

Standard 1: Defining Institutional Purposes and Ensuring Educational Objectives

The institution defines its purposes and establishes educational objectives aligned with its purposes and character. It has a clear and conscious sense of its essential values and character, its distinctive elements, its place in the higher education community, and its relationship to society at large. Through its purposes and educational objectives, the institution dedicates itself to higher learning, the search for truth, and the dissemination of knowledge. The institution functions with integrity and autonomy.

Institutional Purposes

1.1. The institution's formally approved statements of purpose and operational practices are appropriate for an institution of higher education and clearly define its essential values and character.

The Donahoe Higher Education Act, defining the purposes of the three segments of higher education in California, leads to the mission statement of the California State University System, and in turn, to the mission statement of California State University, Chico, and the mission statements of the individual departments of CSU, Chico (as illustrated below with the mission statement of the Department of Communication Arts and Sciences).

Links to Evidence and Related Topics

Donahoe Higher Education Act: <http://www.leginfo.ca.gov/cgi-bin/displaycode?section=edc&group=66001-67000&file=66010.1-66010.8>

The Mission of the California State University:
<http://www.calstate.edu/PA/info?mission.shtml>

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The Mission of the California State University, Chico:

<http://www.csuchico.edu/catalog/cat01/front/plan.html>

The Mission of the Department of Communication Arts and Sciences at

California State University, Chico: <http://www.csuchico.edu/>

1.2 Educational objectives are clearly recognized throughout the institution and are consistent with stated purposes. The institution has developed indicators and evidence to ascertain the level of achievement of its purposes and educational objectives.

The Educational Policies and Programs Committee (EPPC), a standing committee of the Academic Senate, monitors all curricular policies and all academic requirements and submits recommendations to the Academic Senate. The overarching role of EPPC is to consider campus impact of the proposal – programmatically, fiscally, and most importantly, the overall “quality” of the proposal. First and foremost, assessment focuses upon:

- a) Does it address the stated or implied objectives of CSU, Chico?
- b) Does it meet or surpass national and CSU system standards for post-secondary education?
- c) Is the proposal consistent with the Goals and Missions of the California State University and California State University, Chico?

EPPC recommendations approved by the Academic Senate and subsequently endorsed by the President are generally codified into a body of Executive Memorandums (EMs). EMs directly applicable to ensuring that education objectives are clearly recognized and appropriate indicators and evidence have been identified and implemented are listed below.

Links to Evidence and Related Topics

Undergraduate Program Review Evaluation ((EM 72-30):

http://www.csuchico.edu/prs/EMs/EM72/EM72_30.htm

Graduation Writing Assessment (EM 99-03):

http://www.csuchico.edu/prs/EMs/EM99/EM99_03.htm

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General Education Policy (EM 99-05)

http://www.csuchico.edu/prs/EMs/EM99/EM99_05.htm

Approval of General Education Courses for Area A (EM 99-08):

http://www.csuchico.edu/prs/EMs/EM99/EM99_08.htm

Approval of General Education Courses for Area B (EM 99-10):

http://www.csuchico.edu/prs/EMs/EM99/EM99_10.htm

Approval of General Education and Cultural Diversity for Area C (EM 00-06):

http://www.csuchico.edu/prs/EMs/EM00/EM00_06.htm

Implementation of 120 Semester Unit Requirements for BA Degrees (EM 01-03):

http://www.csuchico.edu/prs/EMs/EM01/EM01_03.htm

Approval of General Education and Cultural Diversity for Area D (EM 01-12):

http://www.csuchico.edu/prs/EMs/EM01/EM01_12.htm

General Education and Cultural Diversity Courses for Area E (EM 02-35):

http://www.csuchico.edu/prs/EMs/EM02/EM02_35.htm

Changes to the General Education Program (EM 03-14):

http://www.csuchico.edu/prs/EMs/EM03/EM03_14.htm

1.3 The institution's leadership creates and sustains a leadership system at all levels that is marked by high performance, appropriate responsibility, and accountability.

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Institutional Integrity

1.4 The institution publicly states its commitment to academic freedom for faculty, staff, and students, and acts accordingly. This commitment affirms that those in the academy are free to share their convictions and responsible conclusions with their colleagues and students in their teaching and in their writing.

