

FAC Annual Report 2022-23

The members of the Faculty Affairs Committee this year were Nicole Dabbs (CNS), Donna Garcia (CSBS), Young Suk Hwang (COE) Kathie Pelletier (JHBCBPA), Matthew Poole (CAL), Kevin Grisham (administrative representative), and Karen Kolehmainen (chair). We met weekly throughout the year.

The following is a summary of the policy revisions that we brought forward to the senate this year. All of them were passed by the senate.

1. FAM 651.3, Policy on Review of Academic Deans. Our revision:

- puts more emphasis on promoting diversity, equity, and inclusion in the criteria for evaluation.
- adds external relationships to the areas of evaluation.
- allows the review committee to identify additional constituencies to survey or contact beyond those identified by the Dean.
- allows the Faculty Senate chair to convene the first meeting of the review committee.
- makes it explicit that any of the faculty, staff, or student representatives on the review committee may come from either the San Bernardino campus or the Palm Desert campus.
- specifies that the student representative is chosen by ASI.

2. FAM 035.4, Exceptional Service to Students Awards (formerly known as CEAT). Our revision:

- clarifies that lecturers are eligible.
- changes the elected selection committee members to two-year staggered terms.
- changes the timeline so that awards are made in the spring for the next year.

3. FAM 652.1, RPT Policy. Our revision:

- allows FERPing faculty to serve on the College and University Evaluation Committees.

4. FAM 640.5, Hiring of Academic Affairs Central Administrators. Our revision:

- replaces colleges by constituent units in the constituencies that elect search committee members, thus allowing librarians and counselors to serve.

5. FAM 035.3, Awards Policy. Our revision:

- makes librarians, counselors, and coaches eligible for the Award for Outstanding Research, Scholarly and Creative Activities and the Award for Outstanding Service.

6. FAM 652.2, Lecturer Evaluation. Our revision:

- clarifies that the final appointment decision is based on a rating of satisfactory (as per the CBA), not some other criterion.
- clarifies that the final appointment decision is made at the departmental level for all lecturers except three-year appointments.
- allows lecturers being considered for three-year appointments and re-appointments to rebut the Dean's evaluation.
- adds a final review and decision by the Provost for three-year appointments in cases where

the departmental review is positive and the Dean's evaluation is negative.

- allows the Honors Program to evaluate their own lecturers.
- clarifies where files are kept.
- clarifies procedures for lecturers with joint appointments.
- measures timelines from the beginning of the term (not the end).
- clarifies the procedure and timeline for moving the file through the evaluation process.

We approved a revision of the RPT guidelines for the Department of Kinesiology, which were then passed by the senate.

We also wrote a new policy on the effects of interruptive circumstances, such as pandemics, earthquakes, fires, and floods, on faculty evaluation and RPT. It is deliberately vague since the circumstances could vary so much, but the policy points out some of the possible effects on teaching, research, and service, and urges evaluators to take these into consideration. This policy was based on similar provisions in the RPT guidelines for the departments of English and Kinesiology. It was also approved by the senate.

We are working on revisions of the tenure-line faculty hiring policy and the lecturer hiring policy, as well as proposed new policies on the selection of associate and assistant deans, hiring of librarians, and review of the library dean. The 2023-24 FAC will continue work on these.