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Report of the Joint Faculty Senate-Administration Committee on the Evaluation of Teaching, Research, and Service in the Tenure and Promotion Process

University of Rhode Island Faculty Senate

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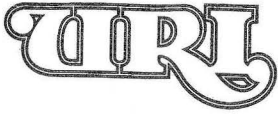
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MEMORANDUM

DATE: November 1, 1991

TO: Dr. Leonard Kahn, Chair
Faculty Senate

FROM; Robert L. Carothers
President

SUBJECT: Proposed Manual Change: 7.22.10, Criteria for Promotion
for Faculty

After review of this matter with you and with Dr. Al Swonger, President of the URI AAUP, as well as with the Provost and deans, I have determined to veto the action of the Senate and request that this matter be returned to the Senate for additional discussion and consequent action. I do so with some reluctance, since I know that the Senate has already deliberated on the policy at length. However, as Dr. Swonger argued in our meeting, it would be better to assure that there is full understanding of this matter and that actions match rhetoric, rather than to send a false signal to faculty members seeking promotion.

To be more specific, I wish to make it clear that I have no disagreement with what I understand to be the intent of the policy: to promote a balanced process of professional development for faculty members at the University. Indeed, as we have discussed, this policy seems to support the ideas advanced by Ernest Boyer in his most recent work. It is because I support that view that Dr. Boyer will be the speaker in the first of the Education Summit sessions in January. However, certain elements of the proposed policy as currently stated remain ambiguous. Because under the complex governance mechanisms of the University the language of this policy will be enforced through the grievance clause of the collective bargaining agreement between the AAUP and the Board of Governors, the current level of ambiguity is unacceptable to me.

Of particular concern is the relationship between "departmental and college missions and expectations" and the work of individual faculty members. On the one hand, such statements of mission and expectations may be quite specific, particularly as we seek to focus institutional vision and achieve enhanced quality

Rec. 2
11.1.91
J.S.

Dr. Leonard Kahn, Page 2.

within resource restraints. On the other hand, the final sentence of the statement seems to signal faculty members that they may exercise their own judgment with regard to where to place emphasis in their work, without fear of negative consequence. In our discussions we reviewed several scenarios where this potential conflict might be made manifest, to the detriment of individual faculty members. Again, because then the consequent dispute would be resolved through the grievance process, the intent of the parties to the agreement would be of great importance. I am not convinced that we could now explain just what our intent is.

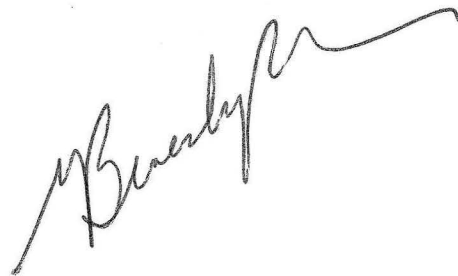
I am hopeful that we can continue to work on this matter and that a workable agreement can be reached in the near future. I would appreciate your thoughts on how we might best proceed.

cc: Provost Swan
Deans
Dr. Al Swonger



M E M O R A N D U M

TO: Leonard M. Kahn
FROM: M. Beverly Swan
DATE: June 28, 1991
SUBJECT: Faculty Senate Bill #90-91--24



Thank you for granting the President an extension on Faculty Senate Bill #90-91--24: Report of the Joint Faculty Senate-Administration Committee on the Evaluation of Teaching, Research and Service in the Tenure and Promotion Process. President Eddy has transmitted this legislation to President-elect Carothers who has indicated he would like to discuss the legislation with the Faculty Senate Executive Committee. This will provide the new President with the opportunity to discuss the tenure and promotion process in general and the background for this particular piece of legislation.

I am sure that Dr. Carothers will ask that this be placed on the agenda for one of his meetings with the Faculty Senate Executive Committee.

rsb

cc: E. D. Eddy
R. L. Carothers

Rec'd
6/28/91

THE UNIVERSITY OF RHODE ISLAND
Kingston, Rhode Island

FACULTY SENATE
BILL

Adopted by the Faculty Senate

TO: President Edward D. Eddy

FROM: Chairperson of the Faculty Senate

1. The attached BILL, titled Report of the Joint Faculty Senate-Administration Committee on the Evaluation of Teaching, Research, and Service in the Tenure and Promotion Process, is forwarded for your consideration.
2. The original and two copies for your use are included.
3. This BILL was adopted by vote of the Faculty Senate on April 25, 1991.
(date)
4. After considering this bill, will you please indicate your approval or disapproval. Return the original or forward it to the Board of Governors, completing the appropriate endorsement below.
5. In accordance with Section 10, paragraph 4 of the Senate's By- Laws, this bill will become effective May 16, 1991, three weeks after Senate approval, unless: (1) specific dates for implementation are written into the bill; (2) you return it disapproved; (3) you forward it to the Board of Governors for their approval; or (4) the University Faculty petitions for a referendum. If the bill is forwarded to the Board of Governors, it will not become effective until approved by the Board.

April 26, 1991
(date)

Winifred Brownell
Winifred Brownell
Chairperson of the Faculty Senate

Copy

ENDORSEMENT

TO: Chairperson of the Faculty Senate

FROM: President of the University

Returned.

- a. Approved ____.
- b. Approved subject to final approval by Board of Governors ____.
- c. Disapproved X.

