II. CRITERIA FOR RANGE ELEVATION

Proposed Amendment:  attaching one item from e 332-1 Item B  up to Section III  Leave Item A.  New section would reads

The basis for a positive recommendation for range elevation shall be based upon a positive assessment of the overall quality of the faculty member’s performance commensurate with the specific work assignment, an established pattern of productive working relationships with peers and colleagues, the proposed range, and time base, as demonstrated through the evidence documented in the Personnel Action File (PAF). In assessing quality in range elevation requests (A to B, B to C, or C to D) committees should look for evidence that demonstrates a consistent commendable level of

professional effectiveness in all of the following, as appropriate to the individual’s work assignment:

Instructional faculty should be assessed for

* Refining and successfully improving practices based on past professional evaluations (peer and other reviews) as well as self-reflection.
* Success in complying with program departmental and university teaching policies and standards for student ratings of instruction and peer review.
* Refining and successfully adapting best professional pedagogical practices to serve diverse populations.
* Effectively using and updating course materials and pedagogical practices that reflect the current state of knowledge and practices in the field.
* Responding to and successfully aligning course syllabi and assignments with program and university assessment and learning outcome requirements.

Non-Instructional Faculty:

* Refining and successfully improving practices based on past professional evaluations as well as self-reflection
* Successfully adapting and implementing current knowledge and best professional practices to serve diverse populations. (For example, attended training and/or shows application of (2) new approaches).
* Success in complying with program policies, goals and assessment.
* Effectively using and updating practices to reflect the current state of knowledge and practices in the field.
* Effective collaboration with colleagues in professional activities.

Applications for range elevation will be assessed for a consistent and commendable pattern in the above areas by examining evidence in the lecturer’s range elevation application letter, the lecturer’s appointment letter, the PAF and Curriculum Vita (CV).   (Note: the Appendix is an illustrative list of example activities that can be used to show meeting the above standards, and is non-exhaustive)

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