

1993 - 94 ACADEMIC SENATE
OF
CALIFORNIA STATE UNIVERSITY
SACRAMENTO

Minutes

Issue #16

February 24, 1994

ROLL CALL

Present: Baldini, Barrena, Burgess, Carter, Chopyak, Cleveland, Cook, M. Dillon, W. Dillon (Parliamentarian), Dokimos, Ernst, Fitzgerald, Goldstene, Gunston-Parks, Heffernan, Henderson, Hubbard, A. Jensen, R. Jensen, Kho, Klucas, Knapp, Kostyrko, Lewis, Meyer, Miller, Moorehead, Mulira, Murphy, Navari, Ostiguy, Plummer, Rice, Rios Kravitz, Schulte, Swift, Takeuchi, Tobey, Tsai

Absent: Amer, Bennett, Cintron, Driesbach, Eden, Giles, Gonzalez, Jacobs, Jakob, Kelly, Martin, Michael, C. Nelson, R. Nelson, Noble, Olson, Pyne, Seid, Serrano, Shoemaker, Strasser, Tewell, Tooker, Tucker, Vande Berg, Ware, Wilcox, Zhou

INFORMATION

1. Spring Schedule of Meetings (tentative):
March 10, 24 [*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. Report on Faculty Endowment Fund: Professor Jean Torcom reported that the Faculty Endowment Fund, established in 1987, has exceeded the \$75,000 level required to begin distributions. The Fund is dedicated to: 1) student scholarships, grants-in-aid, and loans; 2) student scholarly and creative activity; 3) faculty contingency funds; and 4) endowed chairs. Later in the semester the Faculty Endowment Fund Committee will recommend procedures, guidelines and criteria for allocation of funds.

ACTION ITEMS

AS 94-08/Flr. MINUTES

The Minutes of the meeting of February 10 (#15), 1994, are approved as published.

Carried.

AS 94-09/Ex. COMMITTEE APPOINTMENTS--SenateCurriculum Committee:

NANCY TOOKER, Senator, 1995 (repl. J. Mrowka)

JACK MROWKA, At-large, 1996 (repl. N. Tooker)

Fiscal Affairs Committee:

JAMES HILL, A&S, 1995 (repl. S. Buss)

MARY ANN REIHMAN, At-large, 1994 (repl. H. Gustafson)

Library Committee:

JAMES KHO, E&CS, 1994 (repl. C. Aryani)

Research and Creative Activity Committee:

CRAIG KELLEY, SBA, 1995 (S'94 repl.)

University Writing Committee:

JOAN BAUERLY, English Faculty, 1996 (S'94 repl. J. Yen)

Carried unanimously.

AS 93-79/Ex., Flr. UNIVERSITY ARTP POLICY--AMENDMENTS (IMPLEMENTATION)
["Catalog rights"]

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.

Defeated. (Hand Vote: Yes - 13; No - 16)

AS 93-77/Flr. UNIVERSITY ARTP POLICY--AMEND SECTIONS 5.05

The Academic Senate recommends adoption of amendments to Sections 5.05 of the statement of University ARTP policy as follows [underscore = addition; strikeover = deletion] :

5.05 Criteria for Retention, Tenure, and Promotion

A. A unit shall exercise the discretion conferred by this section in a manner consistent with the mission of the University as a regional comprehensive university that places primary emphasis on teaching performance in the evaluation of faculty unit employees for retention, tenure or promotion.

B. Purpose of Evaluation for Retention, Tenure or Promotion

Evaluation is the act of ascertaining in each faculty unit employee seeking retention, tenure or promotion the presence to an acceptable extent of certain qualities and capacities. Generally speaking, these are: 1. breadth and depth of knowledge, 2. invention or creativity, and 3. an ability to investigate primary sources of understanding, to make and defend judgments and to articulate or otherwise present and apply them in an appropriate context.

