

ACADEMIC SENATE MEETING

Wednesday, February 6, 2013

1 – 2:50 p.m. (approx.)

Commons 206

- I. Approval of agenda
- II. Approval of minutes of December 5th meeting
- III. Chair's report: [Jackie Trischman](#)
Referrals to committee *attached*
- IV. Secretary's report: [Janet McDaniel](#) *The following Senate item has been forwarded to the university administration:*

FAC College of Science and Mathematics RTP policy
- V. [President's](#) report: Karen Haynes
- VI. Interim [Provost's](#) report: Graham Oberem Intersession & summer session update
- VII. [ASCSU](#) report: [Brodowsky/Meilich](#)
- VIII. [CFA report](#): [Garry Rolison](#)
- IX. [ASU](#) report: Cipriano Vargas
- X. [Standing Committee](#) reports: *oral reports as needed*
- XI. Consent Calendar *Pending EC action. The following items are presented to the Senate for a single vote of approval without discussion. Any item may be removed for particular consideration by request of a senator prior to vote.*

NEAC Recommendations
UCC Course & program change proposals
- XII. Action items *These are items scheduled for a vote, including second reading items.*

FAC Lecturer Evaluation policy (cnav@csusm.edu)
- XIII. Discussion items *Pending EC action. These are items scheduled for discussion, including first reading items.*

FAC Department Chair Selection policy & procedure (cnav@csusm.edu)
- XIV. Presentations

A. Research and Graduate Studies update - Gonzalez
B. University Advancement update - Hoss

Time certain 1:30 pm
Time certain 1:45 pm
- XV. Information item
- XVI. Senators' concerns and announcements

Next Senate meeting: March 6th

CONSENT CALENDAR

Referrals to Committees

Committee	Referral
FAC	RTP for SSP-AR faculty - revision
FAC	Faculty Awards policy revision
FAC	RTP calendar for 2013/14, including possible tightening of timeline
FAC	E-files: technical glitches, confidentiality
GEC	Upper division GEW
GEC/LATAC	LDGE online

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NEAC Recommendations

Committee	Seat & Term	Name(s)
Academic Senate	CHABSS 12-14	Greig Guthey, Laurette McGuire
General Education Committee	CEHHS-HDKinN 12-14	Kara Witzke
General Education Committee	CHABSS 12-14	Reuben Mekenye
Faculty Center Advisory Council	Faculty at large 12-14	Xiaoyu Zhang
Faculty Center Advisory Council	CHABSS-A&H Spr '13	Mtafiti Imara
Faculty Grants Committee	CoBA Spr '13	Raj Pillai
Student Fee Advisory Committee	Faculty at large 12-14	Bruce Louis Rich

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UCC Course & Program Change Proposals

SUBJ	No.	New No.	Course/Program Title	Form Type	Originator	Rec'd AP	To UCC	UCC Action
MIS	308		Enterprise Systems	C	Yi Sun/Fang Fang	10/13/12	11/14/12	1/28/13
MIS	328		Mobile Business Applications	C	Yi Sun/Fang Fang	10/13/12	11/14/12	1/28/13
MIS	408		Information Systems for Business Intelligence	C	Yi Sun/Fang Fang	10/13/12	11/14/12	1/28/13

FAC: Lecturer Evaluation Policy

CHANGES SINCE FIRST READING:	ACTION BY FAC:
II.D.	Corrections
III.M.	Correction per CBA

Rationale: The Faculty Affairs Committee was originally charged with reviewing and revising as necessary all university procedures for evaluation in light of the new Collective Bargaining Agreement (September 18, 2012 - June 30, 2014). As it was studying the procedure for Lecturer evaluation in the College of Science and Math, FAC realized that all college/division documents on Lecturer evaluation would need revision in light of the new CBA. So FAC consulted with Executive Committee and then embarked on the project of developing a new university-wide procedure for Lecturer evaluation, parallel to the university RTP document for tenure track faculty. The draft procedure addresses all Lecturers, including librarians and counselors (SSP-ARs), but not coaches (once this document is finalized, it would be adapted for the evaluation of coaches). FAC has collaborated with the office of Faculty Affairs to develop timetables for the Lecturer evaluation process, parallel to the timetable for RTP. The timetables are not part of the proposed procedure document, but we include the draft timetables to illustrate to Senators how the process will work. Lastly, FAC has worked with Faculty Affairs to make available to Senators some materials to explain the differences between Lecturer evaluation in the old CBA and the new CBA.

