

## Summary of the CBA's New Lecturer Evaluation Requirements

### What Changed?

- 1. The new CBA increases the use of PRCs and appropriate administrators in the evaluation process.**

Old CBA	New CBA
Full-time lecturers appointed for two or more semesters were evaluated by PRCs and appropriate administrators.	No change
Part-time lecturers appointed for two or more semesters were evaluated by Department Chairs or appropriate administrators.	Part-time lecturers eligible for initial three-year appointments or subsequent three-year appointments are evaluated by PRCs and appropriate administrators. (CBA 15.28 and 15.29).

- 2. The new CBA requires PRC's to use "satisfactory or unsatisfactory" ratings for three-year appointments.**

Old CBA	New CBA
No specific requirement that an evaluation include the rating "satisfactory or unsatisfactory."	Evaluations of lecturers eligible for initial or subsequent three-year appointments "shall rate the temporary faculty unit employee as either satisfactory or unsatisfactory." (CBA 15.28).

- 3. The new CBA adds a separate determination for part-time lecturers by an appropriate administrator for the purpose of three-year appointments.**

Old CBA	New CBA
No separate review by an appropriate administrator for part-time three-year appointments.	A separate review by an appropriate administrator is required for both PT and FT lecturers eligible for initial and subsequent three-year appointments. An appropriate administrator is required to determine from the contents of the PAF if a lecturer, whether PT or FT, has "performed in a satisfactory manner in carrying out the duties of his/her position" before an initial three-year appointment is issued, and before reappointment to a subsequent three-year appointment. If the lecturer did perform in a satisfactory manner and absent documented serious conduct problems, the appointment must be issued (unless there is insufficient work in the case of reappointment). (CBA 15.28, 15.29, 12.12 and 12.13).

- 4. The new CBA sets specific timing requirements for evaluation of lecturers eligible for initial three-year appointments (evaluation must occur in the AY preceding issuance of the appointment) or reappointment to a subsequent three-year appointment (evaluation must occur in the third year of appointment).**

Old CBA	New CBA
Lecturers eligible for their first three-year appointment did not have separate evaluation requirements; timing was determined by College policies or procedures.	During the academic year prior to issuance of an initial three-year appointment, a lecturer must be evaluated by a PRC and appropriate administrator and a separate determination by an appropriate administrator must occur. (CBA 15.28).
Lecturers holding three-year appointments were required to be evaluated at least once; the timing was determined by the College policies or procedures.	During the third year of appointment, a lecturer must be evaluated by a PRC and an appropriate administrator and a separate determination by an appropriate administrator must occur. (CBA 15.29).

## What Stayed the Same?

1. Part-time Lecturers with one-year appointments who are not eligible for three-year appointments will still be evaluated by their Department Chair or appropriate administrator. (CBA 15.24).
2. Lecturers with semester appointments will still be evaluated at the discretion of the department chair, appropriate administrator, or the department or equivalent unit. The employee may request that an evaluation be performed. (CBA 15.25).
3. Although the new CBA requires evaluation in certain years for lecturers with three-year appointments (see above), it is still possible for them to be evaluated more frequently, either at their own request or at the request of the President/designee. (CBA 15.26).

## New CBA Articles

### CBA Article 15.28

Temporary faculty unit employees eligible for a three-year appointment pursuant to provision 12.12 shall be evaluated in the academic year preceding the issuance of a three-year appointment. This evaluation shall include student evaluations of teaching performance for those with teaching duties, peer review by a committee of the department or equivalent unit as defined in provision 15.2, and evaluations by appropriate administrators. The evaluation shall rate the temporary faculty unit employee as either satisfactory or unsatisfactory. Satisfactory ratings may include narrative comments including constructive suggestions for development. This periodic evaluation shall consider the faculty unit employee's cumulative work performance during the entire qualifying period for the three-year appointment. 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 Article 15.29

Temporary faculty unit employees holding a three-year appointment pursuant to provision 12.13 shall be evaluated in the third year of the appointment. This evaluation shall include student evaluations of teaching performance for those with teaching duties, peer review by a committee of the department or equivalent unit as defined in provision 15.2, and evaluations by appropriate administrators. The evaluation shall rate the temporary faculty unit employee as either satisfactory or unsatisfactory. Satisfactory ratings may include narrative comments including constructive suggestions for development. This periodic evaluation shall consider the employee's cumulative work performance during the entire three-year appointment. 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.

