

2019-2020 Year-End Committee Report Form

Committee: Professional Standards

Chair: Kenneth Peter	Chair-Elect for 2020-2021: Kenneth Peter 45562 0119
Number of Meeting held: 19	(Please include phone/zip/email if available)

Items of Business Completed 2019/2020

1. Revised Late Add Guidelines
2. Studied RTP Implementation and issued major report on improving it
3. Research and reissued the archaic but still valid “Banked Time” policy
4. Passed a temporary SOTE exclusion amendment ~~during~~ during the COVID pandemic.
5. Assisted the Provost in crafting a memo to guide Faculty Evaluation during COVID
6. Passed a policy recommendation to enable title changes related to the Faculty Affairs reorganization.
7. Rescinded an obsolete policy on evaluation of Unit 4 faculty

Unfinished Business Items from 2019/2020

1. Revision of Lecturer Policy
- 2.
- 3.

New Business Items for 2020/2021

- 1.

2.

3.

Please return to the Office of the Academic Senate (ADM 176/0024) by June 16, 2020.

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C. Lee requested brief proposal for type amount of data needed for review as he will need to figure out administrative needs for collecting such data

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% S15-7 (5.4.5.1)The AVP for Faculty Affairs consultation with the Professional Standards Committee shall produce and maintain a format guide for the dossier. Before implementation, the format must be approved by the AVP for Faculty Affairs, the Professional Standards Committee, and by the University RTP Committee. The guide will specify the organizational structure of the dossier, will summarize all required materials, will specify its format, the length and types of appropriate documentation, required statements or narratives by the candidate, and any other required characteristics.

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iii. PS agreed that there should be clarity in the instructions, stating that a 2000 word limit is suggested and including a brief description of the purpose of the statement/narrative to give the reader some direction

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8. AY 2018-2019 RTP Policy Implementation

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- a) The inquiry regarding F70 as "Banked Time" was sent and comments were dribbling in, so far favorable.
 - b) The inquiry regarding F85 as was not sent since the policy was covered by CBA (Joanne Wright indicated that it was a violation of the CBA). The information on the website does not apply.
 - c) An inquiry has been sent outlining several options for RTP structure for the College of Professional and Graduate Education and asking for advice from those faculty by the end of the semester.

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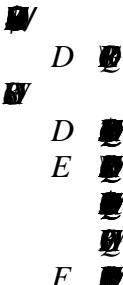
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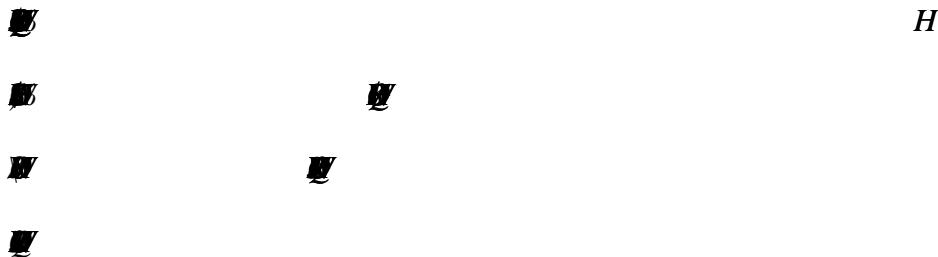
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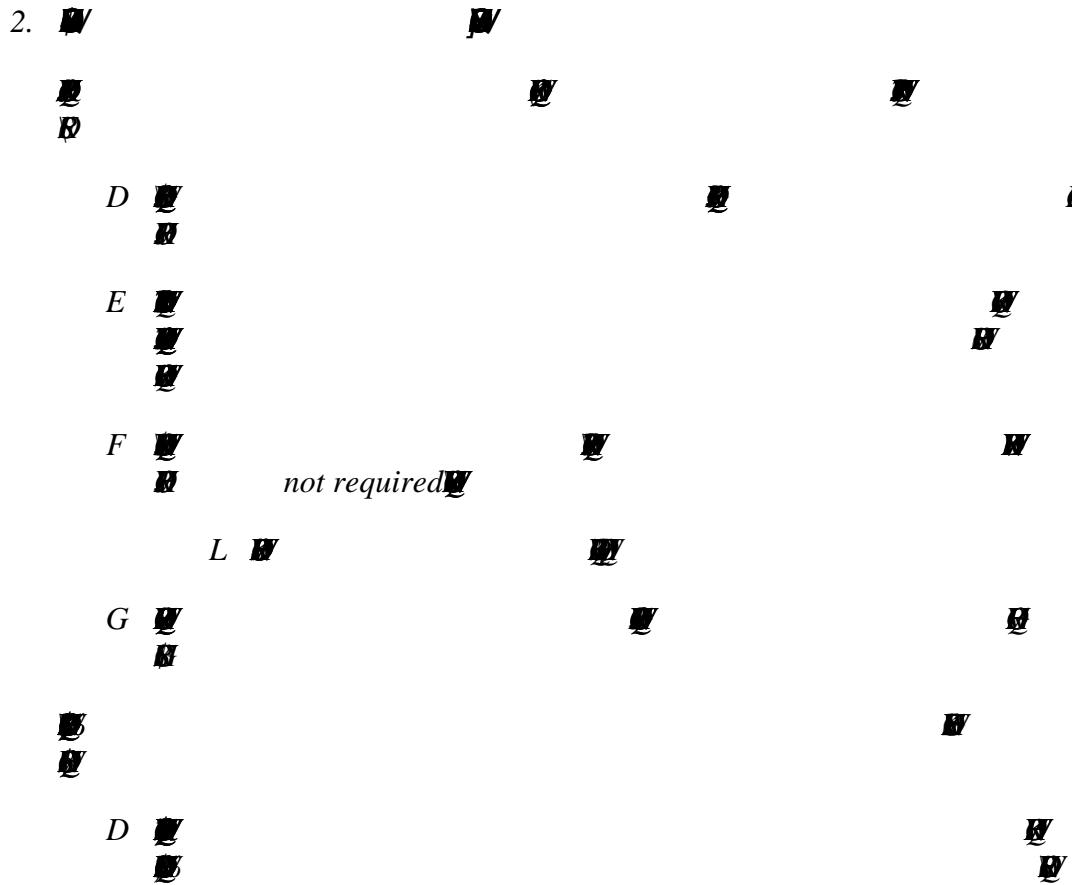