Also please note that the proposed procedure does not include any forms. Depending on the discussion in the Senate, FAC can develop them later and in light of the new procedure.

FAC believes that having a university-wide procedure for Lecturer evaluation will be beneficial to all parties. If the Academic Senate and the President approve this procedure, all College/division documents would need to be changed to conform. College/division documents would have to be updated anyway to conform to the new CBA, but hopefully with a university-wide procedure, College/division could be more streamlined and also be edited to reflect the reality of the restructuring and also any initiatives to develop standards at the department or equivalent level.

Definition:

Authority:

Scope:

I. Purpose

This document establishes a university-wide procedure for CSUSM for the periodic evaluation of Lecturer Faculty, including librarians and counselors (SSP-ARs), taking into account the need to:

- A. Comply with Board of Trustees policies, Title 5 of the California Administrative Code, the California Education Code; the Unit 3 Collective Bargaining Agreement (CBA), and other applicable State and Federal laws pertaining to the employment of Lecturer Faculty.
- B. Be consistent with the terms outlined in the appointment letters issued to Lecturer Faculty.
- C. Provide Lecturer Faculty with feedback to improve teaching and student learning.
- D. Provide evaluators with materials for the periodic evaluation of Lecturer Faculty.
- E. Provide appropriate administrators with documentation to base reappointment and other personnel actions relating to Lecturer Faculty.

II. Definitions

- A. A Lecturer Faculty member (or Lecturer) is a full-time or part-time Unit 3 employee appointed for one or more semesters off the tenure track. *Full-time* refers to an appointment totaling fifteen units in a semester, within one department, program or equivalent. *Part-time* refers to an appointment totaling fewer than fifteen units in a semester.

- B. A *semester or equivalent* means an academic semester or a four-month appointment period.
- C. The *evaluation cycle* is the period of service being evaluated as specified in this procedure; e.g. one semester, one academic year, three years, or six years.
- D. The *appropriate administrator* for each college and the library is the Dean, ~~or~~ Associate Dean, [Director of the School of Education or Director of the School of Nursing](#). The *appropriate administrator* for counselors is Director of Student Health and Counseling [or the Associate Vice President of Student Development Services](#).
- E. Composition of the Peer Review Committee (PRC)
The Department or appropriate academic unit is responsible for determining the size and election conditions of the PRC. The Department Chair shall ensure that there is an election of a PRC. Where no Department Chair exists, the department or appropriate faculty governance unit will ensure that there is an election of a PRC.
- The PRC shall be composed of at least three full-time tenured faculty elected by tenure-track faculty in the Lecturer's department (or equivalent), with the chair elected by the committee. If there are not enough eligible faculty members in a department or program, the department or program shall elect Peer Review Committee members from eligible university faculty in related academic disciplines.
- Each College or equivalent unit shall adopt procedures for electing a Peer Review Committee from the eligible faculty. These procedures must follow the guidelines of the CBA.
- F. The *Working Personnel Action File* (WPAF) shall be defined as that file specifically generated for use in a given evaluation cycle. That file shall include all required forms and documents, all information specifically provided by the Lecturer being evaluated, and information provided by faculty, students and academic administrators. It shall also include all faculty and administrative level evaluation recommendations from the current evaluation cycle, and all rebuttal statements and responses submitted (CBA 15.8). The WPAF may be submitted in electronic format. Guidelines for electronic submission may be obtained from the college / division.
- The materials in the WPAF shall be incorporated by reference into the PAF. At the beginning of the evaluation cycle, the Lecturer being evaluated shall prepare an index of these materials and submit it with the WPAF. Lecturer faculty shall appropriately update the index to reflect any material added to the WPAF during the course of the evaluation. This index and the CV shall be permanently placed in the PAF by the Dean's office (or appropriate administrator). At the end of the evaluation cycle, the WPAF shall be returned to the Lecturer (CBA 15.9).
- G. The *Personal Action File* (PAF) shall be defined as "the one (1) official personnel file for employment information and information that may be relevant to personnel recommendations or personnel actions regarding a faculty unit employee." Only the official PAF shall be used as the basis of personnel actions (CBA 11.1).
- H. Colleges/divisions and/or departments/programs may also provide additional evaluation criteria, which may be termed *Standards*. Such *Standards* must be approved in accordance with campus policy, such as the policy on *Temporary Faculty Unit 3 Employees-Department Level Standards and Additional Material for Evaluations*.
- I. Throughout this document, the word "*shall*" indicates mandatory action; the word "*may*" indicates voluntary action.

