

DATE: November 5, 1993 PLEASE BRING YOUR 10/21 AND 11/4 AGENDAS

TO: All Senators

FROM: Sylvia Navari, Chair
Academic Senate

SUBJECT: **Agenda for November 11, 1993, 2:30 p.m., Forest Suite, University Union**

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The Academic Senate will continue its deliberations and actions on the UARTP document in the order of the Agenda as amended at its meeting of November 4:

- AS 93-77C: presentation specification
- AS 93-79: "catalogue rights"
- AS 93-77A: exception to the "relative value rule"
- AS 93-77D: secondary unit autonomy
- AS 93-77E: definition of scholarly and creative activity

For your information, the Academic Senate approved AS 93-78, the motion to refer to faculty for referendum and AS 93-77B, the "relative value rule" for the category of scholarly creative activity.

Dear Sylvia:

11/17/93

In the aftermath of the last Senate meeting, we have gotten together with three purposes in mind:

1. to find our common ground
2. to articulate our concerns about the current debate, and
3. to pinpoint our areas of disagreement.

After some FOUR HOURS of dialogue, we find our thinking much clarified. We pass on the fruits of our labors to you, under the assumption that since they shed some light on the issues for us, they may be useful to you and perhaps others.

We hold in common the following assumptions:

- The foundation of our students' education is a faculty characterized by intellectual vitality and currency, and both sides in the debate wish to enhance these attributes among ourselves.
- A strong university actively nurtures professional development across all the RTP criteria (teaching, scholarly and creative activity, community service, university service).
- A strong university has a climate characterized by active learning and sharing of professional endeavors -- a climate wherein each of us is vitally interested in the intellectual lives of our colleagues.

We share the following concerns:

- Our university climate lacks the expectations that 1) lively intellectual exchange among colleagues will be a cornerstone of our professional lives, and 2) professional accomplishments will be widely recognized and celebrated.
- The purview of the policy document under consideration is limited. The scope of the debate reflects larger issues -- such as campus climate -- that cannot be resolved by revising RTP criteria.
- We are ignoring the definitions of the other RTP criteria in the current debate. As we broaden the definition of scholarly and creative activity to encompass nearly all professional activity except instruction, we may be eroding the substance of the other categories.
- The debate has become extraordinarily divisive and personalized, with each side expressing fears of a major debacle should the opposing views prevail.
- In the debate we shift among 1) the values and beliefs that define our identity as professors, 2) policy governing actions of secondary committees, 3) policy governing actions of departments. Because these shifts remain unidentified the debate is even more disjointed than usual, creating much confusion and frustration.

The issues on which we disagree come down to this:

- Whether conducting activities that advance knowledge in some aspect of the discipline or pedagogy in the discipline should have greater value in RTP than activities that more appropriately fall under service to the university or the community, even when such service can be demonstrated to contribute to intellectual vitality, currency, and excellence in teaching.
- Whether there is justification for a single university standard with respect to relative values, or whether determination of relative value should be within the purview of departments.

Finally, we share the following perspective:

Debate on the above issues has the potential to make us a stronger, healthier faculty if the outcomes include

- crystallization of our professional identities;
- greater awareness of the diversity in our professional identities;
- clarification of our expectations of junior faculty.

Charlotte Cook

Chris Miller (CMM)

*Gunston - Parks/Noble
Substitute for 93-77E.*

*Cook/Wheeler
covered
Def*

Definition of Scholarly and Creative Activity

Scholarly or creative activity is an effort to practice one's discipline, to share the work with one's peers and to incorporate new understandings into one's teaching. Practicing the discipline may be understood as creating, expanding, revising, refining, redefining, interpreting, synthesizing, evaluating or applying knowledge--or creating works of art in disciplines that encompass both the arts and the study of them. Such practice can and should be manifested in each of a professor's other activities--teaching, service, and consultation. Being a community of scholars, the professoriate adheres to the position that scholarly and creative activities are essential for remaining current in one's subject as well as for developing a scholarly perspective that is indispensable to effective teaching. ~~In practice, scholarly and creative activity should be evidenced by the presentation of scholarly or creative work to a forum of one's peers within the professional disciplines or by incorporating it into one's teaching or both.~~ Examples of scholarly or creative activity may be listed in unit ARTP documents without reference to a particular criterion or placed on a continuum based on the degree of time and effort necessary to generate a product of scholarly or creative activity. Examples may include, but need not be limited to:

