

**Middle States- Standard III AAUP Discussion
December 7, 2016**

Hiring Practices, Faculty Evaluation and Professional development

Hiring Practices-

Hiring practices are established by Policies and Procedures- clear minimum standards- deans determine the actual qualifications. Heard that there maybe issues around part-time faculty hiring in terms of communication and inconsistency among campuses. Not sure how the outsourcing is going to work.

In terms of college priorities, it is up to the individual committees to screen and vet candidates. HR oversees the hiring process and questions and so on.

Not sure that we ever have evaluated our hiring practices. We don't have enough full time faculty and we are concerned that the criteria for new positions or refilling positions isn't entirely clear or communicated. There is a new process, we will see how that works.

Faculty Evaluation

The contract establishes the evaluation and the time frame of evaluation- this is negotiated. The faculty and the union should be more involved in the evaluation and content of evaluation. In terms of the meaningfulness of the faculty evaluation as it is, it isn't very meaningful; it needs updating. The faculty should be more involved in the process and determining how the evaluation is done. That was previously the responsibility of the Faculty Issues committee and should be again. The faculty issues committee was responsible for looking at the effectiveness and content of the evaluation materials. We need to come back to the faculty involvement to make evaluation meaningful because it isn't very meaningful now— Some faculty raised concerns in the restructuring about having deans they don't know evaluate them, but that doesn't seem to be a continuing issue.

Professional Development

There are many different internal offerings, but it is hard for many faculty to attend because of schedules. The College provides EAP and sabbatical to support professional development. Not sure that it is meaningfully incorporated in evaluation—included, but up to individual deans. Not really sure what we could do differently.