III. General Procedure

- A. No later than 14 days after the first day of instruction of the academic term, the Office of Faculty Affairs shall provide each Lecturer a copy of the *Procedure for Periodic Evaluation of Lecturer Faculty*. During that time frame, the college/division and/or department/program shall provide its specific evaluation

standards and/or criteria (if any). Evaluation criteria and procedures shall be made available to the evaluation committees and the academic administrators prior to the commencement of the evaluation process. Once the evaluation process has begun, there shall be no changes in evaluation criteria and procedures (CBA 15.3).

B. Each academic year, the Office of Faculty Affairs shall publish *Timetables for the Periodic Evaluation of Lecturer Faculty*. The timelines shall include deadlines for submission of the WPAF as well as for each stage of the evaluation. All Lecturer evaluations must be completed in accordance with the established deadlines. Each spring, the Dean's Office or appropriate administrator shall give to department chairs and their equivalents a list of Lecturers appointed in their program areas, including the terms of their appointments and entitlements (if any).

C. Prior to the beginning of the evaluation process, the Lecturer shall be responsible for the identification of materials they wish to be considered and for the submission of such materials. (CBA 15.12a)

D. Review for Completeness: evaluating committees and administrators shall be responsible for identifying materials relating to the evaluation *not* provided by Lecturers (CBA 15.12 a.). For Lecturer appointments specified in Sections IV.A and IV.C, below, department chairs shall review the file for completeness and contribute such information to the appropriate administrator.

E. Once a WPAF is declared complete, additional material may only be inserted with the approval of the evaluation committee, as applicable, and the appropriate administrator and shall be limited to items that became accessible after this declaration. Material inserted in this fashion shall be returned to the initial level evaluation committee, as applicable, for review, evaluation and comment before consideration at subsequent levels of review (if any). If, during the evaluation process, the absence of required evaluation documents is discovered, the WPAF shall be returned to the level at which the requisite documentation should have been provided. Such materials shall be provided in a timely manner (CBA 15.12 b).

F. The WPAF shall be forwarded in a timely manner to the next level of review, as applicable (CBA 15.4). At all levels of review, before recommendations are forwarded to the next level, the Lecturer shall be given a copy of the recommendation and the written reasons thereof. The Lecturer may submit a written rebuttal or response within ten (10) days following receipt of the recommendation. A copy of the response or rebuttal statement shall accompany the WPAF and also be sent to all previous levels of review, as applicable (CBA 15.5).

G. Faculty, students, academic administrators and the President may contribute information to the evaluation of Lecturer Faculty. Information submitted by the Lecturer and by academic administrators may include statements and opinions about the qualifications and work of the Lecturer provided by other persons identified by name. (CBA 15.2)

H. Only tenured faculty and academic administrators may engage in deliberations and make recommendations on the evaluation of Lecturers (CBA 15.2). Only tenured faculty can serve on peer review committees (PRC).

I. Probationary and Lecturer Faculty may provide peer input, if so requested by the Lecturer being evaluated, but they may not engage in deliberations or make recommendations.

J. Written or electronic Student Evaluations of Instruction shall be required for all Lecturers who teach, in accordance with the CBA. The results of these evaluations shall be placed in the Lecturer's PAF or may be stored in electronic format and incorporated by extension into the PAF. Individuals involved in evaluations and personnel recommendations and decisions shall be provided secure access for these purposes (15.15).

