

College of Arts and Sciences
Santa Clara University
Council of Chairs

Wednesday, November 17, 2010

1. Announcements

- None

2. Implementation of new faculty appointment model

Q&A – Amy Shachter, Associate Provost for Research and Faculty Affairs

- Draft provided is the latest version after several, please do not share, copy or distribute this document
- Presented to Faculty Affairs yesterday; will be presenting to the Faculty Senate Council in 2 weeks
- Seeking feedback from chairs today about the new guidelines, also available to answer questions
- Next steps:
 - Gather feedback from Faculty Affairs
 - Open Forum- gather feedback from Faculty Senate and Faculty
 - Finalize everything before the December holidays
- Atom asked chairs to submit their 5-year plans to the Dean's Office (dept. associate dean) by Dec. 1
- Amy thanked everyone involved in the process and reminded the group the goal was to have an improved appointment model

Q&A/ Comments from Chairs

- Recommendations for applicants due June 20, 2011
- For the senior lecturer promotion committee, CAS will have 1 committee for the first two years due to the fact that the applicant pool is mostly comprised of Arts & Humanities faculty (18 out of 19 faculty)
- Suggestion: Departments need flexibility when defining programmatic need
- Suggestion: Once definition of “superior teaching” is provided, exclude courses taught only once by faculty who are doing so to assist the dept. in a bind.
- Formula for persistent programmatic need
- Suggestion: Alert lecturers as early in the process as possible that they will be hired
- Departments are finding that the programmatic need formula is not consistent with what they find in their departments. This needs to be accounted for.
 - Guidelines are consistent with the Faculty Handbook. The definitions are a starting point. Chairs will work with the dean's office, who will make a case for their departments. The Dean's Office commits to conferring with each department before coming up with the recommendation for the Provost's Office.

- Faculty who want to teach at another institution while teaching at SCU under the new guidelines will need to obtain an exemption from the Provost. This can be built into the recommendation and is the reason behind the Provost's Office asking the departments to be very specific about each position.
- Guidelines are very vague and the time line seems rushed, Fall 2011 seems too soon.
 - The plan is to have the first set of RTLs begin in Fall 2011
 - Will allow those faculty not receiving contracts to know early
 - Vacant lines will have a search done in 2011-2012, with a start date of Fall 2012.
- A faculty members switching from a fixed-term position to an RTL will have a three-year contract and will be evaluated annually.
- All faculty are appointed annually and receive an annual appointment letter. If programmatic need ceases or if there are performance issues exist the faculty member is given a terminal year.
- Artist in residence faculty fall into a different category. Nothing has changed with these positions.
- There is no requirement for Senior Lecturers to have a doctoral degree. The language states that a terminal degree or equivalent educational qualifications is sufficient.
 - Each department can work with the Dean's Office to define this and make a case for the department or position relevant to the curriculum.
- Suggestion: Should not let good faculty go simply because there are not enough of these slots. Propose to keep some AYL lines.
- The six-year clock is a sum of cumulative time or the total amount of time in AYL position. Will be applied retroactively.
- Suggestion: A department could have an approved tenure track line, but not search for it until the RTL contract is finished.

3. Faculty salary scales

Amy Shachter, Associate Provost for Research and Faculty Affairs

- Look at the external market and internal market
 - External Market- Where is SCU currently at and how does that compare externally to other universities?
 - Internal Market – Look internally at anomalies and differences
- Benchmark schools identified using CUPA (College and University Professional Association for Human Resources) database.
- All universities used for comparison are in high cost of living area, half are private Catholic universities, UCs were not used (information is not in CUPA), many highly ranked.
- Looked at whether SCUs data was above or below the CUPA data
- Provost Office requested market funds to help bring up two areas that are below CUPA

4. Summer Session Issues

Kathleen Schneider, Senior Assistant Dean

- Proposal for revised return and rebate programs was distributed at the end of meeting. We will review and discuss it at December 1 meeting.

5. Next Meeting

December 1, 2010

- Suzanne Dancer, Assistant Provost
- Monica Augustin, University Registrar