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- ❖ The CBA is available at: [http://www.calstate.edu/LaborRel/Contracts\\_HTML/CFA\\_CONTRACT/2012-2014/](http://www.calstate.edu/LaborRel/Contracts_HTML/CFA_CONTRACT/2012-2014/)
  - ❖ A summary of changes is available at: [http://www.calstate.edu/pa/documents/CSU\\_CFA\\_tentative\\_agreement.pdf](http://www.calstate.edu/pa/documents/CSU_CFA_tentative_agreement.pdf).



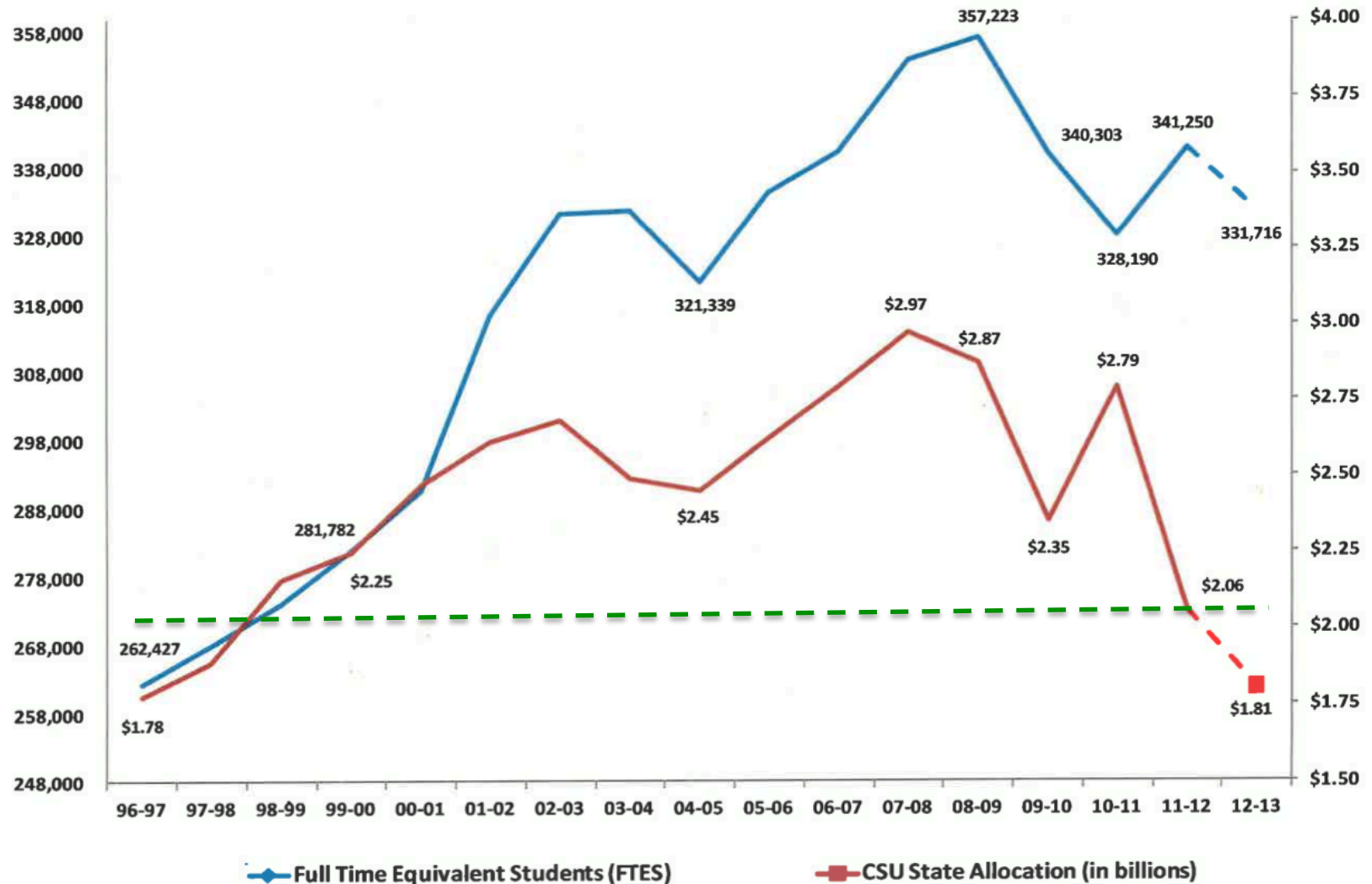
# ACADEMIC EXCELLENCE AND STUDENT SUCCESS FEE

Academic Senate Presentation – 12/05/2012



California State University  
SAN MARCOS

# Budget History





# CAMPUS BUDGET

- Since 2007-08, the State appropriation to CSUSM has been cut by \$20.9 million (about 20%).
- The number of students at CSUSM is up by approximately 20% since 2007-08.