K. Lecturers with appointments in more than one department, program or equivalent shall be evaluated separately by each department, program or equivalent based on their appointment in that department, program or equivalent.

L. A request for an external review of materials submitted by a Lecturer may be initiated at any level of review and by any party to the review. Such a request shall specify the special circumstances that necessitate an

outside reviewer and the nature of the materials needing external review. The request must be approved by the President or President's designee with the concurrence of the Lecturer (CBA 15.12 d).

M. When classroom visits are utilized as part of the evaluation, the Lecturer shall be provided at least five (5) days notice that a peer visit is to take place. There shall be consultation between the Lecturer and the individual who visits their classes ~~an opportunity for consultation between the Lecturer and the peer following the visit~~ (CBA 15.14).

N. The Lecturer shall be provided an electronic copy of the evaluation, which must be signed and returned by the Lecturer (electronically or in hard copy). The signed evaluation shall be placed in the Lecturer's PAF (CBA 15.27). If the signed evaluation is not returned in 10 days, it shall be placed in the Lecturer's PAF unsigned.

O. All reappointment decisions and other personnel actions shall be based only upon evidence in the Lecturer's PAF (CBA 11.1).

IV. Evaluation Requirements by Type of Appointment

A. Lecturer Hired for One Semester or Less

A Lecturer hired for one semester or less shall be evaluated at the discretion of the department chair, the appropriate administrator, or the department or equivalent. The Lecturer may request that an evaluation be performed (CBA 15.25).

B. Full-Time Lecturer Not Eligible for a Three-Year Appointment

A full-time Lecturer appointed for an academic year but not eligible for a three-year appointment shall be evaluated on a yearly basis. This evaluation shall include Student Evaluations of Instruction, if applicable, evaluation by a PRC of the department or equivalent, evaluation by the appropriate administrator and an opportunity for peer input, if requested by the Lecturer (CBA 15.23).

C. Part-Time Lecturer Not Eligible for a Three-Year Appointment

A part-time Lecturer appointed for an academic year but not eligible for a three-year appointment shall be evaluated on a yearly basis. This evaluation shall include Student Evaluations of Instruction, if applicable, evaluation by the department chair or the appropriate administrator, and an opportunity for peer input, if requested by the Lecturer (CBA 15.24).

D. Full- or Part-Time Lecturer Eligible for a Three-Year Appointment

A full- or part-time Lecturer eligible for a three-year appointment shall be evaluated in the academic year preceding the issuance of a three-year appointment. This evaluation shall include Student Evaluations of Instruction, if applicable, evaluation by a PRC of the department or equivalent, evaluation by the appropriate administrator, and an opportunity for peer input, if requested by the Lecturer.

The evaluation shall consider the Lecturer's cumulative work performance during the entire qualifying period for a three-year appointment and shall rate the Lecturer as "satisfactory" or "unsatisfactory" (CBA 15.28).¹

E. Full- and Part-Time Lecturer Holding a Three-Year Appointment

A full- or part-time Lecturer holding a three-year appointment shall be evaluated in the third year of the appointment. The Lecturer may be evaluated more frequently upon their request or at the request of the President or designee (CBA 15.26). This evaluation shall include Student Evaluations of Instruction, if applicable, evaluation by a PRC of the department, evaluation by the appropriate administrator, and an opportunity for peer input, if requested by the Lecturer.

¹ "A three-year appointment shall be issued if the temporary faculty unit employee is determined by the appropriate administrator to have performed in a satisfactory manner in carrying out the duties of his/her position. The determination of the appropriate administrator shall be based on the contents of the Personnel Action File and any materials generated for use in any given evaluation cycle pursuant to 15.8. Where the appropriate administrator determines that a Temporary Faculty Unit Employee has not performed his/her duties in a satisfactory manner, then the reasons for his/her determination shall be reduced to writing and placed in the Personnel Action File" (CBA 15.28).

The evaluation shall consider the Lecturer's cumulative work performance during the entire three-year appointment and shall rate the Lecturer as "satisfactory" or "unsatisfactory" (CBA 15.29).²

V. Working Personnel Action File (WPAF)

A.A WPAF is required for all Lecturer Faculty being evaluated.

