

Kapi'olani Community College  
Faculty Senate Action Request

Timestamp in Google Doc:	9/22/2014 16:27:55
Submitted By:	Anne Craig Lum
UH User Name:	anne
Academic Unit:	Humanities Dept.—Music
Did you request action from a department head or administrator?	No
Did you request action from a union representative?	No
Have you filed a grievance/lawsuit over this matter?	No
Is this a personal matter?	No
Is this a departmental matter?	No
Is this a college wide matter?	Yes
Is this a system wide matter?	No
Is there a relevant deadline for action by the Senate?	Yes
If you answered YES, please indicate the deadline date:	12/1/2014
Please describe the action requested:	<p>I would like to see an overhaul of the promotion dossier process. I feel that as each successive year passes, the promotion dossier process continues to grow to unwieldy proportions, both for the applicant and for all of those individuals at the various committee levels that deal with the dossiers, following official submission of the dossier by the applicant. *I feel that applying for tenure is an important and "prove yourself worthy" process, since it is a culmination of (usually) four years of work toward becoming a permanent part of the college staff, so perhaps it should not be addressed at this point.</p> <p>However, promotion is a different case, since everyone seeking promotion past C-3 has already achieved tenure, so the hallmarks are different.</p>
Proposed Recommendation:	<p>I would like to work closely with the FS Evaluation committee to develop new, clearer, and stronger guidelines for faculty applying for promotion to C4 and C5, that have a specific page limit for these types of promotion dossiers, with most of the supporting documentation residing in the Appendix (or Appendices). I would like to halt this "growth to huge proportions", and thus return the process to something manageable and sensible for all involved. I also feel that a set format would make it more manageable for all to write (the applicant) and read (DPC members, DC, admin./ Dean, and TPRC members). Certain aspects can be streamlined in order to make this process flow smoothly for all concerned.</p> <p>I also want to propose that OFIE take over the process of printing the student evaluation data for the faculty from eCafe (and previous to eCafe, especially for those of us having to create documents that merge the old paper format with the newer eCafe data) and making the requisite charts/ graphs for faculty, since most faculty are not trained to be data experts. This work should be done for us</p>

	<p>by this office which has that skill set and expertise. Faculty should be then able to concentrate on the writing of the document and discussion of this data, rather than having to pay data experts to do this display (and then write the document and discuss the data)! that seems to be a big deal in these documents. I certainly agree that it is important to include, but there are widely divergent levels of computer expertise on this campus, and if OFIE takes over this portion of work for faculty, it will "level" the task to writing about one's craft: one's teaching.</p>
Other:	