

NOTE: YOU WILL NEED YOUR MARCH 10 AGENDA!!

1993-94
ACADEMIC SENATE
California State University, Sacramento

AGENDA
Thursday, March 24, 1994
Forest Suite, University Union
2:30-4:30 p.m.

INFORMATION

- MOMENT OF SILENCE: Dewey Lowe Maj. General Ret.
Chair, CSUS Advisory Bd
1. Spring Schedule of Meetings (tentative):
[Spring Recess: March 28-April 1]
April 14, 21, 28 (2:30-3:00, 1994-95 Organizational Meeting #1)
May 12 (2:30-3:00, 1994-95 Organizational Meeting #2), 19
 2. Academic Affairs--Goals, Objectives, Direction
TIME CERTAIN: 2:45 p.m., Jolene Koester, Vice President for Academic Affairs
 3. Report on March 10-11 CSU Academic Senate Meeting - Statewide Academic Senator
Erwin Kelly

CONSENT CALENDAR

AS 94-20/Ex. COMMITTEE APPOINTMENTS--Senate

Academic Policies Committee:

CHRISTINE MILLER, At-large, 1996 (repl. P. Cahill)

General Education Committee:

ELAINE ALEXANDER, A&S/Science and Mathematics, 1996 (S'94 repl. A. Moylan)

REGULAR AGENDA

AS 94-19/Flr. MINUTES

Approval of the Minutes of the meeting of March 10 (#17), 1994.

AS 94-21/Flr. 1994-95 COMMITTEE ON COMMITTEES

The Academic Senate elects school representatives to the 1994-95 Committee on Committees, as follows: [See Attachment for eligibility by school]

Appendix
TC:
4:00pm.

First Reading

[Note: At its meeting of March 3, the Executive Committee voted to recommend a No Pass on proposed amendments to the Standing Rules (AS 94-10 through AS 94-10G). On March 10 the Academic Senate postponed consideration of AS 94-10 through 94-10G so that the Executive Committee could present a substitute motion (see AS 94-22 below) on March 24.]

AS 94-22/Ex. STANDING RULES--Changes to Existing Rules

The Academic Senate establishes three policy area committees (Curriculum Policies, Academic Policies, and Faculty Policies) to replace the extant committees identified in the Standing Rules Sections 3.06.B.1-4, 3.07 and 3.08 in accordance with the transition plan specified herein (Note: adoption of this amendment will require editorial changes in section 3.06 of the Standing Rules). The three policy area committees shall be constituted and charged as follows:

Areas of Responsibility Include

Academic Policies Committee	Academic Policies Academic Standards Student Educational Experience Student Retention and Academic Support Instructional/Academic Program Support
Curriculum Policies Committee	Graduate Majors Undergraduate Majors General Education Graduation Requirements
Faculty Policies Committee	Professional Development Professional Standards Diversity

Membership:

Voting--Eleven (11) Faculty Members appointed by the Academic Senate:

- 1 Faculty member from the Library or Student Services
- 1 Senator
- 8 Tenured or probationary faculty members with appointments in an academic program
- 1 Senate Executive Committee member (appointed annually by the Executive Committee, confirmed by the Senate)

Non-voting--Three Ex-Officio Members:

- 1 Administrator, appointed annually by the President
- 1 Student, appointed annually by ASI
- 1 Academic Senate Chair

NO MORE THAN ONE FACULTY MEMBER FROM ANY DEPARTMENT MAY SERVE ON ANY ONE POLICY COMMITTEE

Terms of Members:

Faculty members, other than the Senate and Executive Committee members, shall be appointed to three-year terms¹. Terms of Senate and Executive Committee members shall coincide with their Senate and Executive Committee term of appointment.

Committee Chairs:

The chair of each committee shall be elected annually in the spring, following the appointment of new members, by and from the members of the committee. Each chair shall be an ex-officio, non-voting member of the Senate (unless already a unit Senator), regularly attend Senate meetings, and regularly inform the Senate as to the Committee's work/policy issues.