B.For the purposes of the periodic evaluation, the WPAF for Lecturers with teaching duties shall include:

1. WPAF Checklist, completed and signed by the Lecturer (Exhibit I)
2. Index of Materials
3. Current curriculum vitae
4. A list of all courses taught in the department or equivalent
5. One representative syllabus for each course taught during the evaluation cycle
6. The complete university-prepared report of the Student Evaluations of Instruction for all courses evaluated in accordance with the CBA during the evaluation cycle (CBA 15.15)³
7. A self-assessment or reflection with respect to the duties of the appointment for the evaluation cycle
8. Course materials such as sample lesson plans, assessments of student learning outcomes, assignments, and examples of student work, pertaining to the evaluation cycle
9. Materials required in accordance with approved college/division and/or department/program or equivalent criteria
10. Copies of all prior periodic evaluations with responses/rebuttals (if any)
11. A copy of the relevant university procedure, and all college /division, and department/program Lecturer evaluation criteria
12. Mailing address to which a copy of the Lecturer's evaluation may be sent

C.For the purposes of the periodic evaluation, the WPAF for Lecturers, Librarians and Counselors whose primary duties are not teaching shall include:

1. WPAF Checklist, completed and signed by the Lecturer (Exhibit II)
2. Index of Materials
3. Job Description or Assignment of Responsibility
4. Current curriculum vitae
5. A self-assessment or reflection with respect to the duties of the appointment for the evaluation cycle
6. Materials required in accordance with approved college/division and/or department/program or equivalent criteria
7. Copies of all prior periodic evaluations with responses/rebuttals (if any)
8. A copy of the relevant university procedure, and all college /division, and department /program Lecturer evaluation criteria
9. Mailing address to which a copy of the Lecturer's evaluation may be sent

D.For the purposes of the periodic evaluation, the WPAF may also include:

1. Any other evidence relevant to the duties of the appointment
2. Evidence of scholarship, professional development, creative activities, and/or service to the campus, the community and/or the profession, whether or not these are required by the appointment. (If these activities are not required by the appointment but are performed voluntarily, they may be recognized as an additional positive factor in the evaluation. However, a lack thereof shall not be considered a

² "A subsequent three-year appointment shall be issued if the temporary faculty unit employee is determined by the appropriate administrator to have performed in a satisfactory manner in carrying out the duties of his/her position. The determination of the appropriate administrator shall be based on the contents of the Personnel Action File and any materials generated for use in any given evaluation cycle pursuant to 15.8. Where the appropriate administrator determines that a Temporary Faculty Unit Employee has not performed his/her duties in a satisfactory manner, then the reasons for his/her determination shall be reduced to writing and placed in the Personnel Action File" (CBA 15.29).

³ "All classes taught by each faculty unit employee shall have such student evaluations unless the President has approved a requirement to evaluate fewer classes after consideration of the recommendation of appropriate faculty committee(s)."

- negative factor in the evaluation.)
3. Optional peer input from the period being evaluated.

VI. Considerations

- A. Lecturers shall be evaluated in compliance with the Unit 3 CBA, in accordance with this procedure, and following the criteria approved by their colleges/divisions and by departments /programs (if any). In case of conflict between college/division criteria or department/ program criteria and this University-wide procedure, the University-wide procedure shall prevail. This procedure is subject to Board of Trustees policies, Title 5 of the California Administrative Code, the California Education Code, the Unit 3 CBA, and other applicable State and Federal laws.
- B. Lecturer Faculty shall present the relevant evidence in each category (or area) of performance of their appointment. Each level of review is responsible for evaluating the quality and significance of all evidence presented.
- C. Every evaluator, at all levels of review, shall read the Lecturer's WPAF.
- D. In the evaluation of teaching performance, Student Evaluations of Instruction shall not constitute the sole evidence of teaching quality.
- E. The Lecturer shall have access to their WPAF at all reasonable times except when the WPAF is undergoing review.
- F. Maintaining confidentiality is an extremely serious obligation on the part of reviewers. Lecturers who believe that confidentiality has been broken may pursue relief under the CBA (CBA 10).
- G. The issuance of a three-year appointment shall be determined by the appropriate administrator based on the contents of the Lecturer's PAF and any materials generated for use in any given evaluation cycle. Where the appropriate administrator determines that a Lecturer has not performed their duties in a satisfactory manner, then the reasons for their determination shall be reduced to writing and placed in the PAF (CBA 15).

