

SAN JOSE STATE UNIVERSITY
ONE WASHINGTON SQUARE
SAN JOSE, CA 95192

SS-S11-6, Sense of the Senate Resolution, Support for Research, Scholarship, and Creative Activity

Legislative History: At its meeting of April 18, 2011, the Academic Senate approved the following Sense of the Senate Resolution presented by Senator Heiden for the Curriculum and Research Committee

Sense of the Senate Resolution
Support for Research, Scholarship, and Creative Activity

- Whereas: engagement in research, scholarship, and creative activity (RSCA) with faculty mentors is highly correlated with student success, and
- Whereas: student and faculty participation RSCA is central to our mission at San José State University [“To enrich the lives of its students, to transmit knowledge to its students along with the necessary skills for applying it in the service of our society, and to expand the base of knowledge through research and scholarship” – Mission of SJSU posted on President’s web site], and,
- Whereas: retention, tenure, and promotion of tenured and tenure track (T/TT) faculty is based, in part, on engagement in RSCA [“There are two basic criteria for evaluation: effectiveness in academic assignment and scholarly or artistic or professional achievement.” – S98-8], and
- Whereas: the current CFA-CSU Collective Bargaining agreement specifically includes RSCA in the responsibilities of faculty, stating: “The primary professional responsibilities of instructional faculty members are: teaching, research, scholarship, creative activity, and service to the University, profession and to the community” [Contract- Article 20.1.a.], therefore be it
- Resolved, that the San José State University Academic Senate considers facilitating and enhancing RSCA to be a high strategic priority for the University so as to enhance student success, faculty engagement, and the University’s reputation, and be it further
- Resolved, that the SJSU Academic Senate endorses the recommendations below aimed at facilitating RSCA at San José State University and recommends that they be implemented as soon as practicable.

Recommendation 1: Inclusion of research, scholarship, and creative activity in assignment of weighted teaching units (WTU) of tenured and tenure-track (T/TT) faculty*

writing becomes desirable for RSCA-active faculty to maintain their activities. This last outcome will effectively diversify the University's income stream, an essential feature if SJSU is to thrive in the face of diminishing state support for higher education. Numerous examples from other universities show that the financial benefit of these outcomes more than compensates for the initial cost. We note that the current CFA-CSU Collective Bargaining agreement specifically permits inclusion of RSCA in the assigned workload of faculty, stating: "Consideration for adjustments in workload shall be given to at least the following: preparation for substantive changes in instructional methods, research, student and service on a University committee." [Contract – Article 20.3.b.]

Recommendation 2: Inclusion of research, scholarship, and creative activity in assignment of weighted teaching units (WTU) of tenured and tenure-track (T/TT) faculty – Interim Plan

If individual departments modify the delivery of curriculum in ways that reduce needed WTUs while maintaining or enhancing the success of students in their programs and classes, then the funding for the reduced WTUs shall not be redistributed elsewhere in the University but rather will remain in the department to be distributed to faculty as assigned time for RSCA according to a department-defined plan to be approved by the responsible Dean, the Senate Professional Standards Committee, and the Provost.

Financial

Impact: None.

Workload: Will increase only during the period that curricular changes are conceived and implemented.

Rationale: A policy to include RSCA in WTU assignments for RSCA-active faculty will have all of the benefits listed in the rationale for Recommendation 1. However, full implementation of Recommendation 1 is expensive and may take some time to achieve. Recommendation 2 is a revenue-neutral interim plan to begin to accrue the benefits immediately, where possible.

Recommendation 3: Revision of Travel Policy

That the San José State University President modify the existing travel policy by replacing Presidential Directive 1998-03 with the directive below and replacing the policy description on the Provost's web page with the revision below.

Financial

Impact: None.

Workload: Will decrease paperwork significantly for faculty, and reduce review burden for Dean and Provost.

leading to a negative effect on faculty RSCA. Since professional travel is an essential responsibility of RSCA-active faculty and not a privilege of employment, and the CFA-CSU contract¹ specifies that the procedure for authorization for short-term absences with pay for faculty attendance at professional development events such as conferences, workshops, and other professional meetings shall be determined by the President, we suggest a change in PD-1998-03 as a mechanism to alleviate the problems with the current procedures. Note that CSU Chancellor's Executive Order EO-688,² specifically permits delegation by the president of the authority to approve travel.

¹CFA-CSU Collective Bargaining Agreement, Article 25.2 "Application procedures by which an eligible faculty unit employee may request a professional development opportunity shall be determined by the President..."

²Executive Order No. 688 changes Executive Order No. 156 as follows:

The authority of presidents to sub-delegate authority is not limited to delegation to a single officer at the vice president or dean level.

International travelers must be covered by travel insurance.

These authorizations may not be sub-delegated further.

