CALIFORNIA STATE UNIVERSITY, HAYWARD

Faculty Affairs Committee
Minutes of the Meeting of May 7, 2003

Members present: Bruce Trumbo (Chair), Eileen Barrett, Joy Bhadury, Richard Garcia, Michael Hedrick, Jane Lopus, Lettie Ramirez, Vincenzo Traversa

Members absent: Judy Clarence, Efren Padilla

Guest: Mark Karplus

1. Approval of the Agenda: M/S/P 7-0 as amended.

2. Approval of the Minutes of April 30: M/S/P 7-0 with minor changes.

3. Report of the Chair: Since three FAC members needed to attend a WASC meeting at 3:30, Chair Trumbo suggested that the discussion proceed directly to Agenda Item 5, Old Business.


5. Old Business:

   a. Evaluation of Temporary Faculty. The draft of Policy on Periodic Evaluation of Temporary Faculty was discussed to verify that changes from the meeting of April 23 were incorporated. It was M/S/P 7-0 to approve the document and forward it to the Executive Committee. Mark Karplus, chair of the lecturer subcommittee, will deliver the document to the Senate Office and attend the ExComm meeting where it will be discussed.

   b. Student Evaluation of Faculty. FAC continues to be concerned that student evaluations of faculty do not accurately measure teaching effectiveness, and that they may be given too much emphasis in PTR and other evaluation decisions. It was pointed out that adding questions to the existing form is expensive for departments choosing to do so, but the possibility of conducting evaluations through Blackboard may alleviate these costs. Richard Garcia distributed a draft document entitled "Use of Course Evaluations for Evaluation of Teaching Effectiveness" that could be distributed to chairs or committees in the process of evaluating faculty. The document discusses factors that may influence student evaluations and conclusions drawn by Michael Strait on this issue. M/S/P 6-1 that this item be carried over to next year.

   c. Policy on Electronic Communication Referral. Vincenzo Traversa distributed a draft document on this issue. The conclusion is that "the current rules and regulations concerning Electronic Communication are adequate at least for the present time." It was M/S/P 7-0 to approve this document and forward it to the Academic Senate. Chair
Trumbo will draft a cover letter that will address the concern that there is currently no requirement that the Instructional Technology Committee report its policies to the Academic Senate, although these policies may impact issues of privacy and academic freedom for faculty.

d. Whistleblower Policy Referral. FAC believes that the Human Resources Department should continue to make information available to faculty on this policy. The local liaison is currently from Human Resources. Chair Trumbo will include information on this in the annual FAC report.

e. Referral Regarding Guidelines for Search Firms. Michael Hedrick distributed a draft document on this issue. Given that search firms can be expensive, and since faculty search committees have historically filled most positions, the document recommends that search firms only be used for searches at the level of Dean or above, and only after conducting a benefit/cost analysis of using a search firm. M/S/P 5-2 to forward the document as amended to the Academic Senate.


7. Adjournment. The meeting was adjourned at 3:45.

Respectfully submitted,

Jane Lopus, Secretary