Method of appointment to Committees:

- A preference poll will be distributed to faculty each spring. The preference poll shall be structured such that faculty members may nominate themselves for membership on a particular policy committee and/or indicate if they wish to make themselves available to do work for or be consulted by a particular policy committee at any time during the academic year should the policy committee need assistance.
- The Committee on Committees will recommend committee members from the preference poll. Insofar as possible, nominees shall be sought to create a committee membership reflective of the diversity of the University community.
- The Committee on Committees will submit a roster of recommended appointments for confirmation by the Academic Senate in the spring semester of each year.
- The selection of replacement members to fill unexpired terms shall be made by Executive Committee recommendation with approval of the Senate.

Charge:

Each policy committee will determine and recommend policies in its functional area. A policy committee will determine **in each instance how best to develop and carry out its policy responsibilities**. A policy committee may investigate, develop and recommend policies as a committee of the whole, or may recommend the establishment of Standing Subcommittees, or may appoint ad hoc committees, task forces or other similar types of bodies in order to investigate, develop and recommend policies.

¹ To insure committee continuity, initial appointments will be made so that the terms of the nine faculty members will be staggered (three positions each serving 1994-95, 1994-96, and 1994-97).

Each policy committee will also insure the continued engagement of faculty in executing its proper role in the operational activities related to curriculum, academic standards, and faculty professional affairs.

Committees are to distinguish between policy and procedures. They are to coordinate and monitor their own work, including that of their subcommittees (standing or ad hoc). Each policy committee, on behalf of the Faculty, will insure the integrity of procedures that are developed and implemented by Administration.

Staffing and Resource Support of Committees:

To be negotiated with Administration each academic year.

Transitional Plan:

Using this year's preference poll, the Committee on Committees will recommend to the 1993-94 Academic Senate (on May 19), faculty members for appointment to each policy area committee. The Chair of the Academic Senate will convene each policy committee between May 19 and May 25 for purposes of electing a committee chair.

Each policy committee will assume its charge and responsibilities as of May 26, 1994. The Chair of the Academic Senate will convene the three Chairs during the first week of the academic year (week prior to instruction) in order to identify the extant issues/work each committee must take up during the academic year. Each policy committee will commence regular meetings the first week of the Fall semester. Each committee will identify an agenda for the academic year and what items it will address as a committee of the whole or through subcommittees. In September 1994, each committee will report its agenda for the year to the Senate and hear from Senators any other issues that should be addressed. The committee will determine for itself how best to carry out the policy function of each agenda item/issue and engage faculty in the execution of its proper role relative to that item/issue.

All existing standing committees of the Academic Senate (defined in Sections 3.07 and 3.08), except the University ARTP Committee and the General Education Course Review Committee, will be disestablished as of May 26, 1994. The General Education Course Review Committee which is solely an operational committee and the University ARTP Committee which is also defined in ARTP policy will continue to function in accordance with their charters defined in Section 3.07 until their respective policy area committees determine whether or not changes in the G.E. Course Review or University ARTP operations would advantage the curriculum or faculty respectively. The Curriculum Policies Committee and the Faculty Policies Committee are charged with making a recommendation on these matters to the Academic Senate by the end of the semester, Fall 1994. (Please note: As pertains to the Research and Creative Activity Committee, systemwide policy regarding elected faculty representatives pertains only to the task and responsibility for reviewing proposals. The Faculty Policies Committee will attend to this matter as it takes up the issue of faculty professional development.)

AS 94-23/Ex. SENATE COMMITTEE CHAIRS, RELEASE TIME

The Academic Senate requests (of Academic Affairs) three units of release time per semester for each of its policy committee chairs (Curriculum Policies, Academic Policies, Faculty Policies).

For text of the main motion for which the substitute is being offered, refer to March 10, 1994, Academic Senate Agenda, pages 3-6:

AS 94-10/Ex. STANDING RULES--Changes to Existing Rules

AS 94-10A CURRICULUM COMMITTEE, CREATE

AS 94-10B ACADEMIC PROGRAMS REVIEW COMMITTEE, CREATE

AS 94-10C ACADEMIC SUPPORT COMMITTEE, CREATE

AS 94-10D STUDENT RETENTION AND EDUCATIONAL EQUITY COMMITTEE (as Standing Subcommittee of Academic Policies Committee), CREATE

AS 94-10E FACULTY AFFAIRS COMMITTEE

AS 94-10F UNIVERSITY WRITING COMMITTEE--Standing Subcommittee of General Education Committee

AS 94-10G VISITING SCHOLARS COMMITTEE--Subcommittee of Faculty Professional Development Committee

From Senate Bylaws:

B. Committee on Committees

1. **Membership:** The Committee on Committees shall be composed of the Chair and Vice Chair of the Academic Senate, the other five (5) voting members of the Executive Committee, the senior representative to the Senate from the Library electing unit, the senior representative to the Senate from the Student Services electing unit, and one representative from an electing unit within each school elected by the incumbent Senate.
2. **Nomination and election of school representatives:** At one of its meetings, the Academic Senate shall nominate and elect by secret ballot the representative of each of the five (5) schools to the Committee on Committees. Nominations shall be made from the floor; nomination of oneself shall be permitted. No one who is not then a representative of an electing unit from within one of the schools shall be eligible to be nominated to be the representative of that school. Every representative may vote for one nominee from every school. If none of the candidates from a school receives a majority of the votes cast, the Academic Senate shall immediately decide by secret ballot which of the two candidates who have received the most votes shall become the school's representative. As between the two candidates, the candidate who receives the most votes shall be elected.
3. **Meetings:** Each spring the Chair of the Academic Senate shall convene an initial meeting of the Committee on Committees. At a subsequent meeting, the Committee on Committees shall nominate to the Senate candidates to be appointed members of the standing committees of the Senate to serve during the following academic year.
4. **Charge:** Having considered the results of an annual survey of the faculty interest in serving on any one or more of appointed standing committees, the Committee on Committees shall make a recommendation to the Senate specifying who the members of the Senate's standing committees shall be during the following academic year. Between the annual deliberations of the Committee on Committees, the Executive Committee shall nominate candidates to fill the vacancies that occur in the membership of the standing committees.

1994-95 COMMITTEE ON COMMITTEES

Committee Meeting Schedule:

#1: Tuesday, April 19, 2:30-4:00 p.m., Adm. 275

#2: Tuesday, April 26, 2:30-4:00 p.m., Adm. 275

Committee Members:

Sylvia Navari	Chair, Academic Senate
Christine Miller	Vice Chair, Academic Senate
Richard Cleveland	Member, Executive Committee
Michael Fitzgerald	Member, Executive Committee
Cid Gunston-Parks	Member, Executive Committee
Paul Noble	Member, Executive Committee
Melinda Seid	Member, Executive Committee
Rhonda Rios Kravtiz	Senior Library Senator
Helena Bennett	Senior Student Services Senator
PLUS:	One Senator elected from each school

Eligible School of Arts and Sciences Senators

___ Helene Burgess	___ Nancy Ostiguy
___ James Chopyak	___ Carlos Plummer
___ Marsha Dillon	___ Tom Pyne
___ John Driesbach	___ J. Pat Rice
___ Mary Giles	___ Thomas Schulte
___ Paul Goldstene	___ Estela Serrano
___ Bethania Gonzalez	___ Gary Shoemaker Peter Urone
___ Laurel Heffernan	___ Elizabeth Strasser
___ Jeffrey Hubbard	___ Thomas Swift
___ Robert Jensen	___ Jerry Tobey
___ Erwin Kelly	___ Nancy Tooker
___ Joseph Klucas	___ Stephanie Tucker
___ Sheree Meyer	___ Leah Vande Berg
___ Jessie Mulira	___ Jeline Ware

Eligible School of Business Administration Senators

___ Metwalli Amer	___ Laurence Takeuchi
___ Arthur Jensen	___ Nancy Tsai

Eligible School of Education Senators

___ Jose Cintron	___ Lila Jacobs
___ Charlotte Cook	___ Lynn Wilcox

Eligible School of Engineering and Computer Science Senators

___ Ronald Ernst	___ George Kostyrko
___ James Kho	___ Charles Nelson
	___ Tong Zhou

Eligible School of Health and Human Services Senators

___ Fred Baldini	___ Robyn Nelson
___ Robin Carter	___ Ernest Olson
___ Liz Dokimos	
___ Charles Eden	

VISION AND GOALS

THE CSUS VISION

California State University, Sacramento is a learning community where teaching and learning infuse and motivate all that occurs. Our community is a place of importance in the lives of students, faculty, staff, alumni, and the region. It is a place where quality achievement is recognized and rewarded, where collegiality and collaboration are valued, and where all persons are respected. Our learning community works together to prepare educated citizens who contribute to the well-being and development of the capital region and the state.

