

FOR AS 93-77, PAGE 8, YOU WILL NEED YOUR 10/21/93 AGENDA

1993-94
ACADEMIC SENATE
California State University, Sacramento

AGENDA
Thursday, December 2, 1993
Forest Suite, University Union
2:30-4:30 p.m.

INFORMATION

Please mark your calendars: Tentative Schedule--Fall 1993 Academic Senate Meetings,
Thursdays, 2:30-4:30 p.m., Forest Suite, University Union:

December 9, 16 (*Holiday reception to follow: 4:00-6:00, California Suite, University
Union*) *Board Chambers*

*Moment of Silence
Moses "Moe" Occhuzzo, Staff Emeritus, 1974-1989*

CONSENT CALENDAR

AS 93-87/Ex. COMMITTEE APPOINTMENTS--University

Advisory Committee for the Selection of Dean, School of Engineering and Computer
Science:

STEPHANIE TUCKER, Faculty At-large

AS 93-88/Ex. COMMITTEE APPOINTMENTS--University

Administrative Telecommunications Advisory Committee:

BARBARA HOADLEY, At-large, 1995

Energy Management Committee:

KARL STOFFERS, Faculty, 1995

Lottery Fund Allocation Committee:

MARY JANE LEE, E&CS, 1996

Student Complaint Hearing Panel:

BONNIE WALKER, At-large, 1996

STEVEN BUSS, At-large, 1996

Student Disciplinary Hearing Officer:

- EDWARD BRADLEY, At-large, 1994
- ROLAND DART, At-large, 1994
- ERWIN KELLY, At-large, 1994
- EDITH LeFEBVRE, At-large, 1994
- PETER SHATTUCK, At-large, 1994
- BONNIE WALKER, At-large, 1994

Student Economic Support, University Committee for:

MEL HOLLAND, E&CS, 1996

Transportation Advisory Committee:

VAL SMITH, Faculty At-large, 1995

University Center Board:

SUZANNE OGILBY, Faculty At-large, 1996

AS 93-89/Ex. TRUSTEES' OUTSTANDING PROFESSOR AWARD

Whereas, The selection procedures for the Trustees' Outstanding Professor Award Program have not changed; therefore, be it

Resolved: The CSUS Academic Senate reaffirms the campus position of declining to participate in the Trustee's Outstanding Professor Award Program.

AS 93-90/CC, Ex. INTERDISCIPLINARY SUBCOMMITTEE

Pulled from consent to end of agenda

The Academic Senate approves the Curriculum Committee's recommendation to reactivate the Interdisciplinary Subcommittee with the following charge and membership:

Interdisciplinary Subcommittee

Charge: The Interdisciplinary Subcommittee shall actively investigate and make recommendations to the Curriculum Committee regarding ways to facilitate interdisciplinary work on the CSUS campus.

Specific areas for investigation should include but not be limited to:

- problems and opportunities associated with joint appointments;
- modifications in ARTP procedures such that they properly recognize and reward faculty doing interdisciplinary work;
- ways to stabilize budget and resource expectations of interdisciplinary programs,

- consistent with expectations enjoyed by traditional disciplinary units;
- means to bring together faculty with common interests across department and school boundaries; and
- appropriate ways to deal with interdisciplinary curriculum evaluation, program and course proposals and revisions.

The subcommittee will not deal with courses, proposals, or policies of the Extended Learning Program. Both policy and procedural recommendations may be made by the subcommittee.

The subcommittee will review and evaluate its need after two years, with a built-in termination clause if there is insufficient need. Review should include a judgment about the potential overlap between this subcommittee and other Senate committees. Review should be conducted at the beginning of the third year of the subcommittee's existence. The subcommittee should make an interim report at the end of its first year of existence, with a final report at the end of two years.

Membership: Seven members will comprise the subcommittee:

- Four members from Interdisciplinary Programs (one member representing a graduate interdisciplinary program) , appointed by the Curriculum Committee
- Two members from the Academic Senate Curriculum Committee
- One member from the Academic Senate Graduate Policies and Programs Committee

REGULAR AGENDA

AS 93-86/Flr. MINUTES

Approval of the Minutes of the meetings of October 28 (#8), November 4 (#9), November 11 (#10), and November 18 (#11), 1993.

Old Business

AS 93-77E/UARTP, Ex., Flr. UNIVERSITY ARTP POLICY--AMEND SECTION 5.05

[Note: Proposal on the floor when meeting was adjourned on November 18, 1993.]

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.

*Carried
no
objection*

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.

Being a community of scholars, the professorate 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. 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 organizations

*delete
Notes/Person
deleted*

Carried
AS 93-77B/UARTP, Ex., Flr. UNIVERSITY ARTP POLICY--AMEND SECTION 5.05
 ["Relative value rule"] (Note: On November 11, 1993, motion adopted to reconsider
 AS 93-77B at the end of the agenda.)

The Academic Senate approves subsection 5.05.F.2.c, specification of the relative value of the category "Scholarly ~~and of Creative Activity Achievements~~":

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

...

