

Humanities and Natural Sciences College Assembly

Thursday, September 18, 2014

Bobet Hall Room 332

12:30 p.m. - 1:50 p.m.

AGENDA

I. Call to Order

II. Invocation

III. Approval of Minutes - August 21, 2014 and September 2, 2014

IV. Roberta Kaskel - Enrollment Management Q & A

V. Announcements

VI. Reports

1.) Center for Faculty Innovation – Melanie McKay

2.) Report from Strategic Planning Team – John Sebastian

3.) HNS Strategic Planning – Maria Calzada

VII. Old Business

1.) SORC motions (attached)

VIII. New Business

IX. Move to Adjourn

SORC ATTACHMENT

8/19/14

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	50/50/0	30/50/20	35/30/35	MAX
Faculty 1	4	3	2	2.5	3.5	3	3.7
Faculty 2	2	1	4	2.5	2.5	3	3.2

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	3	Book	2	2	2	
Evaluation years		4	4	4	2	2
SCORE		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	3	Book	2	2	2	
Evaluation years		4	4	4	2	2
SCORE		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