- Refereed publication or paper presentation
- Paid consultancies requiring a written product
- Creation of a product or performance in the fine arts
- Receipt of grant/contract from sources outside the University

- Unpublished research shared with colleagues within the University
- Unjuried publications/presentations resulting in a written product
- Unpublished research used in classroom evidenced by written support material
- Paid consultancies not requiring a written product

- Work within the University requiring preparation in an academic discipline
- Reviewing books, articles, creative works for professional conferences/organizations
- Program development within the University on behalf of faculty and/or students

- Attending professional conferences/workshops in one's discipline or to enhance one's teaching effectiveness
- Organizing conferences, fora, etc., in a discipline
- Service in some elected/appointed capacity in ~~professional~~ *discipline* organizations

*Dillon/Obituary
postponed 11/1/93
until Senate
has finished
amendments
to policy.*

AS 93-79/Ex.

UNIVERSITY ARTP POLICY--AMENDMENTS
(IMPLEMENTATION)

The Academic Senate recommends that when changes to existing RTP documents occur either at the primary or secondary level, those changes will become effective only after the unit documents have been approved by the President and will affect only those unit faculty hired after the effective date of unit document approval (i.e., changes to RTP criteria will not be applied to any unit faculty member already in the RTP cycle at the time the changes occurred unless the faculty member chooses to be reviewed under the new criteria).

11/2/93, Proposed substitution to AS 93-79/Ex.:

If the Academic Senate recommends the changes to Section 5.05 of University ARTP policy specified in AS 93-77 and AS 93-77A-E, Section 5.05 as it stood prior to those changes will remain in the University ARTP document and will be prefaced by the following language:

Faculty unit employees appointed before (date) to full-time permanent positions or to full-time temporary positions convertible to full-time permanent positions without an intervening search shall continue to be subject to the performance requirements of unit policies and procedures approved before 31 August 1993 as being consistent with the provisions of Section 5.05 of University ARTP policy published August 1991 as follows:

Section 5.05 as amended by Senate action on AS 93-77 and AS 93-77A-E shall be added to the statement of University ARTP policy immediately below the currently approved Section 5.05 and will be introduced by the following language:

Faculty unit employees appointed after (same date as above) to full-time permanent positions or to full-time temporary positions convertible to full-time permanent positions without an intervening search shall be subject to the performance requirements of unit policies and procedures approved after 31 August 1993 as being consistent with the provisions of Section 5.05 of University policy as set forth below. Faculty unit employees appointed before (same date) may choose to comply with the performance requirements of unit policies and procedures approved as consistent with Section 5.05 as set forth below.

The date specified in each instance above shall be a suitable date following submission of units documents and their approval by the President, as determined by the President or the President's designee on the recommendation of the Senate.

11/11/93

Cook, Heffernan

AMENDMENTS TO AS 93-77C (Section on Presentation Requirements)

Amend Section 5.05.F.4 as follows:

1. replace the section that currently reads:

"4. Except as provided in Section 5.05.F.5 below, presentation to an appropriate critical public of the product of scholarly or creative activity of faculty unit employees seeking retention, tenure or promotion shall be a condition precedent to retention, tenure or promotion."

with the following:

"4. Evidence of scholarly and creative activity, including evidence of how such activity resulted in substantive interaction with peers in the practice of the discipline shall be a condition precedent to retention, tenure, and promotion."

*Carried
as
main
motion*

leave subsections a, b, and c, and d

2. Replace subsection "d" which currently reads:

"e. Each secondary unit may, in the exercise of the discretion otherwise given to it by the University ARTP document and acting in this case by majority vote of its probationary and permanent faculty unit employees in an election called for the purpose, specify in its ARTP document a requirement that the product of scholarly or creative activity of faculty unit employees seeking retention, tenure or promotion shall be presented to an appropriate critical public beyond the confines of the University as a condition precedent to retention, tenure or promotion."

with the following:

"e. Section 9.01L of this document notwithstanding, a secondary unit shall not be permitted to adopt for itself a requirement that the product of scholarly and creative activity of faculty unit employees be presented to a critical public outside the confines of the university as a condition precedent to secondary unit recommendation for retention, tenure or promotion, and shall abide by presentation requirements, if any, specified by the primary unit.

Note: If the above amendments are approved, it will be necessary to make editorial amendments to other sections of the document dealing with presentation requirements, particularly in section 5.05F.5 (the Exception provision).