11/1/91
(date)

Robert L. Carothers / srg
President see memo

THE UNIVERSITY OF RHODE ISLAND
Kingston, Rhode Island

JOINT FACULTY SENATE-ADMINISTRATION COMMITTEE
ON THE EVALUATION OF TEACHING, RESEARCH AND SERVICE
IN THE TENURE AND PROMOTION PROCESS (EVALUATION PANEL)

REPORT TO THE FACULTY SENATE
April, 1991

On November 9, 1989, the Faculty Senate approved the establishment of a joint Faculty Senate-Administration Committee on the Evaluation of Teaching, Research and Service in the Tenure and Promotion Process (the Evaluation Panel) and charged the Joint Committee as follows:

This committee shall follow-up on the recommendations of the Promotion and Tenure Criteria Panel with regard to the evaluation of teaching, research and service during the promotion process, including an examination of the continued appropriateness of section 7.22.10 of the UNIVERSITY MANUAL, and other related issues as they arise.

The membership of the Joint Committee comprised eight members: four faculty members appointed by the Faculty Senate (Marjorie Caldwell, Agnes Doody, Dana Kester and C. B. Peters) and four members appointed by the President (Rosita Chang, Robert Miller, Hermann Viets and Provost Gitlitz as chairperson).

An Interim Report of the Evaluation Panel was presented to the Faculty Senate on May 3, 1990 by Professor C. B. Peters. A "Final" Report was presented to the Faculty Senate on September 27, 1990. Subsequent to the presentation of the Report to the Faculty Senate, a series of open college meetings to discuss the recommendations of the Evaluation Panel were held in October and November.

It is the position of the URI AAUP that the recommendations of the Evaluation Panel are matters for collective bargaining. AAUP President Alvin Swonger reported to the Faculty Senate that the recommendations of the Evaluation Panel have been placed by the AAUP on the table for negotiations but have not been discussed to-date.

At the April 11, 1991 Meeting of the Faculty Senate, the Senate voted to have the Joint Committee's recommendation for revising section 7.22.10 brought to the Faculty Senate for consideration on April 25, 1991. The proposed change in Section 7.22.10 of the UNIVERSITY MANUAL as revised by the Evaluation Panel after the open college meetings appears on the following page. Existing section 7.22.10 is provided for comparison.

PROPOSED
~~and/or Tenure~~

7.22.10 Criteria for Promotion. Promotion shall be based on a faculty member's value to the University. The University is a community of scholars in at least two senses: it is a place where teaching and other academic practices that depend on face-to-face interaction are nurtured and sustained; it is part of a more abstract national and international community of scholars and practitioners engaged in the production, dissemination and use of knowledge. In addition, the University serves as a resource for the people of Rhode Island. Colleges, departments, and individual faculty members contribute in different ways and in different measure to the University. Therefore, a faculty member's value to the University shall be considered in the context provided by departmental and college missions and expectations. In demonstrating value to the University, a faculty member may emphasize the quality of her/his contributions to the face-to-face community of scholars, or to the more abstract national or international community of scholars and practitioners, or to the University's outreach to various communities, so long as there is substantive contribution in all areas.

EXISTING

7.22.10 Criteria for Promotion (Teaching, Library, Research and Extension Faculties). Promotion shall be based on the extent of value to the University. The prime mission of a university is the discovery and dissemination of knowledge; teaching and research are therefore to be regarded as the most important criteria for promotion, with University-related professional service also considered, in lesser measure. Since faculty positions vary in designated responsibility, these criteria may be weighted differently among departments and among individual faculty members in determining value to the University. It shall be the responsibility of the department chairperson and dean to determine periodically the relative importance of the criteria which shall apply and to report this to the individual faculty members.

THE UNIVERSITY OF RHODE ISLAND
Kingston, Rhode Island

FACULTY SENATE

ANNUAL REPORT OF THE LIBRARY COMMITTEE
1990-91

Members of the Library Committee:

Walter Beaupre, CMD
Clair Cheer, CHM
Gale Eaton, LSC
Marquisa LaVelle, SOC
Ronald Onorato, ART, Chairperson
B. Ravikumar, CSC
Michael Vocino, LIB
Lucille Cameron, Dean, University Libraries, ex officio

Introduction

Since 1987, the Library Committee has had as two of its primary concerns, the expansion of the physical facility and the level of University budget support for the Library. Both issues are still with us this year - there are the hopeful, positive signs of new construction and the development of an on-line catalogue contrasted with the seemingly chronic lack of adequate support that continues to affect every aspect of the library.

Expansion and Renovation

This year the Expansion Campaign has begun in earnest, ground was broken in early spring and exciting physical changes are materializing that will ultimately add almost 50% additional space to the existing Library building. New spaces for technology and increased stack area will allow for the growth of services and the proper storage of the collection; a more impressive facade and plaza will highlight the Library as a special place, befitting its centrality in campus and community life. In addition, a new computerized catalogue is being initiated which will facilitate research, making the entire catalogue available to users. We would be remiss if we were not to acknowledge that such changes while healthy in themselves will necessarily require additional outlays of money for support staff and technical maintenance. Only then will these opportunities become real accomplishments as our Library begins to match the national standard for the best University Research Libraries.

Acquisitions

Last year, the committee shifted its focus, attempting to explore and clarify the issues surrounding the increasingly expensive acquisition of serials and monographs. The sometimes acrimonious debate that ensued only distracted from the central issue of overall funding levels and how the University must increase its budget to the Library if we are ever to achieve an acceptable Library rating using nationally established standards. After a large meeting this fall with the Provost, Senate President, Dean of University Libraries and other interested faculty, the committee decided that its primary focus this year should be centered on how the overall University Library budget affects current acquisitions and also has severe implications for the health and status of the collection in the long-term.