

# SCSU Faculty Senate First-Year Renewal Workshop



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# Precepts

1. Shared governance



2. Assessments based on measurement of academic & professional excellence

3. Safeguarding of faculty rights

# Probationary appointment

- Full-time employment prior to acquisition of tenure
- Annual renewal
- Probationary period not to exceed six years

# Criteria

- Academic excellence in order of weighting



1. **Teaching or professional competence** (load credit or equivalent, e.g., advising, chairing dept., conducting research under RRT, etc.)
2. **Creative activity**, e.g., delivering of papers at professional conferences, production/performance of artistic work, research, study, publication
3. **Productive service** – meetings, department, school, university committees, advising of students
4. **Professional attendance and participation** – conference, workshops, professional memberships and service, activity in the community reflective of professional expertise
5. **Years in rank**
6. **Record of disciplinary action**

# Evaluators

1. Department Evaluation Committee (DEC) or Counseling Faculty Evaluation Committee (CFEC); (hereafter referred to as DEC)
2. Department Chair
3. Dean
4. Provost



# Recommendation levels used by all evaluators

- Very strongly recommend
- Strongly recommend
- Recommend
- Recommend with some reservation
- Do not recommend



**I Strongly  
Recommend**

# General information

- Renewal is a written evaluation of performance by all evaluators using the same criteria and same recommendation levels
- Occurs during second semester
- Include supporting materials and content pertinent to all criteria, such as:
  - Titles of courses taught (with load credits) and other load credit activities
  - Written student opinion surveys required
- Access always granted to evaluators at 12:00am and removed at 11:59pm
- You always have access to the file
- Only you may add or remove material from the file.

# DEC

- Upload your file on 1/20/21 by 11:59pm; DEC given access on 1/21/21 at 12:00 am
- You may request personal meeting with DEC prior to issuing of written evaluation
- DEC may solicit additional information based on categories; this info must be made available to you
- Peer review of teaching through class observation useful
- DEC provides written evaluation to you by 1/25/21
- You have 4 days to upload the DEC's evaluation.
- Optional - You have 4 days to upload a written response to the DEC's evaluation.





# Department Chair

- Chair given access on 1/30/21
- Reviews file which now contains materials from DEC
- Provides written evaluation to you by 2/5/21
- You have 4 days to upload the Chair's evaluation.
- Optional - You have 4 days to upload a written response to the Chair's evaluation.



# Dean & Provost



- Dean given access on 2/10/21
  - Similar procedure to DEC and Chair with addition of reviewing all prior materials
  - Provides written evaluation to you by 2/19/21
  - You have 4 days to upload the Dean's evaluation.
  - Optional - You have 4 days to upload a written response to the Dean's evaluation.
- Provost given access on 2/24/21
  - Makes final recommendation in consultation with the President and informs you by 3/1/21

# Evaluation of part-time faculty

- Must be specified in Department's bylaws
- May consist of observations, use of student opinion surveys, or other



# Grievance

- Any faculty member may initiate a grievance as specified in the Collective Bargaining Agreement (CBA)



# What is Senate?



1. Representative body of instructional faculty
2. Includes professors, coaches, counselors, and librarians
3. Through Senate, faculty participate in governance and decision-making of University
4. Mandate from Collective Bargaining Agreement (CBA)
5. Representatives elected by departments; includes FT and PT

# Some tasks of Senate

- All academic priorities
- Travel funds
- How to select department chairs
- Workshops for new faculty members
- Sponsors symposia
- Promotion & tenure
- Grade appeals
- Sabbatical leave

*The Faculty Senate has as its goal a University community that promotes to the fullest the free transmission of knowledge and pursuit of truth.*



# Autonomous standing committees of Senate

- UCF
- Graduate Council



# Funding Opportunities for Faculty

- Faculty Creative Activity Research Grants Fund
- CSU Research Grants
- PIP – Proposal Incentive Program
- Research Reassigned Time





# Sabbatical Leave

- Educational leave
- Scholarly and creative endeavors
- Completion of six years of full-time service
- Length – one or two semesters