GOALS

- * To achieve recognition for superior accomplishments in teaching and learning.
- * To offer academic programs characterized by high quality, serious attention to outcomes, and recognition of the interdisciplinary nature of knowledge.
- * To build and support a university community whose excellence in teaching, learning, research, and public service will be strengthened by scholarship.
- * To develop a campus community where our diversity enriches the lives of all and where individuals develop a strong sense of personal and community identity as well as mutual respect.
- * To serve a qualified, diverse student population and ensure timely graduation from high quality academic programs.
- * To develop a sense of community among students, faculty, staff, and alumni and to integrate all aspects of the learning experience.
- * To make the University a dynamic force that contributes significantly to the social, cultural, and intellectual vitality of the region and to its economic success.
- * To establish interdisciplinary, collaborative partnerships between the University and state capital communities which enhance the teaching, scholarship, and service of the University.



California State University, Sacramento

SACRAMENTO, CALIFORNIA 95819-6045

March 23, 1994

Dr. Jolene Koester, Vice President for Academic Affairs
California State University, Sacramento
6,000 J Street
Sacramento, CA 95819

Dear Dr. Koester:

As members of the CSUS faculty, we are writing to you, as our leading representative in Administration, to express profound concern about a series of events that recently culminated in a front page accusatory article in the State Hornet on March 22, 1994. This series of events have attempted to undermine the work of Suzanne Brooks and the CSUS Multi-Cultural Center which she directs. We believe this situation needs to be addressed with dispatch and with clarity by University administration to prevent a major rift in campus-community relations.

The Multi-Cultural Center, and Suzanne Brooks as its Director, has for some time been the symbol of demographic and cultural changes in the campus community. Symbolically, the Multi-Cultural Center represents expanding opportunities and a source of inspiration and support to students, staff, and faculty who celebrate diversity in a multi-ethnic, multi-cultural society. Campus- and community-wide programs sponsored or co-sponsored by the Multi-Cultural Center have greatly enriched the quality of campus and community life. These programs have been acclaimed by both campus and community organizations and leaders.

However, it has become apparent to some of us that, among student groups who have long held power and prestige in the campus community, there are some individuals who feel threatened by changes which are occurring in the composition and complexion of the student body. These individuals and groups appear to be resistant to changes. As you may well know, gains in access and upward mobility by some groups may be perceived as threatening by sectors accustomed to power and privilege, and conflicts may erupt. The CSUS campus has not always welcomed people of color. Comments by CSUS students, staff, and faculty at both the recent forum on the status of Black students and at the "Roadblock to Diversity and Strategies for Change" panel, attest to widespread experience of hostility and intimidation at CSU Sacramento.

The Director of the Multi-Cultural Center, Suzanne Brooks, has clearly been targeted by those who fear loss in position of power and control over resources. The anxiety implicit in the attacks against Suzanne Brooks may stem from fear of: a) recent increase in visibility and organizing efforts on the part of

Dr. Jolene Koester
March 24, 1994

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people of color on campus, and b) recent political and demographic shifts in the composition of the student, staff, and faculty bodies. The unsubstantiated charges made by the Hornet against Suzanne Brooks imputing financial misconduct represent an unwarranted attack not only on Suzanne Brooks and the Multi-Cultural Center, but also on multi-cultural programs organized by students, staff, and faculty. To our knowledge, no other program on campus has had its budget examined with such zealous scrutiny and negative innuendo.

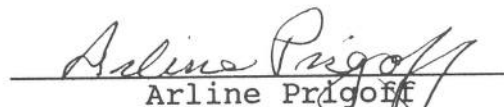
The author of the Hornet's article stated that an administrative investigation has been launched against Suzanne Brooks and the Multi-Cultural Center. If such investigation is underway, why hasn't Suzanne Brooks been contacted by either ASI or CSUS officials? If no investigation is underway, with its accusations and allegations the Hornet appears to be searching for some blemish or stain that could be used to justify the legal lynching of a woman of color and valor whose contributions to University and the community are outstanding. It is probable that with her efforts to promote diversity, Suzanne Brooks might make uncomfortable some insecure people in positions of influence. In imputing the motives and integrity of Suzanne Brooks because of her interest in facilitating the participation of students in, on, and off-campus events, there may be a witch hunt in the making. This witch hunt could severely damage the spirit of brotherhood and sisterhood at California State University, Sacramento.

