

Policy Temporary Faculty Range Elevation – Department of Nursing

General Information

- Pursuant to Article 12, those eligible for lecturer range elevation shall be limited to lecturers who have no more eligibility for salary increases pursuant to provision 12.10 (SSIs) in their current range and have served five (5) years in their current range.
- Range elevation increases shall be effective at the beginning of the first appointment in the academic year following the range elevation review procedure established by the respective campus.
- Pursuant to Article 31, range elevation for lecturers shall be accompanied by advancement of at least five percent (5%) on the salary schedule.

Additional information:

- <http://www.calstate.edu/HRAdm/pdf2007/TL-SA2007-08.pdf>
- <http://www.calstate.edu/HRAdm/pdf2004/TL-SA2004-01.pdf>

Procedures for Temporary Faculty Range Elevation – Department of Nursing

By the date identified by Faculty Affairs, lecturers will submit a packet of information including an application, updated CV, plus self-assessment of teaching and a description of other professional development and/or service activities to the Department. The packet must include a table listing courses taught at SSU (during the past five years or since the last range elevation request), with the enrollment in each class, and links to or printouts of the course syllabi.

Using the submitted materials as well as SETE and other information in the WPAF, the Department RTP committee will then evaluate the application according to the following criteria:

Teaching and Professional Development:

The candidate will demonstrate excellence in teaching through a combination of metrics including student evaluations (SETE), student written comments, and peer observations. The expectation is that the student evaluations will demonstrate average SETE scores on each criterion that show growth toward or maintenance of an effective to very effective rating (≥ 3.5)

- a) Any suggestions for improvement in the peer evaluations need to be addressed in the self-assessment and the candidate must demonstrate future performance improvements.
- b) The candidate must teach courses serving a diverse student population, implementing appropriate pedagogy to ensure student success.
- c) The candidate should demonstrate a commitment to improving student outcomes beyond the classroom, through (any or all of the following):
 - a. Availability to meet and consult with students outside of classroom time.
 - b. Help with student clubs, projects or department events to benefit students.

Service:

The candidate positively represents the Department, School and University to the local community through activities such as:

- a) Clinical currency in specialty area that they are teaching.

- b) Participating in outreach or recruitment
- c) Membership on community or University committees (department, school or University levels).
- d) Attending the Community Advisory Group Biannual meeting.

More information on the Range Elevation Contract requirements can be found at:

<http://www.calstate.edu/HRAdm/SalaryProgram/Unit3/temprange/>

http://www.calstate.edu/LaborRel/Contracts_HTML/CFA_CONTRACT/article12.shtml

<http://www.sonoma.edu/uaffairs/policies/range.htm>

Reviewed and approved Nursing RTP Committee 9/2018