The lines of communication between the Academic Senate (Senate includes students, staff, faculty and administration) and the Administration have developed over the decades into what is a very effective relationship and process. The Chair of the Academic Senate sits on the University Cabinet and the President and Vice Presidents sit on the Senate. In addition, the Senate Executives, Statewide Senators, the President and Vice Presidents sit together weekly in the Senate Executive Committee meetings where a host of issues are discussed. CSU, Chico administrative Academic Senate relationship is considered to be a model by many in the system.

Links to Evidence and Related Topics

University Commitment to Academic Freedom

Faculty Personnel Policies and Procedures (FPPP) 2.1:

<http://www.csuchico.edu/hr/Documents/VPHR-FPPP.pdf>

FPPP 2.2: <http://www.csuchico.edu/hr/Documents/VPHR-FPPP.pdf>

Collective Bargaining Agreement (CBA) preamble

Faculty Code of Ethics

FPPP 2.1: <http://www.csuchico.edu/hr/Documents/VPHR-FPPP.pdf>

Responsibilities to Discipline

FPPP 2.1.1: <http://www.csuchico.edu/hr/Documents/VPHR-FPPP.pdf>

Responsibilities to Students

FPPP 2.1.2: <http://www.csuchico.edu/hr/Documents/VPHR-FPPP.pdf>

Responsibilities to Colleagues

FPPP 2.1.3: <http://www.csuchico.edu/hr/Documents/VPHR-FPPP.pdf>

Responsibilities to Community

FPPP 2.1.5: <http://www.csuchico.edu/hr/Documents/VPHR-FPPP.pdf>

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Academic Freedom

FPPP 2.2: <http://www.csuchico.edu/hr/Documents/VPHR-FPPP.pdf>

FPPP 2.2.1: <http://www.csuchico.edu/hr/Documents/VPHR-FPPP.pdf>

FPPP 2.2.2: <http://www.csuchico.edu/hr/Documents/VPHR-FPPP.pdf>

FPPP 2.2.3: <http://www.csuchico.edu/hr/Documents/VPHR-FPPP.pdf>

Student Refund

Financial Credit Policy:

<http://www.csuchico.edu/cmgt/refunds/refunds.html>

Academic Integrity

Code of Student Rights and Responsibilities (EM 96-38):

http://www.csuchico.edu/prs/EMs/EM96/EM96_38.HTM

Policy on Academic Integrity and the Establishment of the Council for Promoting Academic Integrity (EM 04-36):

http://www.csuchico.edu/prs/EMs/EM04/em04_36.htm

Student Conduct

Code of Student Rights and Responsibilities (EM 96-38):

http://www.csuchico.edu/prs/EMs/EM96/EM96_38.HTM

Living In Handbook: <http://www.csuchico.edu/hfs/living-in-guide.pdf>

Campus Alcohol Policy (EM 99-11):

http://www.csuchico.edu/prs/EMs/EM99/em99_11.htm

Sexual Assault Policy (EM 91-01):

Sexual Harassment Policy (EM 99-20):

http://www.csuchico.edu/prs/EMs/EM99/em99_20.htm

Student Disciplinary Procedures for California State University:

<http://www.calstate.edu/EO/EO-628.pdf>

Policy on Use of Computing and Communications Technology (EM 97-18):

Student Judicial Affairs: <http://www.csuchico.edu/sjd/>

Student Complaints

Student Grievance Procedures (EM 94-22):

Other Relevant Evidence

University Catalog 2005-2007: <http://www.csuchico.edu/catalog/>

Student Judicial Affairs Brochure:

<http://www.csuchico.edu/sjd/brochure.html>

Nondiscrimination Policy Regarding Individuals with Disabilities (EM 99-21):

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The California State University Policy on Disability Support and Accommodations (EO 926): <http://www.calstate.edu/EO/EO-926.html>

Student Handbook: <http://www.csuchico.edu/pub/studenthandbook/>

Campus Policies and Procedures for Student Organizations:
<http://www.csuchico.edu/sac/orginfo.html>

Guidelines for Speech and Advocacy (EM 86-12):

Student Privacy Rights and Student Records Administration Policies and Procedures (EM 01-01):

Title 5, California Code of Regulations

Finances

KPMG-GAAP Audit

- 1.5 Consistent with its purposes and character, the institution demonstrates an appropriate response to the increasing diversity in society through its policies, its educational and co-curricular programs, and its administrative and organizational practices.**

Links to Evidence and Related Documents

POLICIES RELATED TO DIVERSITY

The quality of this evidence is high as it is the accumulation of official University policy on this topic. The evidence shows that CSU, Chico regularly reviews and updates relevant policies and procedures, and adds policies as necessary. We abide by the collective bargaining agreements with all of our unions and insure that the policies and procedures they contain are reflected in universal documents as necessary. We make policies widely available to the campus and other constituencies through both printed and electronic media. We provide links to policies that are used system-wide and work to ensure our policies reflect the system policies.