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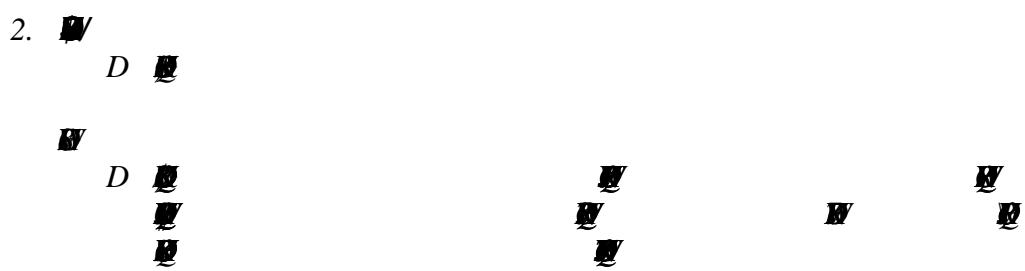
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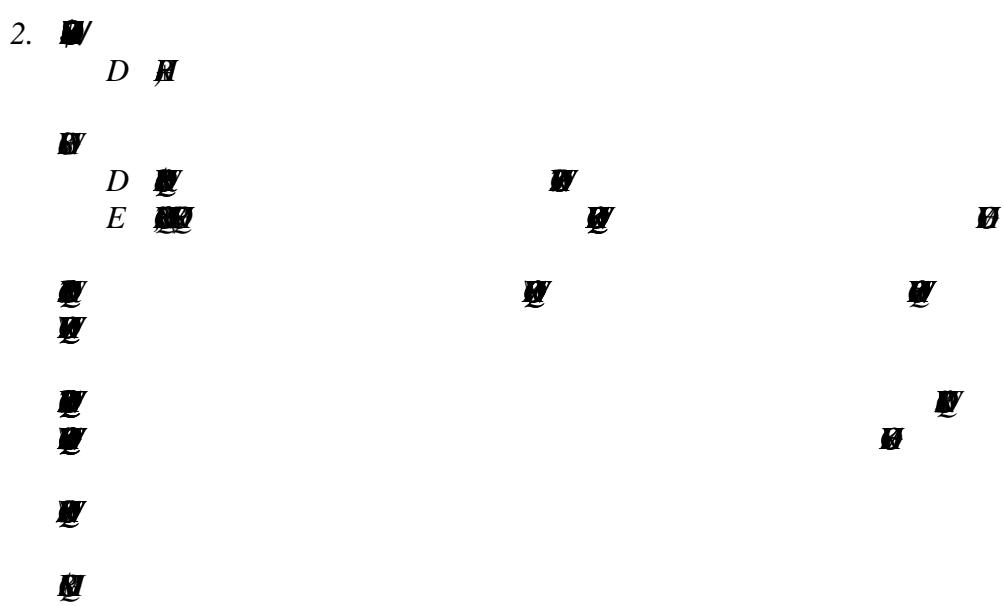
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FDQGLGDWW 7KHDP ELJXW/LQWHDQW/HQMQFHGRH/QRM/SOHDOP LVWQKRZ
P DQ P DMUDQHP D EHVEP LWWS

