Senate Resolution Number F-12-02

Faculty Senate Resolution

To: SCSU Interim President Mary Papazian

From: Susan Cusato, President of the SCSU Faculty Senate

The attached Resolution of the Faculty Senate regards: Resolution to Bring the Senate P&T Document in Line with the CBA Regarding the Role of the University President in Determining Comparable Standards for Promotion

The Resolution is presented to you for your [X] APPROVAL [ ] INFORMATION

After considering this resolution, please indicate your action on this form and return it to the President of the Faculty Senate.

In accordance with the CSU-AAUP Contract (Article 5.10), the President of the University will return the Resolution to the President of the Senate within 15 school days of the receipt of the Resolution.

cc: Dr. Marianne Kennedy

Susan Cusato, President, Faculty Senate

Nov 20, 2012

ENDORSEMENT of Faculty Senate Resolution, F-12-02

To: Susan Cusato, President SCSU Faculty Senate

From: Mary Papazian, President of the University

1. Motion APPROVED
2. Motion DISAPPROVED (attach statement)
3. Motion NOTED

12-10-12

Date

Signature
Resolution to Bring the Senate P&T Document in Line with the CBA Regarding the Role of the University President in Determining Comparable Standards for Promotion

Whereas SCSU exists for the primary purpose of furthering academic excellence;

And whereas the CSUS-AAUP collective Bargaining Agreement (CBA) section 5.3.5, regarding the role of the university president in the appointment or promotion of a faculty member based on comparable standards, states:

“A candidate who does not meet the standards of Articles 5.3.1-5.3.4 may also be appointed or promoted to a rank listed above provided the candidate has credentials and/or experience substantially comparable to the listed standards. A recommendation for such appointment or promotion may be initiated by the individual, the DEC or a search committee, but shall not be considered further in the absence of a positive recommendation from the departmental committee. The president, upon receipt of recommendations from departments, committees, and individuals in the appointment process, shall make the final university judgment”;

And whereas the senate Promotion and Tenure document (PART III.A.3.d) states “If a member does not meet the requirements for promotion (see Part II.A) and has applied to the DEC to be declared eligible (see Part III.A.1.b), the DEC shall consider the supporting materials submitted and determine whether or not the member has substantially comparable qualifications. If the DEC determines the member is eligible for consideration, it shall inform the member, Department Chair, Provost, and President in writing with supporting reasons and with the member’s documentation by October 1. Any decision resulting in a positive recommendation shall go to the President for final judgment. The president, in consultation with the DEC or its designee, shall make the final university judgment in 5 days.”;

And whereas the language in the senate P&T document is out of line with the intent and practice of Article 5.3.5 of the CBA;

Therefore be it resolved that the language of the Faculty Senate P&T document be revised as follows, in order to create parity between the senate document and the CBA: excising of the phrases “...Provost, and President ... with supporting reasons and with the member’s documentation .... Any decision resulting in a positive recommendation shall go to the President for final judgment. The president, in consultation with the DEC or its designee, shall make the final university judgment in 5 days.”
Current Language:

PART III -- STRUCTURE AND PROCEDURES
A. Initiation of Evaluation Process
   3. Procedures
      d. If a member does not meet the requirements for promotion (see Part II.A) and has applied
to the DEC to be declared eligible (see Part III.A.1.b), the DEC shall consider the supporting
materials submitted and determine whether or not the member has substantially comparable
qualifications. If the DEC determines the member is eligible for consideration, it shall inform
the member, Department Chair, Provost, and President in writing with supporting reasons and
with the member’s documentation by October 1. Any decision resulting in a positive
recommendation shall go to the President for final judgment. The President, in consultation
with the DEC or its designee, shall make the final university judgment within 5 days. If the
DEC determines that the member is not eligible, it shall so inform the member in writing by
October 1 and return the submitted materials; the promotion application shall then not
proceed.

Proposed Changes:

PART III -- STRUCTURE AND PROCEDURES
A. Initiation of Evaluation Process
   3. Procedures
      d. If a member does not meet the requirements for promotion (see Part II.A) and has applied
to the DEC to be declared eligible (see Part III.A.1.b), the DEC shall consider the supporting
materials submitted and determine whether or not the member has substantially comparable
qualifications. If the DEC determines the member is eligible for consideration, it shall inform
the member and Department Chair in writing by October 1. If the DEC determines that the
member is not eligible, it shall so inform the member and Department Chair in writing by
October 1 and return the submitted materials; the promotion application shall then not
proceed.
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The wording of the resolution appears to remove the President from any role in the process. As discussed, the administration agrees that Section 5.3.5 of the contract does not provide for the President’s early intervention in the process. However, that section of the contract establishes the President as the final judgment in this process in the normal course of the promotion or appointment process. A further discussion on revision of the Senate document is required.