Annual Affirmative Action Plan is available to anyone who wants to see them in the Reserve Section of the library (MLIB 130)

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Non-faculty Recruitment Process:
<http://www.csuchico.edu/hr/nonfacultyrecruitment.shtml>

Faculty Recruitment Process:
<http://www.csuchico.edu/hr/facultyrecruitment.shtml>

Staff Handbook: <http://www.csuchico.edu/hr/staffhandbook.shtml>

Faculty Policies and Procedures:
<http://www.csuchico.edu/hr/Documents/VPHR-FPPP.pdf>

CSU Faculty Recruitment Process:
<http://www.calstate.edu/HR/FacRecSurvRep03.pdf>

CSU Faculty Data Collection and Analysis:
<http://www.calstate.edu/hr/facdata.shtml>

CSEA Staff Employee Status (Article 9 of CSEA CBA):
http://www.calstate.edu/laborrel/contracts_html/csea_contract/article9.shtml

APC Staff Appointment Process (Article 13 of Unit 4 CBA):
http://www.calstate.edu/laborrel/contracts_html/apc_contract/article13.shtml

SETC Staff Appointment Process (Article 10 of Unit 6 CBA):
http://www.calstate.edu/laborrel/contracts_html/setc/article10.shtml

UAPD Staff Appointment (Article 11 of Unit 1 CBA):
http://www.calstate.edu/laborrel/contracts_html/uapd_contract/article11.shtml

SUPA Staff Appointment/Promotion Process (Article 12 of Unit 8 DBA):
http://www.calstate.edu/laborrel/contracts_html/supa_contract/supaart12.shtml

ADA Policies for the CSU System: <http://www.calstate.edu/EO/EO-926.html>

Interim Policy on Nondiscrimination and Affirmative Action (EM 98-54):
 General Education Policy (EM 99-05):
 Policy on Sexual Harassment (EM 99-20): Policy and Procedures
 for Accommodating Individuals with Disabilities (EM 99-21):
 Policy for Nondiscrimination and Affirmative Action (EM 99-24):
 Revisions to 90-83 Affirmative Action Procedures (EM 01-13):
 Zero Tolerance Policy on Campus Violence and Campus Violence
 Prevention Program (EM 02-116):

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Undergraduate and Graduate Admissions Policy - 2005-2007 University
Catalog, pages 90-97 (Undergraduate) and pages 150-151 (Graduate):

<http://www.csuchico.edu/catalog/>

The CSU Executive Orders – Admissions:

http://www.calstate.edu/EO/campus_index.shtml

Academic Department Manual: <http://www.csuchico.edu>

DIVERSITY THROUGH EDUCATIONAL AND CO-CURRICULAR PROGRAMS

There are 31 student organizations dealing with diversity and a wide number of activities are listed at www.csuchico.edu/sac/orgindex.html with links to the home pages of many of the organizations

AS Annual Report, 2003-04 mentions the activities and accomplishments of many of the organizations: <http://www.aschico.com/?page=115>

Activity Fee Program Budget Questionnaire Information (student attendance, learning goals and objectives, activities) is available for any program funded through the AS Activity Fee (6 per year)

Building Bridges provides a wide variety of activities, lectures, and materials dealing with diversity: <http://www.csuchico.edu/bridges/>

Kaleidoscope, the University's listing of all performing arts events and lectures, published each year, and distributed throughout the community has much information about diversity events and activities: <http://www.csuchico.edu/>

Listing of all CSU, Chico events and activities: <http://www.csuchico.edu/eventsandcalendars.shtml>

Conversations on Diversity – regular noon-time program offered by the Multicultural and Gender Studies Program

ADMINISTRATIVE AND ORGANIZATIONAL PRACTICES ON DIVERSITY

CSU, Chico Diversity website provides links to programs, student groups, a news and notes section, and community resources dealing with diversity: <http://www.csuchico.edu/vpaa/diversity/index.htm>

CSU, Chico Human Resources website relating to diversity: <http://www.csuchico.edu/hr/documents/VPHR-socialequity.pdf>