AC. Although evaluative criteria are the same for retention and tenure, the evidence to support a recommendation to grant tenure shall be considerably more substantial than that to support a recommendation to retain a probationary employee. If a faculty unit employee is not likely to be awarded tenure, then he/she should not be reappointed. If he/she does not have the potential for promotion to associate professor or beyond, he/she should not be awarded tenure. However, the granting of tenure does not guarantee future promotion.

BD. The criteria set forth below have been adopted by the university to govern retention, tenure, and promotion. Each primary evaluation level shall establish a value for each criterion in relation to the values it establishes for the other criteria. It may do so by means of a qualitative or a quantitative statement. The first criterion, "Competent Teaching Performance," shall be the primary and essential, but not sufficient, criterion in the evaluation process at each level of review.

E. No requirement not clearly and specifically stated and described in the discussion of Competent Teaching Performance, Scholarly or Creative Achievements, Contributions to the University or Contributions to the Community in a unit's ARTP document shall be applied to a faculty unit employee seeking retention, tenure or promotion.

CF. Competent Teaching Performance

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DG. Scholarly or Creative Achievements

~~Evidence may include, but not be limited to:~~

- ~~1. accomplishments in research and/or creative projects.~~
- ~~2. publication of articles, books, reviews, music, script, software, and research papers consistent with the mission of the university. Publication of instructionally related research (the category of research specifically authorized for the CSU in the Master Plan for Higher Education) shall be weighted as heavily as any other type of research at all levels of evaluation.~~
- ~~3. an active program of scholarly or creative work in progress, appropriate to the discipline.~~
- ~~4. membership and appropriate participation in activities of professional organizations.~~
- ~~5. presentation of professional lectures.~~
- ~~6. creative activity culminative in a professionally evaluated public display or performance such as might occur in music, art, drama, poetry, reading, etc.~~
- ~~7. the products of consultantships, whether paid or unpaid, of a professional nature related to the individual faculty member's area of academic expertise.~~

~~8. a statement describing the support, or lack of it (released time and/or funding) for the reported scholarly or creative achievements.~~

1. Definition of Scholarly or Creative Activity:

Scholarship is an effort both to practice one's discipline and to share the work with one's peers. Practicing the discipline may be understood as creating, expanding, revising, refining, interpreting, synthesizing, evaluating or applying knowledge--or creating works of art in disciplines that encompass both art and the study of art. Such work can and should be manifested in all areas of a professor's activities--teaching, service, consultation--but not all worthwhile and necessary professional activities are scholarly. In practice, scholarship can take many forms, such as attendance at local, national and international conferences, creative achievement in the arts, presenting papers, seeking peer feedback on projects, reading current books and professional journals, participation in colloquia, reviewing, collaborative and independent research projects, and writing for publication. What marks it as scholarly is the degree to which it results in substantive interaction with one's peers in the practice of the discipline. Some level of scholarly activity is essential for maintaining the currency that is indispensable to effective teaching.

2. To prepare to evaluate scholarly or creative activity each primary unit shall specify in its ARTP document:

- a. the evidence of an acceptable level of scholarly or creative activity which faculty unit employees seeking retention, tenure and promotion may offer or must offer or both to the primary level peer evaluation committee and the department chair as a basis for their recommendation.
- b. a requirement that the faculty unit employee submit to the file sent to the committee a statement describing the support for scholarly or creative achievements (e.g., released time or funding or both) which the faculty unit employee has received during the period of activity being evaluated.
- c. the relative value of scholarly or creative activity in every comprehensive evaluation of performance. However, in no case shall scholarly or creative activity be regarded as more important than teaching performance or less important than either service to the University or service to the community.

Note: The value given to the category of Contributions to the Community or the category Contributions to the Institution, taken

separately, may be equal to or less than the value given to the category of Scholarly or Creative Achievements. But in no case can the value given to either category of service be greater than the value given to the category of Scholarly or Creative Achievements.

