I. Minutes

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Academic Council (Goldenberg)
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IV. Committee Reports

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V. Business Items (Attachments to Academic Senators Only)

A. Equal Opportunity Advisory Council Proposal (Riedlsperger) (First Reading)

B. Resolution on Academic Minors (Ratcliffe) (First Reading)

C. Resolution Regarding Ranking and Funding for Promotion (Goldenberg) (First Reading)

D. Resolution on the Role of the Personnel Review Committee in Relation to Tenure Recommendations of a Negative Kind (Goldenberg) (Second Reading)

E. Resolution Regarding Teaching Overloads (Lewis) (Second Reading)

VI. Discussion Items

A. Position Regarding Student Participation on RPT Committees (Weatherby)
Background:

On October 22, 1979, the Committee on Committees met with President Baker to discuss the creation of a new Equal Opportunity Advisory Council. In order to clear the way for the installation of this new body, with the increased powers and status of a university council, it was decided to dissolve the existing ad hoc Affirmative Action Compliance Committee.

The attached draft for CAM 172.A.4 has been discussed, reviewed and endorsed with minor revisions by the Chicano Coordinating Committee, the Concerned Black Community and the Committee on Committees.

President Baker has requested review of this proposal from the Academic Senate by November 15, 1979.
Function
The Council serves as an advisory body to the President for the general implementation of the Campus Affirmative Action Program, other equal opportunity policies and practices as they affect employees, and the Student Affirmative Action Plan. It is charged with reviewing these programs and informing the President of the progress of implementation and degree of compliance with governing directives. The Council submits quarterly reports to the President and provides recommendations as to improvements and revisions in policy and practice needed to insure equal opportunity for all individuals within the scope of approved campus programs. While it is not within the authority of the Council to consider individual complaints of discrimination, examination of appointment documents or other materials on individual cases may be necessary in reviewing general issues or policy matters relating to equal opportunity. Requests for review of file materials on individual complaints should be channeled through the appropriate ex-officio staff member of the Council.

It is anticipated that this council will have two permanent subcommittees, one of which will be concerned primarily with employee affirmative action and the other with student affirmative action.

Membership
Council appointments are made annually by the University President from nominations as indicated below. The committee elects its own chairperson. The chairperson, or a designee, is a member of the President's Council. Committee membership is as follows:
Three representatives from the academic affairs area, selected from nominations by the Vice President for Academic Affairs.

Two representatives from the administrative affairs area, selected from nominations by the Executive Vice President.

Two representatives from the student affairs area, selected from nominations by the Dean of Students.

Two representatives from the Associated Students, Inc., selected from nominations by the ASI President.

One faculty representative selected from nominations by the chairperson of the Academic Senate.

The following are designated as ex-officio non-voting members:

1. Affirmative Action Coordinator
2. Student Affirmative Action Coordinator
3. Director of Personnel Relations
4. Title IX Coordinator

The Affirmative Action Coordinator shall serve as Executive Secretary.

In order to insure strong representation of ethnic minority groups and women on the Council, nominations shall include women and minority group members.

The term of service shall be three years. To insure continuity of service, initial appointments will be for either a two- or three-year period. Subsequent appointments shall be for a three-year period.

Meetings

Monthly during the academic year, or more frequently as scheduled by the Council chairperson. It is expected that the Council will meet at least three times a year with the University President.
WHEREAS, The Academic Senate CSUC is committed to personnel processes which acknowledge competency as the fundamental criterion of decision-makers; and

WHEREAS, The peer-review methodology utilized in the CSUC is a process in which personnel evaluations and recommendations are made by individuals professionally competent to make them; and

WHEREAS, This methodology already incorporates data gathered systematically on students' perceptions of the teaching competencies of all faculty members; and

WHEREAS, Students now are encouraged to make additional input directly to personnel committees, either personally or in writing; and

WHEREAS, These provisions for student input are recent adjustments to the personnel process and sufficient time has not elapsed to evaluate their impact; and

WHEREAS, There has been no evidence presented either to challenge the integrity of the peer-review process or to demonstrate the inadequacy of the processes recently developed to solicit student input; therefore be it

RESOLVED: That the Academic Senate CSUC oppose the proposed addition of students to personnel committees, either as voting or as non-voting members.