

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 1/26/21 by 11:59pm; DEC given access on 1/27/21 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 2/1/21
- 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 2/6/21
- Reviews file which now contains materials from DEC
- Provides written evaluation to you by 2/10/21
- 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 2/15/21
 - 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

