PS 202 and 202B Revision

Ad Hoc Faculty Senate Committee Meeting

November 14, 2023

Meeting minutes

**Faculty senate members:** Richard Elder (Chair), Matthew Farley, Zeleke Negatu

Adena LeJeune and Christopher Stacey

Dr. Elder called the meeting to order at 5:03 pm 11-14-23.

Members reviewed the discussions from the prior committee meetings to ensure all members understood the direction the committee is moving.

The committee then discussed rubrics obtained from other universities concerning promotion and tenure evaluation. A total of eight rubrics were found and ranged from very simple to extremely detailed. The committee discussed the merits of components of some of the rubrics that will be considered in the development of a rubric for LSUA evaluations for promotion, tenure and merit pay increases.

The committee then discussed the issues encountered in moving forward on developing a rubric for promotion and tenure policy (PS 202 and PS 202(b)) because those policies are under review at this time by a different Ad Hoc Faculty Senate Committee. It was decided that the committee will postpone development of rubrics for promotion and tenure until the revised PS 202 and PS 202(b) are near completion or completed (the committee receives information about the changes that are being considered in those policy statements).

The committee decided to focus on a rubric for evaluating merit pay increases because there is no clear policy addressing this type of evaluation at this time. The committee reviewed the list of criteria provided to LSUA Deans to be used in evaluating faculty for merit pay increases and determined they are subjective and how they were/are measured is not described. The committees’ goal is to develop a rubric that includes more objective evaluation of faculty to include a clear and equitable evaluation procedure that the faculty will be able to understand. The committee decided to base the merit pay rubric on a rubric developed at the University of Central Missouri for faculty evaluation. The committee members will modify the rubric to include the list of criteria provided to the Deans at LSUA. While incorporating more objective measurements of faculty behavior to be included in the evaluation process.

 Before the next meeting each member has been asked to consider modifications to the rubric from the University of Central Missouri to make it functional for LSUA. At the next meeting of the committee the rubrics will be compared and the best aspect from each will be combined to start creating a rubric for evaluation of faculty for merit pay increases at LSUA. Dr. Stacey has also agreed to reach out to a colleague who serves as a Chairperson at Delta State University about the evaluation system they use (Delta State University is one of the rubrics we examined).

The next meeting of the PS 202 PS202(b) committee will be determined when all member schedules are formalized for the spring 2024 semester.

Meeting ended at 5:50 pm.

Minutes taken and prepared by Richard Elder (Chairperson).

November 14, 2023

Minutes approved by committee

Approved \_\_5\_\_ Not Approved \_\_0\_\_ Abstain \_\_0\_\_