2019-2020 Year-End Committee Report Form

Committee: Professional Standards

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

Items of Business Completed 2019/2020

1. Revised LateAdd 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 amendmentfor use 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 Rescinded an obsolete policy on evaluation of Unit 4 faculty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

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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 and 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 in consultation with the Professional Standards Committee shall produce and maintain a format guide for the dossier. Before implementation, the formatide 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, reqd statements or narratives by the candidate, and any other required characteristics.

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

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$ QXPEHU RI IDFXOWGZKHRQXHUHDQGRLDSSURRPDPKLHGQ.HQY
ZLWK FRQFHUQV DERXWYHLQRQFHRHQWKRBK7D3VPROSLFLHG
DOO LQGLYLGXDOG FED\S)W ZLWKKDQBYDULH3WDGQFHHVSURZHY
KDYH DQ LQWHUHVWRQHRUQHVUWKDGWSLRQGLKYLGXDDQWEMHV
VXPPDUL]HG ZKDW KHLWQXSZWRQGGLVZFXWVRSURFDHVHGR 6RP
LVVXHV VKRXOG EH UHIHUUHG WRZ)LFFXOWN'WYKHRUVHLWDF&
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DOO WKRVH SROLFLWHRVKWDKDWRDLJHVQQRRQEDGOZ6WWDQ3UREV
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F 7KH 627(([FOXVLRQ $PHQGPHQW 6HSDWHV RQ QLPRXV
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8. AY 2018 and 2019 RTP Policy Implementation

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3URIHVVLRQDO 6WDQGDUGV & $JHQGD

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2. $SSURYDO RI PLQXWHV
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.HQ XSGDWHG FRPPLWWHH
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F .HQ PHW 3URYRVW ZKR UDLVHG WKH LVVXH RI FORUN EDWLRQDU
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3ROLF\ RQ &RYLG FDQFHOOHG FRQIHUHQFHV DQG 573
3URYRVW VXJJHVWHG FDOOLQJ LWXDU6HQW HSRI6F\ZDWHGUL
E\ WKH FRPPLWWHH 6HQVH RI 6HQDWH ULVR LQWLDQJXRJ
VHFWLRQ VKRXOG EH UHPRYHG IURPRWKHSZOLFWHQRSLOL

'LVFXVVLRQ RI &RYLG FDQFHOOHG SHHU REVHUYDWLRQ
0HPR GUDIWHG E\ /HH WR EH XVHGEVHUYDWLRQV DDHQVZ
7KH FRPPLWWHH GLVFXVVLRQV ZKR RXW WR DW WKYLHZHG
QXPEHU RI OHFWXUHUV ZKR QHHGLWR EHKRVHYLZHWKGLQLWW
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0HHWLQJ DGMRXUQHG SP

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3URIHVVLRQDO 6WDQGDUGV &
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2. $SSURYDO RI PLQXWHV
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   E RI 0DUFK .XPDU ± DSSURYHG ZLWK VRPH FRGKLQD

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   D 7KH 573 UHSRUW KDV EHHQ UHWXUQHG WR WKH &RPP
   VXJJHVWLRQV
      L 'LVFXVVLRQ RI WKH WZR UHFRPPHQGHWLRQV WKD
      LWHPV DQG 7KH &RPPLWWHH UHYLHZHG WK
      LL7KH &RPPLWWHH GLVFXVVHG VHYHUDO WKH 6HQDWH
      WR WKH 6HQDWH 7KH &RPPLWWHH ZLOO 6HQDWH
      WKDW HQGRUVHV WKH UHSRUW DQG LWV UHFRPPH
      LLL7KH &RPPLWWHH PHPEHUV ZLOO UHYLHZ WKH UHY
   E .HQ PHW 3URYRVW ZKR VXJJHRIFUSUREDWRLRQDU
   ZKRVH UHVHDUF\KDLVHVXEVWDQWLDOHXOWU KDYH OR
   H[WHQVLRQ RI 6\ IRUSSUWRFXOWHUOJRVLQJLXSURWRIX
   QRW DV H[WUHPHJHV 7KH &RPPLWWHH GLVFXVVHG W
   GHFLGLQJ WKDW VQRWFUHVWRPSQGHHLDUHWKDUHRLV

3URIHVVLRQDO 6WDQGDUGV & $JHQGD

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0LQXWHV WR EH WDNHQ E\ 6HDW + &DUJLOO

&DOO WR 2UGHU
$SSURYDO RI PLQXWHV
D RI 0DUFK 0DKHQGUD
E RI $SULO &DUJLOO

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3URIHVVLRQDO 6WDQGDUGV & $JHQGD

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2. $SSURYDO RI PLQXWHV
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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.*

7KH FRPPLWWHH IRXQG WKDW WKH FXUUHQW WLPHOLQH IRU WHQXUH DQG SURPRWLRQ LV UHDVRQDEOH DQG VXSSRUWV WKH QHHGV RI WKH GHSDUWPHQW DQG WKH FROOHJH 0RVW IDFXOW\ PHPEHUV DJUHHG WKDW WKH 6-68 FULWHULRQ LV FRQJUXHQW ZLWK WKH PLVVLRQ RI WKH GHSDUWPHQW DQG WKH FROOHJH DQG WKDW LW LV DSSURSULDWH WR KDYH WKLV FULWHULRQ LQ SODFH DW WKH WLPH RI WHQXUH DQG SURPRWLRQ UHYLHZ" 7KH FRPPLWWHH DOVR IRXQG WKDW WKH FXUUHQW SURFHVV RI UHYLHZLQJ WHQXUH DQG SURPRWLRQ GRVVLHUV LV DSSURSULDWH

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*

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*