# WHY AN ACADEMIC EXCELLENCE & STUDENT SUCCESS FEE?

To preserve our student-centered mission, vision, and values.

To support student learning and engagement.

To ensure that students graduate in a timely manner and with the tools to be successful in their chosen careers.



# HOW MIGHT AN ACADEMIC EXCELLENCE AND STUDENT SUCCESS FEE BE USED?

- Course sections
- Advising
- Academic support
- Student life and recreational opportunities

## EXAMPLE: SUPPLEMENTAL INSTRUCTION PROGRAM

- Organic Chemistry pass rate goes from 63% to 90% for SI students.
- Average pass rates for students in SI programs is 10 percentage points higher (75%) than for those not in SI (65%).
- Funding to the SI project has been under severe strain due to budget reductions.





# AMOUNT OF THE PROPOSED FEE

**2013/2014**

\$175

**2014/2015**

\$225

**2015/2016**

\$275



# FEE APPROVAL PROCESS

- EO 1054 describes the process that must be followed.
- President approves the use of alternate consultation.
- Notification to SFAC (11/1/2012).
- “Efforts should be made to include students from many aspects of campus life... and student leadership. “
- “Must solicit input from a representative sample of the student body.”
- “Results of the alternative consultation process should be summarized and put in writing and used as additional advisory material .... by SFAC.”



# CONSULTATION PROCESS

- Hold open forums.
- Convene focus groups.
- Provide a website to provide FAQ pages and collect feedback.
- Disseminate information via ***The Cougar Chronicle*** or other publications (information leaflet, etc.)
- Engage in a conversations with student leadership, ASI and others.



# TIMELINE

- August 2012 – President approves the use of alternate consultation.
- September 2012 – Task force formed
- November through December 2012
  - Notification to Student Fee Advisory Committee (SFAC) (11/1/12)
  - ASI presentation (11/9/12)
  - Student Affairs Leadership Team (SALT) presentation (11/14/12)
  - Academic Senate presentation (12/5/12)
- January through March 2013 - broad communication with the campus community
  - Seek feedback from campus community
- March 2013
  - Present report/recommendations to SFAC
- April 2013
  - SFAC makes its recommendation to President Haynes





# THANK YOU FOR YOUR TIME

Any questions or comments?



**Resolution Honoring the Contributions of our Distinguished Senator, Union Leader, Faculty  
Member in Sociology, and Colleague  
Donald C. Barrett**

WHEREAS, Dr. Donald C. Barrett eventually chose to use his powers with statistics for good rather than to take over the world and joined the faculty of California State University San Marcos in 1996; and

WHEREAS, In his capacity as periodic Parliamentarian of the Academic Senate, Don Barrett taught us all the difference between waiving and suspending rules, along with many other finer points of Robert's (aka Bobby's) Rules; and

WHEREAS, Don Barrett has served us all well as a member of our California Faculty Association leadership, including 4 years as President of the Executive Board, becoming an expert at prodding us to action while reminding us that we enjoy an unusually reasonable academic administration here at CSUSM; and

WHEREAS, Don Barrett helped to assure continued collegial relations between the faculty and administration by always providing a heads up to administration, while ALWAYS asking those hard questions; and

WHEREAS, Don has served as a leader on campus and in his profession as an advocate for the LGBT community on issues of equity and social justice; and

WHEREAS, Don has displayed quite a knack for building collegiality in a contentious environment, such as with the debate over bringing ROTC to campus; and

WHEREAS, Don served as the director of the satellite campus at Southwest Riverside County and director of the Social Sciences program; and

WHEREAS, Don has sustained an active research agenda, dissemination of his scholarly work, and service to his discipline throughout his career; now, therefore, be it

RESOLVED, That the Academic Senate of CSUSM recognize Dr. Donald C. Barrett for his years of service to the Senate and the campus; and be it

RESOLVED, That the Academic Senate of CSUSM thank him and salute his many accomplishments on this campus and beyond; and be it further

RESOLVED, That the Academic Senate of CSUSM wish its friend and colleague, Don Barrett, all the best as he embarks on his well-earned retirement from CSUSM, including many nights of Saturday Night Fever on the dance floor.