the year is planned with input from the members.



# AXXOSPHERE OFFEE :WSPAPERS/MAGAZINES

weekdays 7am to 7pm



## THE PLACE

The Club is located on the first floor of the Union, adjacent to the University Center Restaurant. The designated space takes advantage of both the natural lighting and open atmosphere provided by large windows and proximity to the Union's outdoor patio area.

The interior of the Capital University Club has been designed to promote a relaxed, private environment for members and their guests. The Club offers private areas with tables and chairs, a comfortable lounge area, outdoor patio, and a wine and beer bar. Newspapers, magazines and journals are supplied for Club members on nearby coffee tables.

## THE PERKS

Club facilities will include comfortable lounge furniture, an area to serve soft drinks, coffee and light snacks as well as a no host wine and beer bar. Club members are invited to dine at the nearby University Center Restaurant and enjoy the outstanding gourmet cuisine prepared by Chef Edward Lee.

The Capital University Club will be professionally managed to ensure quality service to club members. In addition, the Club will host a wide range of social activities and special events including campus theater performances, concerts, sports nights, literary discussion and poetry reading groups, talent night, Friday night special events, dinners and dances, theme night mixers, and current events discussions. Weekend trips to Tahoe, Napa and San Francisco may be planned as well. Club members are welcome to include their families and guests in all Club activities. Interested members can check the Calendar of Events on the website for upcoming dates and activities: <http://www.csus.edu/org/cuc>

# THE APPLICATION

name

home address

city state zip

home phone

department

blgd room zip

e mail

campus phone

Please return this application, with the initiation fee.  \$40  \$50

Check payable to: CSUS Foundation

send to:

Capital University Club  
University Union

6017

monthly payroll deductions:

\$20/month (annual salary < \$50,000)  
 \$25/month (annual salary > \$50,000)

if yes, you are:

University employee  
 Auxiliary employee (ASL, Foundation)

for monthly dues, will you utilize payroll deduction? yes  no