Humanities and Natural Sciences College Assembly
Thursday, October 23, 2014
Bobet Hall Room 332
12:30 p.m. - 1:50 p.m.
AGENDA

I. **Call to Order**

II. **Invocation**

III. **Approval of Minutes - September 18, 2014**

IV. **Announcements**

V.   **Old Business**

      1.) SORC motions (attached)

VI. **Reports**

      1.) HNS Strategic Planning – Maria Calzada and Uriel Quesada

      2.) Fundraising – Karen Anklam

      3.) ETS Results – John Sebastian

VII. **New Business**

VIII. **Move to Adjourn**

SORC MOTIONS

To be considered in April, 2014 HNS
College Assembly

Motion 1

When salary raise pools are available, 10% of the salary pool to a maximum of $15k, will be set-aside for the dean to address truly exceptional merit. Cases will be proposed by the dean and confirmed by SORC.

A. For

B. Against

C. Abstain

Point of Information

We currently use maximum weighted average system for Teaching-Research-Service: (50%, 30%, 20%), (30%, 50%, 20%) and (35%, 30%, 35%).

	Teaching	Research	Service	50-30-20	30-50-20	35-30-35	MAX
Faculty 1	4	3	2	3.3	3.1	3	3.3
Faculty 2	2	3	4	2.7	2.6	3	3

Motion 2

The Assembly moves to do away with the maximum weighted average system and in place use a fixed weighting system for determining SORC scores.

A. For

B. Against

C. Abstain

If motion 2 passes

The fixed ratios to be used by SORC to determine the faculty member's overall merit score will be

A.   Teaching 40%, Research 35%, Service 25%,

B.   Teaching 45%, Research 35%, Service 20%,

C.   Teaching 40%, Research 40%, Service 20%

D.   Equal weights

Vote on all four, then run-off of top two.

For information purpose

For performance that carry a score of 4 over multiple years (i.e. DUX and Books), we will award the 4's according to a "window score" encompassing the previous 3 years.

There are at least two options:

1. Averaged over the previous 3 years

2. The person receives a "4" in the first evaluation window regardless of other window years' merit. The second window score will be averaged.

Example of two options

Simple Average

	2012	2013	2014	2015	2016	2017
Research	2 Presentations	Book	2 Presentations	2 Presentations	2 Presentations	
Evaluation years			X			X
SCORE	2	4	4	4	2	2
Average of previous 3 years			3.3			2.7

4 for first evaluation year, then average thereafter

	2012	2013	2014	2015	2016	2017
Research	2 Presentations	Book	2 Presentations	2 Presentations	2 Presentations	
Evaluation years			X			X
SCORE	2	4	4	4	2	2
4, then Ave. of 3 previous years			4			2.7

Motion 3

During a SORC review year, for achievements that merit a multi-year score, SORC will use the average of the past 3 years to determine the merit score.

A.   For

B.   Against

C.   Abstain