Task Force 3.3B
Final Report

Task Force Members
Bill Cordeiro, Leah Kirklin, Callie Pettit, Ira Schoenwald (chair) and Dan Wakelee

Criterion 3.3B
Faculty and staff recruitment, workload, incentive, and evaluation practices are aligned with institutional purposes and educational objectives. Evaluation processes are systematic, include appropriate peer review, and, for instructional faculty and other teaching staff, involve consideration of evidence of teaching effectiveness, including student evaluations of instruction.

Charge for Task Force 3.3B
Identify efforts to align staff support, assessment and rewards with institutional purposes and educational objectives. Report findings for inclusion in Educational Effectiveness Report. (Academic Affairs)

Report

Along with the WASC process the university has been involved with the development and implementation of its Strategic Plan from ranging from 2003 – 2008. A part of that process has been the development of Strategic Initiatives used to implement the principal activities of the organization. Initiative II includes in part “A special project to align … staff support, faculty and staff assessment and reward system with our Mission and Strategies.” A task force was begun and its work is included here. The task force, chaired by Art Flores, Associate Vice President for Human Resource Programs worked with all staff elements in the university and accumulated recommendations regarding recruitment, leadership development, staff development, communication and staff professional development.

The recommendations from each of those groups as well as the minutes of their meetings are included as attachments to this report and have become the basis for further implementation for the Strategic Plan Task Force. We have also included other documents the committee felt important and areas considered in their work.

Exhibits

3.3b.1 Meeting minutes and agendas from September, 2003 through March, 2004.
3.3b.2 Recommendations on Communication Initiatives
3.3b.3 Recommendations on Recruitment
3.3b.4 Recommendations/Initiatives on Leadership Activities
3.3b.5 Recommendations on Staff Development
3.3b.6 Recommendations on Staff Retention
3.3b.7 Executive Order No. 712 – Fee Waiver for Employees
3.3b.8 CalPERS Retirement Planning Workshop Booklet
3.3b.9 “Pre-Tax Investing in Today’s Chaotic Markets”
3.3b.10 CSU Channel Islands Policy Statement on Sexual Harassment
3.3b.11 CSU Channel Islands Policy Statement on Non-Discrimination
3.3b.12 Understanding the Americans with Disabilities Act (ADA) PPT
3.3b.13 Workshop on “How to Deal with Difficult People” PPT
3.3b.14 “Creative Problem Solving”
3.3b.15 “Management of Aggressive Behavior Workshop”
3.3b.16 “Stress Management” Presentation Outline
3.3b.17 Ergonomics Guide
3.3b.18 “Working with Emotional Intelligence” guide
3.3b.19 Anger Management Institute guide
3.3b.20 Employee Relations Primer CSU Collective Bargaining Agreements
3.3b.21 Pacific Care’s “Impact of Care-giving on Organizational Productivity