In a time of declining resources, the world seems to grow nastier. It takes courage to reject the call to punish and scapegoat members of less conventional groups in a society. The overcrowding of our prisons attest to a tendency in the State of California to try to solve problems by blaming and shaming. It appears that it is easier for some individuals to create a wasteland and to destroy the spirit of hope in a community than to grow and change. When accusation, intimidation and a climate of fear prevail, the most important questions are: "Who will be the next scapegoat?" and "Who will stand up to the lynching mob?"

This letter is sent to you, Jolene Koester, with confidence that you will act prudently and with integrity in handling a potentially volatile situation. Thank you for your prompt attention. We trust your judgment and welcome your sensitive intervention in behalf of continuing harmony and good will.

Sincerely,


Bethania Gonzalez


Arline Prigoff

Signing for the CSUS members whose names appear on the attached list.

CRITERIA FOR SELECTING USABLE PATHWAYS

- * achievable**
- * observable**
- * not harmful**
- * better uses resources**
- * builds trust**
- * protective of positive payoffs of present behaviors**

2/24/94 DRAFT SUMMARY EXPLANATION OF PROPOSED AMENDMENTS TO THE STATEMENT OF UNIVERSITY ARTP POLICY 2/24/94 DRAFT

the other two (2) categories, Contributions to the University or Contributions to the Community. (Put another way, 2.c requires primary units to give a value to the category of Scholarly or Creative Achievements that is equal to or greater than either of the values assigned to the category of Contributions to the University or the category of Contributions to the Community.)

1. Sections 5.05.A, B, and E shall be added to Section 5.05 of the University ARTP Policy.

EXPLANATORY NOTE: Sections A, B, & E must be voted on as a package. Section A directs units to place primary emphasis, in the evaluation of faculty for retention, tenure, and promotion, on the category of Competent Teaching Performance. Section B describes the purpose of RTP Evaluations. Section E states that faculty cannot be held, for purposes of evaluation, to requirements not clearly and specifically stated in a unit's ARTP document.

2. The definition of Scholarship, adopted by the faculty in 1993, shall be substituted for the current definition of the category of Scholarly or Creative Achievements (technically speaking the new section identified as 5.05.G.1 would be substituted for the current section 5.05.D.1-8).

EXPLANATORY NOTE: The definition of the category of Scholarly or Creative Achievement would be changed from what is now a list of examples to a paragraph that defines scholarship.

3. Section 5.05.G. 2a-c shall be added to the statement of University ARTP policy.

EXPLANATORY NOTE: Section 5.05 G. 2.a-c must be voted on as a package. Section 2.a states that a primary unit must specify the evidence it requires or the evidence a faculty member may offer (or both) for purposes of RTP evaluations. Section 2.b states that a primary unit must require each faculty member in the RTP cycle to provide a statement describing the support the faculty member received during the period for which the faculty member is being evaluated. Section 2.c directs primary units to assign a value (either qualitative or quantitative) to the category of Scholarly or Creative Achievements that is not greater than the value assigned to the category of Competent Teaching nor less than either of the values assigned to

4. Section 5.05.G.3 shall be added to the University's ARTP policy statement?

EXPLANATORY NOTE: This section limits the autonomy and authority of secondary units over primary units in the evaluation of faculty members relative to the category of Scholarly or Creative Achievements. It further requires secondary units to use the evidence specified, and relative value assigned to this category, by the primary unit as the basis for RTP evaluations and recommendations.

5. Section 5.05.G.4 and 4.a-f shall be added to the University's ARTP policy statement.

EXPLANATORY NOTE: These sections must be voted on as a package. Section 5.05.G.4 makes performance in the category of Scholarly or Creative Achievements a condition of retention, tenure, or promotion. Section 4.a specifies that a primary unit may require the product (of scholarly or creative activity) be presented to a critical public. Subsections b-f provide procedural language relative to "the act of presentation" and the identification of a "critical public".

6. Section 6.06.G and H shall be added to the University's ARTP policy statement.

EXPLANATORY NOTE: These must be voted on as a package. Both G and H place upon each primary unit the responsibility for notifying, advising, and otherwise making known to each applicant for a probationary appointment the performance requirements for RTP and for providing to each new hire (faculty appointment) before the end of his/her first pay period with copies of the currently approved ARTP policies and procedures of the primary unit, the appropriate secondary unit, and the University.