The Report of the Faculty Senate Subcommittee on Faculty/Staff Minority Recruitment and Retention: http://www.csuchico.edu/vpaa/diversity/9-27_Minority_Recruit_Retention.pdf

Many Academic Senate committees deal with matters of diversity within their duties. The Affirmative Action Committee, The ADA Committee, and the Faculty and Student Policies Committee deal

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directly with matter of diversity while others like the EPPC take on issues of diversity in the classroom as matters are brought before the campus through the usual review process:

<http://www.csuchico.edu/fs/committeelisting.html>

As a part of its regular practices and responsibilities, the Office of Admissions works every year to recruit a diverse student body. Admissions estimates it spends a third of its budget on a variety of activities to attract a diverse pool of student applicants. In addition, this year the University formed the Strategic Enrollment Committee to further strategies to increase the number of students of color at CSU, Chico.

Student Services directly benefiting diversity:

MESA: <http://www.ecst.csuchico.edu/5mesa.html>

EOP: <http://www.csuchico.edu/eop>

Disability Support Services: <http://www.csuchico.edu/eop/dss>

International Student Services:

<http://www.csuchico.edu/gisp/ip/index.htm>

Business Resource Center: <http://brc.csuchico.edu>

Student Health Center: <http://www.csuchico.edu/shs/>

Psychological Counseling: <http://www.csuchico.edu/cnts/es.html>

The Annual Affirmative Action Plan is available on reserve in the library (MLIB 130). Section entitled “Job Group Analysis and Placement of Incumbents in Job Groups” reports the racial/ethnic makeup of each of the Job Groups working on campus.

1.6 Even when supported by or affiliated with political, corporate, or religious organizations, the institution has education as its primary purpose and operates as an academic institution with appropriate autonomy.

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1.7 The institution truthfully represents its academic goals, programs, and services to students and to the larger public; demonstrates that its academic programs can be completed in a timely fashion; and treats students fairly and equitably through established policies and procedures addressing student conduct, grievances, human subjects in research, and refunds.

1.8 The institution exhibits integrity in its operations as demonstrated by the implementation of appropriate policies, sound business practices, timely and fair responses to complaints and grievances, and regular evaluation of its performance in these areas.

Links to Evidence and Related Documents

- Faculty Grievance Procedures: Contract Interpretation
 - CFA Collective Bargaining Agreement Articles 10.1 to 10.7
 - Faculty Personnel Policies and Procedures, Sec. 27.0:
<http://www.csuchico.edu/hr/Documents/VPHR-FPPP.pdf>
- Faculty Grievance Procedures: Status Disputes
 - CFA CBA Articles 10.7 to 10.12
- Faculty Disciplinary Actions
 - CFA CBA Article 19
 - FPPP 25.0: <http://www.csuchico.edu/hr/Documents/VPHR-FPPP.pdf>
- Faculty Reprimands
 - CFA CBA Article 18
 - FPPP 24.0 : <http://www.csuchico.edu/hr/Documents/VPHR-FPPP.pdf>
- Faculty Suspension
 - CFA CBA Article 17
 - FPPP 23.0: <http://www.csuchico.edu/hr/Documents/VPHR-FPPP.pdf>
- Staff Grievance Procedures
 - CSEA CBA Article 7
- Staff Complaint Procedures
 - CSEA CBA Article 8
- Staff Corrective Action

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CSEA CBA Article 12
Trade Union Employee Grievance Procedures
SETC CBA Article 9
Trade Union Employee Corrective Action
SETC CBA Article 14
University Police Grievance Procedure
SUPA CBA Article 7
University Academic Professional Employees Grievance Procedures
APC CBA Article 10

UPA Employees Corrective Action
 APC CBA Article 12
 University Physicians Grievance Procedures
 UAPD CBA, Article 8
 University Physicians Pre-Discipline
 UAPD CBA Article 10
 Employees not covered by a collective bargaining agreement
 EO 675
 Faculty Discrimination Complaints
 CFA CBA Articles 10 and 16
 FPPP 3.0: <http://www.csuchico.edu/hr/Documents/VPHR-FPPP.pdf>
 University Physician Discrimination Complaints
 UAPD Article 26.21
 EO 419
 Staff Discrimination Complaints
 CSEA CBA Article 8
 Academic Professional Employee Discrimination Complaints
 APC Articles 5 and 21
 EO 419
 Skilled Crafts Discrimination Complaints
 SETC CBA Article 8
 EO 419
 University Police Discrimination Complaints
 EO 675

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