

California State University, Sacramento
University ARTP Committee

MEMORANDUM

May 6, 2011

To: Faculty Senate

Via: Senate Executive Committee

From: William A. Dillon
Presiding Member
University ARTP Committee



Subj: Amendment of University ARTP Policy in Several Respects

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1. The University ARTP Committee recommends amendment of Sections 3.02.B.1 and 3.02.B.6 of University ARTP Policy as follows:

3.02.B.1. Each primary level (department or equivalent unit) ARTP committee shall ~~be required to~~ submit to the University ARTP Committee for review and recommendation to the President its criteria, policies, and procedures ~~for~~ **to govern the** appointment, retention, tenure, and promotion **of permanent faculty and the appointment and evaluation of temporary faculty.**

3.02.B.6. Proposed changes in the primary and/or secondary level criteria, policies, and procedures for appointment, retention, tenure, and promotion **of permanent faculty and the appointment and evaluation of temporary faculty** shall be approved by the President upon recommendation of the University ARTP Committee prior to implementation in the next annual faculty evaluation cycle.

Current University ARTP Policy is silent on the matter of requiring primary units to provide in their ARTP documents for the appointment and retention of temporary faculty. Nevertheless primary units have historically made such provision in their documents in terms that are consistent with the relevant parts of UARTP Policy. These amendments cure a long-standing oversight in drafting the sections which was recently brought to notice in the course of the Senate's debates. If adopted, the amendments will cause the Policy to state what has been generally acknowledged to be required by University practice.

2. The University ARTP Committee recommends amendment of Section 9.04 of University ARTP Policy by adding a new subsection “G” as follows:

9.04.G. Departments may authorize electronic submission of student evaluations of teaching performance in classes taught by part-time temporary faculty. Such authorizations shall be included among the provisions of the Department’s ARTP document governing the periodic evaluation of part-time temporary faculty. When a Department is considering whether to adopt or amend such an authorization, the Department may invite the part-time temporary faculty currently employed in the Department to participate in the Department’s decision. The Department’s permanent faculty may prescribe the mode of their participation.

The proposed subsection reflects recent action by the Senate taken in the case of permanent faculty and expressly extends it to the case of part-time temporary faculty. The point of the amendment is not to suggest that the Senate’s recent action would not comprehend part-time temporary faculty without it. Instead it is to point out to the permanent faculty in a department an opportunity to consult the part-time temporary faculty by means of the permanent faculty’s own choosing on a matter of as much concern to the part-time temporary faculty as to their permanent colleagues. Indeed, the matter of mode of submission of evaluations of teaching may be of greater concern to the part-time temporary faculty because evaluations of their performance are based entirely on their teaching.

Assuming, perhaps mistakenly, that nearly one half of the classes in the University are taught by part-time temporary faculty, the Committee thinks that basic fairness will be served better by expressly inviting the permanent faculty to consult their part-time temporary colleagues than to leave unstated and thus in all likelihood unperceived the alternative to the present expectation that they will not be consulted. As provided by the permissive terms of this amendment, the permanent faculty remain free to decline the invitation.

The Committee requests that this matter be considered by the Executive Committee when the presiding member of the University ARTP Committee can be present.

WAD/cj

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