Y & XWHQW\ LVWGLFXWLRQ 7KH DUHP RUHGHOLQGDQG BQJ HUWDQD
UHXP H' LVGDYDQW\ HLVWDWRUSHRSQWWDGR QRWDYH&9 ¶VLP LJW
GLWDXDGLQGLGXDDURP DSSOLQJ I RUUDQHHWDYDARQ RUI RUSHURQWDW
KDYHQHYHUQHGHWHP GHWRQRQHGRH &9 ¶VLPQRXWGHFDUHW

YL ' LVFXWHGWHLP SDFWRI WHYHUEDJHVWDWGDURXQG³ Z RUGV VR
P DHVXUHWWDWUHHLV DQXQGHUWDQG WDWHHP DMUDOKRXGEHFRQFLH
LQFOXGLQJ H DP SOHDQGHM GHQFHR SURHWRQDQURZ WK DQG GHMHDSP HQW
7KHJDUHVZR VFKRROVR RI WRXJKWUWUHHS LWI SDFWZ LK DQZ LQJ
WH Z RUGOP LMR WIA DQGWHRUWLULVRUHP RYHWH Z RUG
OP LW7 KHDPGLWRQRI³ FRQFLH Z DV/DQGHGV RDYRLGWHH SDFW
H SHFWDWRQRI Z RUG

YL 7RP DHVWHVHFWRQP RUHFODUHP RYHG³ GXUQJ WHSHURG« RI WH
FXWHQWHTXHWWVRP RYHVR WHSHURGRJ UHHLZ VFWRQ ,I D OFMWHUWDWRI
UHDQ JRRGKRZ LVWVJRLQJ VR LP SDFWURZ WK DQG GHMHDSP HQW7 KHJHLV DQ
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bias. While it cannot be mandated, the calendar and process for RTP should be changed to include a standard period and approach to external review.

- b. Recommendation: Professional Standards should re-assess the use of "baseline" as a satisfactory category in relation to the larger strategic mission of the institution, which is to generate outstanding teacher-scholars.*

F Recommendation: Professional Standards should consider how to create a more robust standard for Academic Assignment that includes service to students - a required component that could enhance overall ratings in this area for those who provide extraordinary support to students. This could reduce the reliance on SOTES and provide a more robust Academic Assignment review that focuses on faculty contributions to student success.

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- 1. Recommendation: Faculty Affairs should keep and annually publish statistics on tenure and promotion rates, broken down demographically, so far as is possible while maintaining the confidentiality of faculty. Trends should be noted and monitored over time.*
- 2. Recommendation: As S15-8 becomes fully implemented, annualized data should be gathered on candidate levels of achievement by area and by level of evaluation, so that patterns among those who are successful and those who are unsuccessful can be discerned and tracked over time.*

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- 3. Recommendation: The University should undertake an in-depth study of retention and advancement for SJSU faculty of color. To assure that the report is credible, research should be carried out by experts, adequate resources should be provided, and the Faculty Diversity Committee should be consulted.*

4. *Recommendation: The Center for Faculty Development should work closely with the Faculty Affairs, the Faculty Diversity Committee, the Office of Equity, Diversity and Inclusion, and the Provost to understand the needs of faculty of color from appointment to promotion to Professor, and should develop additional support mechanisms--such as additional mentoring for RTP candidates--as appropriate. This effort should be a high priority for the allocation of any necessary resources.*

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5. *Recommendation: The Counseling and Libr*

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8. *Recommendation: The University should undertake a study of the organizational placement of Faculty Affairs, possibly by requesting an independent review, with an eye on retaining administrative efficiencies associated with University Personnel while restoring a more formal connection to the Academic Division and faculty more generally.*

*5FRPP~~Q~~WLR~~Q~~W~~H~~GF~~Q~~7FRPPLWWH
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9. *Recommendation: Administration of the SOTEs should be improved with a focus*

14. Recommendation: Faculty Affairs, Professional Standards, Faculty Development and other interested users of the eFaculty dossier system should review the dossier preparation guide to see if it can be adjusted to