

9/AS/09/FAC--CSU, Stanislaus Academic Senate Statement on Process for Review of Elaborations on the Retention, Promotion, and Tenure Criteria (Sense of Senate)

Resolved: That the Academic Senate California State University, Stanislaus affirm the primacy of each department to determine their elaborations on the RPT criteria as they pertain to all faculty within their respective departments; and be it further,

Resolved: That the Academic Senate urge departments to review before or during the fall semester 2009 their elaborations on the RPT criteria to consider the clarity of their criteria and expectations in the areas of teaching proficiency, scholarship or equivalent creative activity, extent and appropriateness of professional preparation, and participation in university affairs; and be it further,

Resolved: That the senate urge that, during those department reviews, the following questions should be considered:

- a. What are your expectations in the areas of teaching, scholarship/creative activity, and service?
- b. How is the primacy of teaching addressed in your elaborations?
- c. How do your elaborations address your department's expectations in each of these areas?
- d. How do your elaborations address issues of faculty workload vis-à-vis expectations?
- e. What can your department do to support faculty in their career development as they proceed towards tenure and promotion?
- f. What additional support will your faculty need from the university to match workload to expectations?
- g. What additional resources outside the department can help your conversation (other department's elaborations, support from the Faculty Development Center)?
- h. What role do you envision regarding your college and your college dean?

Rationale: The WASC final report in response to the Capacity and Preparatory Review made observations in several areas and noted that "these observations are made less as criticisms than as intended helpful indicators of useful steps that can and should be taken before completing the EER report and arranging for the next team visit. They are intended to add strength and credibility to the impressive work already completed" (31). The report also noted that the "team therefore recommends that CSU Stanislaus move this discussion toward resolution through the explicit, written departmental, college, and University policies stipulating the *criteria* by which faculty will be assessed with regard to retention, promotion, and tenure for all aspects of faculty work—teaching and service as well as research, scholarship and creative activity. This may best be accomplished through an open, shared discussion of research, teaching and service within the mission of CSU Stanislaus, drawing on the existing mechanisms for shared governance at the program, college, and University levels" (33). The Faculty Affairs Committee and the University Retention, Promotion and Tenure Committee have led a campus discussion in response to these concerns, conversations with many faculty, in open forums, in meetings with deans and their college leadership groups, and with the Provost's Council of Deans. Based on those discussions and in preparation for further work, the committees recommend that all departments and programs undertake a serious review of their elaborations on the RPT criteria. Responses to these questions and the input given by faculty during the 2009 spring and fall semesters will be compiled as the basis of a survey regarding further steps to be taken in clarifying the RPT process. A faculty survey will be conducted in spring semester 2010 and the results will be used to further address elements of the RPT process that would be useful to the faculty and the university as a whole.

May 5, 2009 approved by Academic Senate