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 HRS 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 a maximum weighted average system for Teaching, Research, Service (50%, 30%, 20%), (50%, 50%, 25%) and (35%, 30%, 35%).

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

For information purpose
For performance that carries a score of 4 over multiple years (4a, 4b, and 4c) we will award the 4 according to the "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

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<tr>
<td>Research</td>
<td>4.5</td>
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<td>4.4</td>
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<tr>
<td>Service</td>
<td>4.0</td>
<td>4.1</td>
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For this evaluation cycle, the average total score for the above faculty member will be 4.3.

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