3. Notwithstanding any other provision of the University ARTP policy, a secondary unit shall not be permitted to 1) determine for itself the means or evidence by which faculty unit employees seeking retention, tenure or promotion may demonstrate an acceptable level of scholarly or creative activity, or 2) establish its own relative value of scholarly or creative activity. Rather, secondary units and administrators at all levels of review shall make their evaluations and their recommendations or decisions in a way that reflects in substance the means and evidence for demonstrating scholarly or creative activity, and the relative values of the criteria which the primary units have specified.
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 or promotion.
 - a. A primary unit may specify in its ARTP document a requirement that the product of the scholarly or creative activity of faculty unit employees seeking retention, tenure or promotion shall be presented to an appropriate critical public within the University or beyond its confines as a condition precedent to retention, tenure or promotion.
 - b. In the absence of a primary unit's requirement for presentation permitted in subsection a. of this section, the faculty unit employee may decide to include presentations of the type described in subsection a. of this section for consideration in the category of Scholarly or Creative Achievements. The act of such presentations shall always be accorded positive value in the category of Scholarly or Creative Achievements.
 - c. In any case of required presentation permitted by subsection a. of this section, the faculty unit employee shall identify a critical public to which to make the presentation. The faculty unit employee shall state in writing the choice and the reasons for regarding the chosen public as sufficiently critical and appropriate and shall submit the statement to the primary unit.
 - d. The primary unit, acting by its peer review committee or another means specified in its ARTP document, shall review the faculty unit employee's choice of public and shall decide in each case of required presentation whether the public chosen by the faculty unit employee is sufficiently

appropriate and critical to function as an audience for the product of the faculty unit employee's scholarly or creative activity. The primary unit shall make its decision known to the faculty unit employee in time to permit the faculty unit employee to complete a presentation to a sufficiently appropriate and critical public before the beginning of the evaluation cycle in which the faculty unit employee's retention, tenure or promotion will be determined.

- e. Notwithstanding any provision of University ARTP policy, a secondary unit shall not adopt for itself presentation requirements that differ from those established by the primary unit.
- f. The secondary committee shall not determine for itself whether a chosen public within or beyond the confines of the University is sufficiently appropriate and critical to serve as an audience for the product of scholarly or creative activity in any case of the required presentation permitted under subsection a. of this section.

EH. Contributions to the Community

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FI. Contributions to the Institution

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GJ. Possession of Appropriate Academic Preparation

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Carried. (Hand Vote: Yes -16; No - 14)

AS 94-11/Flr.

The Academic Senate postpones forwarding AS 93-77 to the President for approval, pending the Senate's consideration of referring the action to faculty referendum.

Carried.

The following items, AS 94-10.A-G, were presented for a first reading:

<u>AS 94-10/Ex.</u>	STANDING RULES--Changes to Existing Rules
<u>AS 94-10A</u>	CURRICULUM COMMITTEE, CREATE
<u>AS 94-10B</u>	ACADEMIC PROGRAMS REVIEW COMMITTEE, CREATE
<u>AS 94-10C</u>	ACADEMIC SUPPORT COMMITTEE, CREATE
<u>AS 94-10D</u>	STUDENT RETENTION AND EDUCATIONAL EQUITY COMMITTEE (as Standing Subcommittee of Academic Policies Committee), CREATE
<u>AS 94-10E</u>	FACULTY AFFAIRS COMMITTEE

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

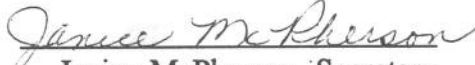
AS 94-10G VISITING SCHOLARS COMMITTEE--Subcommittee of Faculty
Professional Development Committee

AS 94-10H STANDING RULES--Changes to Existing Rules

The Academic Senate asks all Senate committees to evaluate the revised proposals for committee reorganization (AS 94-10.A-G). Specifically, they are requested to comment on any changes since they were last asked to evaluate the proposals and to return their comments by the March 10 Senate meeting.

Carried.

The meeting was adjourned at 4:30 p.m.


Janice McPherson, Secretary