

# Proposed Changes to FAM 652.4



The Faculty Senate Faculty Affairs Committee

# General Comments

- Align FAM with the CBA.
- FAM's were vetted by the FAC and EC and consensus achieved.
- Review: FAM 652.4 (FAM 300) and FAM 820 (FAM 320) proposed changes

Dear Optimist, Pessimist,  
and Realist,

While you guys were busy  
arguing about the glass  
of water, I drank it.

Sincerely,  
the Opportunist

# FAM 652 (FAM 300)

## Page 10 Lines 10-39

- 4. a. – Consistent with CBA
  - Subsections (SS) i – iii defines courses that are exceptions to use of SOTE
  - SS iv continues a CSUSB policy for first year faculty
- 4. b. Exempt courses should use alternative SOTE forms

# FAM 652 (FAM 300)

## Page 10 Lines 10-39

- 4. c. Policy waiver for those judged as “excellent teachers that are above expectations in teaching”
  - SOTE 50% of representative classes
  - Time frame for the joint decision on courses to SOTE no later than the 4<sup>th</sup> week
  - Procedure to address disagreements on courses to SOTE-
- 4. d. Auditor of the 50% policy

# FAM 652 (FAM 300)

## Page 11 Lines 35-38

- SOTE e-storage
- Actual SOTE member
- Faculty member to retain SOTE for her/his file

# FAM 652 (FAM 300)

## Page 13 Lines 34-37

- SOTE e-storage
- Actual SOTE member
- Faculty member to retain SOTE for her/his file

# FAM 652 (FAM 300)

## Page 20 Lines 14-18

- A statement about periodic evaluation time schedule for 3-year temporary faculty members. The change is consistent with the CBA.



# FAM 652 (FAM 300)

## Page 31 Lines 25, 32, & 34

- Deletion of the word “Full” for more parsimonious language

# FAM 652 (FAM 300)

Page 38 Lines 29 – 48 & Page 39 Lines 1-2

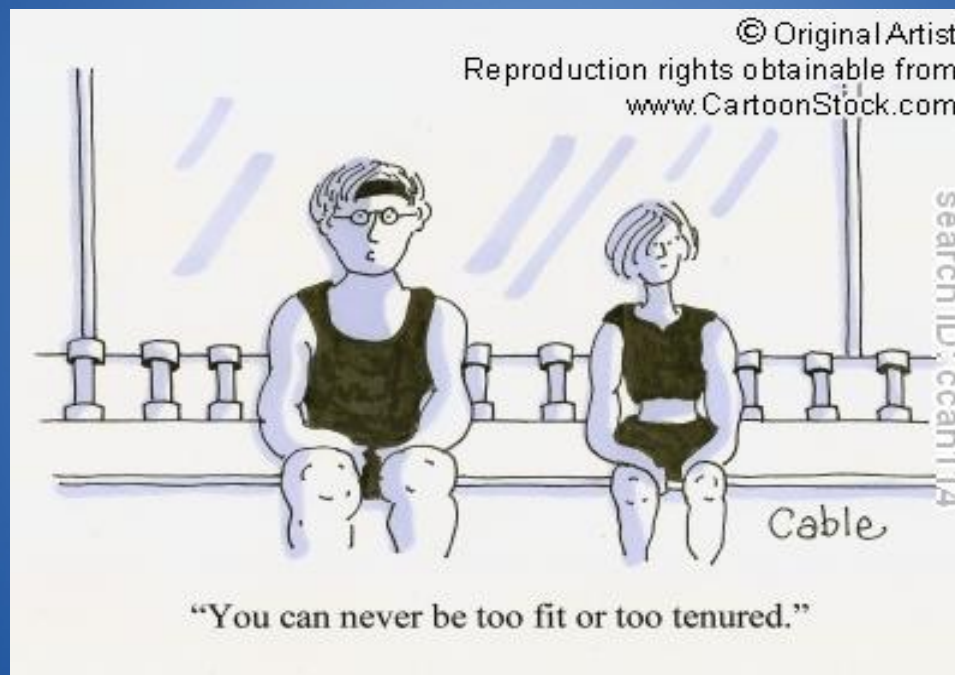
- Section II, Part:
- A - Time schedule for Periodic evaluation
- B – FERP faculty may serve on DEC\*
- C – FERP evaluation conditions
- D – Protocol for handling periodic evaluations when number of faculty due for review exceeds 25%

# FAM 652 (FAM 300)

## Page 39 Lines 25-37

- Part F, #4 – language change:  
“opportunities for improvement.”
- Identify teaching effectiveness as excellent or above expectations in periodic evaluation.
- Part G, Auditor of the 50% policy

# Fitness & Tenure



# Update

- Page 10
  - Lines 18-20 – “These shall not appear in the WPAF unless requested by the faculty member.”
  - Lines 22-24 - Faculty members teaching courses with field experiences, thesis research, independent project/study, internships, distance learning through interactive televised video; recitations, and, team-taught courses are encouraged to use alternate evaluation instruments.

# Update (continued)

- Page 10 lines 37-39
  - The College Dean or her/his designee will maintain a record of the faculty members that qualify for the condition to survey at least 50% of the classes they teach in accordance with Chapter 1, Part II Evaluation, Section D, Number 4. C.

# Update (continued)

- Page 14 lines 2-4 Delete
- Page 38 lines 30-32 replace to read:
  - Such periodic evaluations shall be conducted jointly by the DEC and the Chair.
- Page 39 lines 30-31
  - The report shall make note of whether or not the faculty member is considered to be excellent or above expectations with respect to teaching effectiveness

# Recommendations

- Support the first reading of the document with the updated changes.
- FAC will review proposed statements as per the updated comments.
- Recommendations will be presented at the next FS meeting for a second reading.



# Thank you