Proposed Revision of Travel Procedure on Provost's Web Site:

Request for Approval of Travel (Domestic & International)

The Request for Approval of Travel (pdf) [*form would be replaced by new, streamlined form consistent with the revised presidential directive, requiring only chair's signature and signature of person with the account signing authority*] is required for every trip taken, *personal or professional, that requires an absence from the University on a faculty duty day.*

Any trip for which any cost reimbursement is requested must be approved, in advance, by the official with signing authority for the account to be charged.

If you are planning to use personal or state vehicle for business during travel, you are required to take a defensive driving course and provide certification of completion prior to travel. For more information on defensive driving, please visit Safety & Risk Services Unit (HR). Defensive Driving courses provide certification for 4 years.

Travel Insurance:

Foreign Travel Insurance is required for all international travel. **If you are planning international travel, you must** forward a copy of your travel request to Safety and Risk in Human Resources to arrange the travel insurance.

The following insurance premiums will be recharged for each traveler to the appropriate department:

Faculty and Staff trips up to 15 days duration is \$50.00 per trip.

Faculty and Staff trips up to 30 days duration is \$65.00 per trip.

Student trips up to 15 days duration is \$40.00 per trip.

Student trips up to 30 days duration is \$50.00 per trip.

Trips of more than 30 days in duration require insurance underwriter approval.

For more information on the foreign travel insurance program and coverage, contact University Risk & Compliance at 924-2159.

Recommendation 4: Operating Funds to Support RSCA

The SJSU Academic Senate recommends that the President direct the VP of Finance to revise the University budget to include the following line items in support of RSCA and to budget for them appropriately.

Financial Impact: Potentially large with the need to allocate funds on an ongoing basis to support RSCA

Workload: Potential increase to implement and manage RSCA related activities

Rationale: The proposed line items are both essential to support RSCA and rarely allowable direct costs in sponsored research and thus must be borne by the institution.

RSCA-Related Operating Funds Line Items

- Start-up funds for new faculty including the cost of assigned time for RSCA for new faculty (University and college)
- Professional travel for new or newly RSCA-active faculty (college and department)
- Matching funds for grant proposals (University, Academic Affairs (AA division), and college)
- WTU allocations to RSCA-active faculty (Recommendation 1; AA and University)
- Seminar programs with national and international expert speakers (University, college, and department,)
- Intramural RSCA-based faculty gatherings/symposia (AA and University)
- Internal faculty development grants
- Enhanced funding for library resources
- Funding to support open access publication

Recommendation 5: Capital Funds to Support RSCA

That University Advancement be notified that the Academic Senate endorses the list of RSCA-related capital fundraising priorities below, and requests that this list become part of the Acceleration campaign. The Academic Senate further recommends that the President direct University Advancement to prioritize capital fundraising in support of RSCA activities.

Financial Impact: Modest. Would require allocation of resources from University Advancement to fundraise for these items.

Workload: Substantial initially (integrated with ongoing Acceleration campaign activities) while the funds are being sought, then modest to administer the endowments.

Rationale: The proposed items are important to support RSCA and generally not able to be funded from operating funds.

RSCA-Related Capital Fundraising Priorities

- Professorial chairs for new and existing eminent RSCA-active faculty
- Major endowed lectureships
- Renovation and construction of RSCA facilities
- Endowed scholarships for student participation in RSCA
- Endowed “teaching-postdoctoral” positions
- Endowed temporary funding for faculty involved in faculty development program

Recommendation 6: Accounting for Indirect Research Expenditures

We recommend that the specific portions of the budget being expended to cover Facilities and

- Run by experienced faculty with demonstrated success in both teaching and RSCA at SJSU.
- Consist of infrequent (perhaps monthly) but highly focused meetings between participants for 1-2 years.
- Voluntary, but strongly recommended of new faculty.
- Available to mid-career faculty desiring to re-engage in RSCA.
- Focused on how to be efficient and succeed in teaching, RSCA, and service and most importantly, how to find a balance between these.
- Include feedback functions such as visiting participant's lectures, or pre-submission proposal review if requested by participant.
- A proposal to be written by organizers to fund the development of this program (e.g. from the A. P. Sloan Foundation) but to be funded by the University initially if external funding is not obtained.
- Endowment would be sought to fund the program (i.e. pay for assigned time for faculty mentors) in perpetuity (see Recommendation 5).

Financial

Impact: Modest. Approximately 20% assigned time for 2 or 3 faculty peer mentors would be needed, but could be funded through an endowment.

Workload: Modest for participants and large for organizers.

Rationale: We are seeking to change the culture at SJSU to encourage career-long RSCA by our faculty. A faculty development program of this type would both prepare new faculty for this goal and afford a mechanism for mid-career faculty to re-engage their RSCA