

TO: BC Academic Senate

FROM: Andrea Garrison  
CCA Chief Negotiator

DATE: February 25, 2011

SUBJECT: Changes to faculty evaluations sections of faculty contract

As you know, CCA is in the process of negotiating changes to the faculty contract. Those areas of the contract that deal with academic senate issues (i.e., academic calendar, faculty evaluations, equivalencies, etc.) must be negotiated in consultation with the senates.

Earlier in the semester, CCA sent some information to you regarding evaluations. In addition, I met with BC faculty chairs to discuss some of the part time evaluation issues. CCA and the district negotiations team are very close to finalizing the changes to faculty evaluations, and we would appreciate your final comments on the proposed language. I personally think the changes will benefit faculty. You may not agree with every little aspect of the changes, as the work represents a compromise between faculty and district negotiators. I am looking for you to comment on glaring issues that faculty just couldn't live with.

I am providing you with four documents in addition to this memo. One shows the proposed changes to Article 6 on Evaluation & Tenure of Full Time Faculty; another shows the proposed changes to Article 7 on Evaluation of Part Time Faculty; the last two documents are new peer observation and student evaluation forms designed by the Nursing and Rad Tech faculty to allow more accurate evaluation of the part time faculty who oversee their clinical labs. The documents showing changes to Articles 6 & 7 do not include these articles in their entirety, but show enough of the articles to give a context for the changes. Please refer to your contract if you desire to see the entire article.

The changes to Article 6 are in sections C and G. Most of the changes are simply moving wording from one part of a paragraph to another. Substantive proposed changes include the following:

- Article 6.C.2.b. -- the Instructional Materials Review (form D/FT) has been combined with the Classroom Observation (form B/FT).
- Article 6.C.2.d. -- Mode B faculty will no longer need to be observed in every assignment during a comprehensive evaluation. Each committee member will observe one assignment. The evaluatee, chair and educational administrator will each pick one assignment for observation. Student evaluations will continue to be completed in all sections. Whether or not this represents a decrease in observations will depend upon the actual assignments of an individual faculty member.
- Article 6.G. -- a statement has been added to bring us into compliance with state licensing boards (such as the Board of Registered Nursing) that require evaluations more frequently than every three years.

The changes to Article 7 are in section C. Some of the changes are simply clarification or moving wording from one part of a paragraph to another, but there are substantive proposed changes in this article. Substantive proposed changes include the following:

- Article 7.C.2. – part time faculty will no longer be evaluated once during each of the first three years. Instead, they will be evaluated in their first semester and again in the second or third semester. Observations will occur in every assignment. If the evaluations are “satisfactory,” the part time faculty member will move into a cycle of once every three years, and the observations will be in only one section (rather than every assignment), mutually agreed upon by the chair and the part time faculty member. A “needs improvement” rating will result in another evaluation the following semester.
- Article 7.C.2. -- if an evaluator observes a part time faculty member and determines the rating to be “unsatisfactory,” the part time faculty member will be observed by the educational administrator and another tenured faculty member of the evaluatee’s choosing. This committee will then determine retention (or lack thereof) within the hiring pool. The chair will no longer need to re-evaluate, and there will no longer be an appeal to the college president.
- Article 7.C.2. -- a statement has been added to bring us into compliance with state licensing boards (such as the Board of Registered Nursing) that require evaluations more frequently than every three years.
- Article 7.C.3. -- the Instructional Materials Review (form D/ADJ) has been combined with the Classroom Observation (form B/ADJ).
- Article 7.C.5.a. – The chair is given the option of adding a tenured faculty member to the evaluation committee in the event that a part time faculty member has multiple assignments.

The new evaluation forms for clinical settings have been changed to ask questions that are more pertinent to the clinical setting than the observation and student evaluation forms used in most of our classroom settings.

Thank you for taking the time to look at these proposals. I will attend the March 2<sup>nd</sup> senate meeting to hear your feedback.