WPAF Required Items Checklist for Lecturers with Teaching Duties

Faculty initials	Item
	Completed Checklist (initialed, signed, and dated by review candidate)
	Index of materials
	Current Curriculum Vitae
	A list of all courses taught in the department or equivalent
	One representative syllabus for each course taught during the evaluation cycle
	The complete university-prepared report of the Student Evaluations of Instruction for all courses evaluated in accordance with the CBA during the evaluation cycle
	A self-assessment or reflection with respect to the duties of the appointment for the evaluation cycle
	Course materials such as sample lesson plans, assessments of student learning outcomes, assignments, and examples of student work, pertaining to the evaluation cycle
	Materials required in accordance with approved college/division and/or department/program or equivalent criteria
	Copies of all prior periodic evaluations with responses/rebuttals (if any)
	A copy of the relevant university procedure, and all college /division, and department /program Lecturer evaluation criteria
	<i>Optional:</i> Any other evidence relevant to the duties of the appointment
	<i>Optional:</i> Evidence of scholarship, professional development, creative activities, and/or service to the campus, the community and/or the profession, whether or not these are required by the appointment.
	<i>Optional:</i> Peer input from the period being evaluated.

I verify that all items are included in the file:

Signature

Date

EXHIBIT II**WPAF Required Items Checklist for Librarians, Counselors and
Lecturers whose Primary Duties are not Teaching**

Faculty initials	Item
	Completed Checklist (initialed, signed, and dated by review candidate)
	Index of materials
	Job Description or Assignment of Responsibility
	Current Curriculum Vitae
	A self-assessment or reflection with respect to the duties of the appointment for the evaluation cycle
	Materials required in accordance with approved college/division and/or department/program or equivalent criteria
	Copies of all prior periodic evaluations with responses/rebuttals (if any)
	A copy of the relevant university procedure, and all college /division, and department /program Lecturer evaluation criteria
	<i>Optional:</i> Any other evidence relevant to the duties of the appointment
	<i>Optional:</i> Evidence of scholarship, professional development, creative activities, and/or service to the campus, the community and/or the profession, whether or not these are required by the appointment.
	<i>Optional:</i> Peer input from the period being evaluated.

I verify that all items are included in the file:

Signature

Date

Changes since First Reading	Approved by FAC
Location changed to Dean's Office	Feedback from Deans' offices

Timetable for Lecturers on Fall One-Semester Appointments⁴

Action	Calendar Days	Due Date
Fall Semester Evaluations		
WPAF turned in to Department Chair or Director's Dean's Office by Lecturer	1	TBD for Fall 2013
Chair to review for completeness and notify Lecturer of lacking materials (copying Dean's Office)	10	TBD for Fall 2013
Lecturer adds requested material	10	TBD for Fall 2013
Chair review period, including summaries of Fall Student Evaluations of Teaching College/division sends Chair evaluation to Lecturer	30	TBD for Fall 2013
Lecturer's optional response/rebuttal period	10	TBD for Fall 2013

Timetable for Lecturers on Spring One-Semester Appointments or Part-time One-Year Appointments¹

Spring Semester Evaluations		
WPAF turned in to Department Chair or Director's Dean's Office by Lecturer	1	April 30, 2013 (Tues.)
Chair to review for completeness and notify Lecturer of lacking materials (copying Dean's Office)	10	May 10, 2013 (Fri.)
Lecturer adds requested materials	10	May 20, 2013 (Mon.)
Chair review period, including summaries of Spring Student Evaluations of Teaching College/division sends Chair evaluation to Lecturer	30	June 19, 2013 (Wed.)
Lecturer's optional response/rebuttal period	10	July 1, 2013 (Mon.)

