Proposed Changes to FAM 652.4
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
• 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
• 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\textsuperscript{th} week
  – Procedure to address disagreements on courses to SOTE-

• 4. d. Auditor of the 50% policy
• SOTE e-storage

• Actual SOTE member

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

• Actual SOTE member

• Faculty member to retain SOTE for her/his file
• A statement about periodic evaluation time schedule for 3-year temporary faculty members. The change is consistent with the CBA.
Deletion of the word “Full” for more parsimonious language
• 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%
• 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

“You can never be too fit or too tenured.”
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.
• 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.
• 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