

# SCSU Faculty Senate

## Rules Committee Meeting Minutes

**Date:** Wednesday, October 7, 2020

**Time:** 1:00 PM

**Attendees:** Barb Cook, Maria Diamantis, Robert Gregory (chair), Matt Miller, Troy Paddock, & Jeff Webb

**Topic/Charge for the Meeting:** Reexamine various promotion and tenure items submitted to the Faculty Senate for consideration during the Fall 2019 and Spring 2020 semesters. While the Rules Committee performed this task last spring, the chair wanted to reexamine these issues for the benefit of and to seek the opinions of the three new members of the Rules Committee.

### Agenda items:

1. Promotion & Tenure issue #1: Eligibility to serve on the Promotion & Tenure Committee
  - Currently, the eligibility criteria is: “Any faculty member shall be eligible to serve on the Committee provided he or she is tenured, has the rank of Associate or above (or the equivalent for library faculty and counseling faculty), and has completed a minimum of six years on the faculty at a college or university, at least three of which must be at Southern Connecticut State University.”
  - An individual with less than six years on the faculty at Southern wanted to serve on the Promotion & Tenure Committee; this individual made the argument that “tenure and promotion were received based on comparable standards” and this should meet the ‘a minimum of six years on the faculty at a college or university’ criterion. [Note: The “Credentials and/or experience substantially comparable to” provision in the Faculty Senate Promotion and Tenure Procedures document only applies to promotion and not tenure.]
  - The members of the Rules Committee recommend that the wording be changed to: “Any full-time faculty member, tenured at the rank of Associate or above (or the equivalent for library faculty and counseling faculty), and has completed a minimum of three years on the faculty at Southern Connecticut State University shall be eligible to serve on the Committee.”
2. Promotion & Tenure issue #6a: Parallel language and increased clarity of the policies/procedures for classroom visits in the faculty evaluation documents.

#### Parallel language

- The members of the Rules Committee recommend that the language regarding classroom visits (i.e., “Peer review through observation of load credit activity shall be a part of the [DEC] evaluations.”) be standardized so that the Promotion & Tenure and Renewal documents have identical language.

#### Increased clarity

- The members of the Rules Committee recommend that the language used in section 4.11.7 of the CBA be adopted in the Promotion & Tenure and Renewal documents: “In making its peer evaluations for renewal, promotion, and tenure the DEC shall consider all materials supplied by the candidate and may solicit additional information pertinent to the categories of evaluation. Peer review through observation of load credit activity should normally be a part of evaluations, especially in pre-tenure evaluations. For full-time members who are engaged in classroom teaching, the DEC shall obtain and use the data from a written student survey instrument. For full-time members who are engaged in other duties or have assignments in more than one department, the DEC shall seek and use appropriate information relating to all elements of the member’s duties.”
- The chair of the Promotion & Tenure Committee (M. Diamantis) recommends that departments establish their own guidelines for classroom observation policies and include these in a candidate’s Promotion and/or Tenure or Renewal files.

Meeting adjourned at 2:10 PM.

Minutes prepared and respectfully submitted by Robert Gregory, SCSU Faculty Senate Rules Committee Chair