- c. the relative value of scholarly or creative activity in each 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 service. *to the univ. or service to the community.*

either

*Cleveland
 Heppner
 carried*

Defeated
AS 93-77A'Ex., Flr. UNIVERSITY ARTP POLICY--AMEND SECTION 5.05 [Exception to "relative value rule"]

The Academic Senate approves subsection 5.05.F.5, a description of the criteria and procedures for the granting of exceptions to the "relative value rule" described in subsection 5.05.F.2.c:

5. Each primary unit and a faculty unit employee subject to its evaluation for purposes of retention, tenure or promotion may agree in writing to modify the relative value generally assigned to scholarly or creative achievements in the primary unit's ARTP document.
- a. An agreement to modify may be made for one or more of the following reasons:
- 1) the faculty unit employee lacks the financial and other resources necessary to support the kind of scholarly or creative achievements generally required by the unit.
 - 2) the faculty unit employee has a teaching assignment requiring extraordinary time and effort to prepare for class, to restructure courses, to create new courses or to become or remain current in the field or fields represented or to be represented in the teaching assignment.
 - 3) the faculty unit employee has chosen to make demonstrable contributions in service to the University or to the community that have been determined by

prior agreement between the primary unit and the faculty unit employee to be sufficiently important to the University, or to the community or to both and to be in sufficient excess of the demonstrable contributions which the primary unit generally expects faculty unit employees to make in the normal course of service to either or both to justify the requested modification.

- b. In the event that the primary unit and the faculty unit employee make an agreement under this section that they conclude will operate to preclude so much of the performance in the area of scholarly or creative achievements as to leave less than enough to satisfy the presentation requirement of Section 5.05.F.4 above, the primary unit and the faculty unit employee may agree further to excuse the faculty unit employee entirely from the requirement of presentation.
- c. An agreement under this section to diminish the relative value of scholarly or creative achievements, including one to excuse from the requirement of presentation, shall not be made or construed to excuse entirely a faculty unit employee from some performance in the area of scholarly or creative activity.
- d. An agreement between a primary unit and a faculty unit employee subject to its evaluation to modify in favor of service the relative value of scholarly or creative achievements in periodic evaluations or performance reviews for the purpose of retention, tenure or promotion shall have a term not to exceed three (3) years. Such an agreement may be renewed.
- e. A primary unit and a faculty unit employee agreeing to modify the relative value of scholarly and creative achievements in favor of service as provided in this section shall reduce their agreement to writing and shall immediately place the written text of their agreement, including a statement of the modified relative value of scholarly and creative achievements which will govern in that case and a statement of their reasons for making the agreement, in the faculty unit employee's personnel action file. This written agreement shall invariably become a part of the Working Personnel Action File of the faculty unit employee at the time of each periodic evaluation or performance review for the purpose of retention, tenure or promotion.
- carried* f. The appropriate administrator at the secondary level may decide that an agreement reached in a particular case amounts to an abuse of the discretion conferred upon the primary unit by University ARTP policy in general and this section in particular. If the appropriate administrator finds an abuse of discretion, that administrator shall embody the finding and the reasons for it in a written decision to direct the primary unit to evaluate the faculty unit

employee otherwise subject to the agreement in question using the relative values specified in the primary unit's ARTP document and generally applicable to faculty unit employees seeking retention, tenure or promotion in that primary unit. The appropriate administrator at the secondary level shall exercise the discretion permitted by this subsection as soon after learning of the existence and content of the agreement in question as may be practical.

carried g. The primary unit and the faculty unit employee may appeal to the President of the University or the President's designee the finding of the appropriate administrator at the secondary level that an abuse of the discretion permitted by this section has occurred. The President or the President's designee shall decide the appeal after notice and written or oral hearing or both.

f.h. Secondary committees and appropriate administrators acting at all levels of review shall make their evaluations and their recommendations or decisions in a way that substantially reflects the modified relative values specified in any written agreement between the primary unit and a faculty unit employee permitted by this section.

4) AS 93-77D¹/UARTP, Ex., Flr. UNIVERSITY ARTP POLICY--AMEND SECTION 5.05
[Secondary unit autonomy]

The Academic Senate approves subsection 5.05.F.3, wherein secondary units may not act without a majority vote of the probationary and permanent faculty relative to a) and b) below:

3. Each secondary unit may, in the exercise of the discretion otherwise given 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. the means by which faculty unit employees seeking retention, tenure and promotion may demonstrate an acceptable level of scholarly or creative activity to the secondary level peer evaluation committee and the appropriate administrator.
 - b. the relative ^{value} weight of scholarly or creative activity in each 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 service.

*amend
per
AS 93-77B*

AS 93-77¹/UARTP, Ex, Flr. UNIVERSITY ARTP POLICY--AMEND SECTION 5.05

[Remaining text (subsections 5.05.A and B, 5.05.F.2.a and b, 5.05.F.4.a through f) as shown on pages 2-8 October 21, 1993, Academic Senate Agenda, with amendments, if any, adopted in AS 93-77A through AS 93-77E.]

AS 93-77F/Flr. UNIVERSITY ARTP POLICY--CLARITY OF EXPECTATIONS (Senator Dillon to present a motion from the floor.)

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

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).

[Note: On November 11, 1993, with Dillon/Ostiguy proposed substitute amendment to AS 93-79 (below) being discussed, action was postponed to the end of debate on University ARTP Policy revisions.]

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.

¹With adoption of AS 93-77B on November 4, 1993, action amended to replace the word "weight" with the word "value" throughout the action.

AS 93-90

Osteguy / ~~Goldstone~~
Caused
12/2/93

AS 93-77A Amend Section 5.05.F.5 (Provisions for exception)

Amend 5.05.F.5.a by adding the following reason for modification:

- 4) The faculty unit employee has chosen to attempt demonstrable scholarly or creative achievements that have been determined by prior agreement between the primary unit and the faculty unit employee to be in sufficient excess of the scholarly or creative activity which the primary unit generally expects of faculty unit employees in the normal course of employment to justify the requested modification.