

**COVER SHEET FOR PROPOSED CHANGES TO DEPARTMENT/COLLEGE
PERSONNEL PROCEDURES**

Humanities
COLLEGE

Philosophy
DEPARTMENT

In order to facilitate a complete and expeditious review by the Personnel Planning and Review Committee (PP&R) of the change(s) you propose to your personnel procedures, please adhere to the format described below, and also fill out the Background Information. Attach this memo as a cover sheet for the written material you submit to PP&R. PP&R assumes that the initiating Department or College Committee has determined that the proposed new or revised procedures are consistent with Section 600 and with the Collective Bargaining Agreement.

FORMAT: Please use a complete copy of your existing procedures as the starting point for the proposed revisions that you submit to PP&R for approval. Strike over any text that you wish to have deleted from your written procedures, and/or underline any text that you wish to have added to your written procedures.

BACKGROUND INFORMATION:

1. Are proposed changes those of College or Department procedures? (check one)
2. Date that current proposed changes were sent forward 7/22/2008
3. Department or College initiating proposed changes Philosophy
4. Describe briefly the general reason(s) for your proposed change(s) (e.g., "proposed changes were initiated by the Department in response to a request from the College Personnel Committee, which felt that existing promotion criteria were too rigorous").
Proposed changes were made to increase the clarity, informativeness, and transparency of the departmental personnel procedure with respect to the contributions to the field of study.
5. The proposed changes have been approved by the faculty of the College or Department . (check one)

FOR DEPARTMENT PERSONNEL PROCEDURES:

C. Jacob Hale 7/22/08
Chair, Department Personnel Committee Date
John DeBianco 7/22/2008
Department Chair Date

FOR DEPARTMENT PERSONNEL PROCEDURES & COLLEGE PERSONNEL PROCEDURES:

Jean Marc 7/22/08
Chair, College Personnel Committee Date
[Signature] 7-22-08
College Dean Date
[Signature] 8/6/08
Chair, Personnel Planning and Review Committee Date

(for PP&R use only)	<u>* F'11 - Criteria and Equivalencies</u>	
<u>5'08</u>	<u>F'08 - Other</u>	<u>F'12</u>
Approval Date	Effective Date (see attached)	Date of Next Review

DEPARTMENT OF PHILOSOPHY
Departmental Additions to
Section 632.4 of the *CSUN Administrative Manual*
Personnel Criteria, Policies, and Procedures
Concerning
Contributions to the Field of Study

1. The Department of Philosophy considers as publication all and only items included in the University's definition of publication and clearly documented to have received final editorial acceptance for publication.
2. The Department of Philosophy does not recognize equivalencies to publication.
3. The Department of Philosophy recognizes various types of contribution to the field of study that are not covered by the University's definition of publication. These include:
 - (1) oral presentation of written original academic research in a professionally recognized forum outside the Department;
 - (2) oral presentation of written commentary on academic research in a professionally recognized forum outside the Department;
 - (3) editing of an academic journal or anthology;
 - (4) refereeing for an academic journal or publisher;
 - (5) organizing an academic conference or meeting;
 - (6) serving as an officer of a professionally recognized academic body; e.g., the American Philosophical Association;and
 - (7) founding a new professional association.

These activities should be placed in the category of contributions to the field of study, but not in the sub-category of publication. Such contributions should be given full appropriate consideration in personnel evaluations.

4. In personnel evaluation procedures, a faculty member's total publication record, along with other contributions to the field of study, should be considered. A faculty member being considered for tenure or promotion shall provide clear evidence of publication and other contributions to the field that demonstrates continued growth as a recognized scholar and contributor to the field of study since appointment at this institution, or since last promotion.
5. In evaluating publications and other contributions to the field of study, the Department of Philosophy considers the quality of the contributions and their likely impact on the discipline to be of primary importance, overriding quantitative considerations.
6. The Department of Philosophy makes distinctions of relative weight among contributions to the field of study. In general, all else being equal:
 - (1) Published work is weightier than other contributions to the field.

- (2) Original research is weightier than critical discussion, commentary, review, and overview.
- (3) Longer, sustained work is weightier than shorter, curtailed work: e.g., a book of normal length is weightier than a journal article of normal length.
- (4) The weight of an item is proportional to the professional reputation of the forum in which it appears and its selection agent.