

CECS College Council – Minutes – 25 March 2022

Started at 12:00 pm (lunch from 11:30 am to 12:00 pm)

Present: Maysam Pournik, Jaime Ramos, Mataz Alcoutlabi, John Abraham, Anil Srivastava, Douglas Timmer, Jong-Min Kim, Bin Fu, Thuy Vu (online), Jae Sok Son, Shiekh Ariful Islam (online)

Guests: Associate Dean Nazmul Islam, Jorge Vidal

Absent: Immanuel Edinbarough

Minutes:

1. Approve minutes motion by Ramos and seconded by Srivastava. Approved unanimously
2. Special Merit criteria
 - a. Categories: Should we have 3 categories: teaching track (>12 hours per semester with exception of special courses), research track (large funds and high # of publications), service track (high time commitment) – discussion that we should value both teaching and research; concern that if give specific categories, faculty with equal workload distribution are disadvantaged; **motion to have one common criteria for all the different categories (teaching, research, and service) for all tenured and tenure-track faculty by Pournik and seconded by Timmer.** Approved by all.
 - b. Points system: discussion to select candidates based on points allocated for each category; **motion to have a point system for evaluation by Alcoutlabi and seconded by Srivastava.** Approved with one against it.
 - c. Point system methodology: Discussion on how to evaluate the extra work after the 100 base points; **motion to assign regular merit points based on workload distribution while special merit will be assigned on top of that and will carry equal points for each category (teaching, research, and service) by Ramos and seconded by Alcoutlabi.** Approved by all. Examples were cited: if some one exceeds in all categories the basis point of 100 can be achieved, any meritorious work in any category will be counted equally instead of the workload assignment. For instance, someone publishes a paper in a prestigious journal may get x number of points (say 10 points), another publishes a similar journal article and has done extraordinary service, that person could be granted 20 points. The top scores will receive the special merit.

Adjourn meeting at 1:05 pm (next meeting will be Friday, April 1 at 11:30 am)