Timetable for Lecturers with Full-time One-Year Appointments, Eligible for an Initial Three-Year Appointment or in Year Three of a Three-Year Appointment¹

Action	Calendar Days	Due Date
WPAF turned in to Dean's Office by Lecturer	1	March 22, 2013 (Fri.)
PRC to review for completeness and notify Lecturer of lacking materials (copying Dean's Office)	5	March 27, 2013 (Wed.)
Lecturer adds requested material	7	April 3, 2013 (Wed.)
PRC review period College/division sends PRC evaluation to Lecturer	20	April 23, 2013 (Tues.)
Lecturer's optional response/rebuttal period	10	May 3, 2013 (Fri.)
Dean/Associate Dean review period College/division sends Dean's/Associate Dean's evaluation to Lecturer	20	May 23, 2013 (Thurs.)
Lecturer's optional response/rebuttal period	10	June 3, 2013 (Mon.)

⁴ If an extension of time is necessary, a request shall be made to the appropriate administrator. It may only be granted for a reasonable period of time.

FAC: Department Chair Selection Policy & Procedure

Rationale: In Spring 2012, the Academic Senate approved an interim policy to incorporate Lecturer faculty input in the department chair selection process, in compliance with Lecturer faculty rights as per the CBA. Some in Senate voiced concerns that lecturer input might contradict that of tenure-line faculty -- that in units with a large number of lecturer faculty, the tenure-line faculty might be "outvoted" by lecturer faculty. During the Fall 2012 semester, the FAC consulted with affected university units to ascertain the extent to which such concerns were borne out in the Spring 2012 Chair recommendation process.

The FAC inquiry found no such instances – rather, in all of the department chair recommendation processes in CHABSS, CSM, and CoBA, there was only one nominee for each department chair opening, and in no case was there any disparity between tenure-line versus lecturer faculty recommendations regarding these uncontested nominations. FAC also found substantial variation in procedures used to tabulate votes, and strongly recommends that units confer to streamline the running of the recommendation process. FAC emphasizes the importance of maintaining confidentiality of the votes.

This process is an opportunity for individual, eligible faculty to nominate, recommend or not recommend faculty for department chair, and then have the (confidential) tabulated results inform the decision of the President or designee, who exercises sole authority to appoint department chairs per the CBA.

Definition: A procedure regarding the process for selecting recommendations for department chair.

Authority: President of the University.

Scope: Departments within Academic Affairs.

I. Policy on the Selection of Department Chairs

A. Eligibility

Any full-time probationary or tenured faculty member is eligible to serve as a department chair.

B. Nomination Process

1. Nominations shall be open for a minimum of one week.
2. Potential candidates may self-nominate or be nominated by Lecturer or tenure –track faculty in the department.
3. Permission shall be given by the nominee(s) before a name is placed on the ballot.
4. Nominations shall be collected by the Dean's office.

C. Eligible voters

1. All tenure-track faculty are eligible to vote for nominated candidates.
2. All Lecturer faculty with a minimum of 2 semesters of employment in the department are eligible to vote for nominated candidates.
3. In the academic year in which the nominating process occurs, 1) tenure-track faculty shall have a full vote; 2) Lecturer faculty votes shall be proportionate to the entitlement time-base for contracted Lecturer faculty and rounded to the nearest whole number.
4. Faculty with split appointments will be entitled to vote in both departments in accordance with C.1 to C.3 above.

II. Procedure for Selection of Department Chairs

A. Ballot Preparation and Recommendation Process

1. The voting shall take place during the last year of the incumbent's term.
2. The Dean's office shall prepare the electronic ballots.
3. The ballot shall contain the names of one or more nominees.
4. The Dean's office will oversee the voting.

B. Selection of candidate to be recommended

1. The Dean's office will prepare separate electronic ballots for tenure track faculty, with tenure-track faculty entitled to a full vote, and lecturer faculty entitled to votes as defined in C above.

- 61 2. Ballots will have each nominee's name and instructions to select "Recommend," "Do Not Recommend," or
62 "Abstain" for each name.
- 63 3. The electronic voting period will be one week.
- 64 4. The Dean's office will count the ballots and report the tenure track and lecturer votes separately to the Dean.
- 65 5. When selecting the chair, the President's designee will take into consideration the total
66 "Recommend" votes cast by the department.
67