



Department of  
Child Development

**CALIFORNIA STATE UNIVERSITY SAN BERNARDINO**  
**DEPARTMENT OF CHILD DEVELOPMENT**  
**FACULTY HANDBOOK**

**PREAMBLE**

This department handbook contains information and the operational policies and procedures for the Department of Child Development within the College of Social and Behavioral Sciences at California State University San Bernardino (CSUSB). The policies and procedures contained in this Handbook shall not conflict with any University, Administrative and Operational Policy of CSUSB, any applicable Collective Bargaining Agreement, or any federal, state, and local law.

University wide policies and procedures can be found in the FAM ([Faculty Administrative Manual](#)) and system wide policies in the CBA ([Collective Bargaining Agreement](#)). In addition, the university has put together resources to help a faculty member understand basic university policies ([Campus Faculty Resources](#)).

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## 1. Mission, Vision, and Goals

### A. Mission

The Department of Child Development strives to provide students with an interdisciplinary study of growth and development that provides information about children from birth to young adulthood and includes attention to both age-related changes as well as the various developmental domains. Students are provided with a positive view of youth development that emphasizes resilience and asked to critically examine deficit perspectives that are disparaging variation in individual, familial, and contextual pathways of development. Further, in both interactions with students as well as the campus and wider community, the department focuses on generating research-based information, creating connections between research and those its finding are meant to serve, and applying findings to practical, real-life settings.

### B. Vision

The Department of Child Development strives to remain current, connected, and supportive in its work with students and the community. This requires continuing education of the part of faculty and staff, partnerships with campus and community, and regular solicitation of information from our constituents.

### C. Goals

- Promoting positive development in youth and adolescents
- Preparing students as emergent leaders and informed change makers
- Providing students with tools to think and write critically
- Identifying and solving real-world problems
- Advocating, researching, and disseminating knowledge
- Recognizing/supporting neurodiversity
- Enabling students to understand, critique, and apply developmental theory
- Utilization of a systems approach
- Addressing social inequities, promoting resilience, and working to shape policies
- Providing culturally-sustaining/sensitive/relevant practices with an intersectional lens
- Promoting an understanding of broader contexts and systems of oppression

## 2. Structure and Organization of the Department

The Child Development Department is part of the College of Social and Behavioral Sciences. The Child Development Department Chair reports directly to the College Dean. The Department Chair is voted on by the Tenure track Faculty. However, the Chair is appointed by the College Dean and serves at the pleasure of the Dean, Provost, and President. The Department Chair serves a three-year term at which time he/she can ask to be re-appointed or can revert back to a Tenure track faculty position.

A. Department Administrative Support:

Dr. Amanda Wilcox-Herzog  
Professor & Chair  
SB-505, (909) 537-7431  
Cell: (909) 647-5471  
[awilcox@csusb.edu](mailto:awilcox@csusb.edu)

Tianna Barksdale  
Administrative Support Coordinator II  
SB-458, (909) 537- 4239  
[tianna.barksdale@csusb.edu](mailto:tianna.barksdale@csusb.edu)

B. Departmental Committees

Within the department there are several committees that are composed of appointment and/or elected department faculty representatives. Departmental elections for committees are held in the spring each academic year.

**Executive Committee:** Membership consists of Department Chair, Chair of the Recruitment and Hiring Committee, Chair of the Outcomes Assessment Committee, Chair of the MACD Program, and an Adjunct Faculty & PDC Representative.

**Department Evaluation Committee (DEC) and Sabbatical Evaluation Committee:** Membership consists of three tenured faculty; one-year term; election in spring semester; at least 2 Full professors; Associate professor cannot participate in any decisions regarding promotion to Full; Chair (who holds the rank of Professor) elected by committee. Note: Members of the college & university evaluation committees are not eligible for this committee. This committee is responsible for the evaluation of full-time faculty and reviewing sabbatical applications. The primary activities include: 1) writing reports in the Fall and Spring semesters for all full-time faculty undergoing evaluation and 2) *reviewing and providing feedback on sabbatical applications.*

**Department Adjunct Faculty Evaluation Committee (DAFEC):** Membership consists of three tenure-track faculty; one-year term; election in spring semester. This committee is responsible for the evaluation of part-time lecturers. The primary activities include: 1) assigning classroom visitations for part-time lectures when notified by the department chair in the fall and spring terms, and 2) writing evaluation reports in the Spring semester for part-time lectures as indicated by the department chair.

**Department Outcomes Assessment Committee:** Membership consists of Department Outcomes Assessment Coordinator (two-year term), the Graduate Program Director, and the Department Chair. The Department Outcomes Assessment Coordinator will serve as Chair of this committee. The purpose of this committee is to develop and coordinate the department's outcomes assessment process and procedures.

**Recruitment and Hiring Committee:** Membership consists of three tenured faculty per advertised position; one-year term (or until position is filled), staggered, Chair elected by committee. Department Chair as ex-officio. The purpose of this committee is to oversee the faculty recruitment process, including conducting initial screening of all applicants, conducting phone or Zoom interviews, and organizing on-campus interviews for finalists. After the on-campus interviews, the committee drafts a statement for each candidate prior to the department voting process. This committee also assists with determining hiring needs and makes recommendations to the Chair.

**Department Alumni Board Representative:** Membership consists of three tenure-track faculty; two-year term, staggered. Chair elected by committee.

**Department Awards/Scholarship Committee:** Membership consists of three full-time faculty; two-year term, staggered. Chair elected by committee.

C. Departmental Positions/Coordinators

**Masters in Child Development (MACD) Director:** Stacy Morris

**Department Campus Committee Representatives (includes CSBS Curriculum Library and CFA):** Amy van Schagen and Dani Hodge (CFA only)

**PDC Faculty Representative:** Rhiannon Ramkissoon

**Child Development Department Adjunct Faculty Representative:** Dani Hodge

**Child Development Club Coordinators:** Stacy Morris

3. **Tenure track Faculty Members Responsibilities**

A. **Faculty Workload:**

Tenure track Faculty are expected to work in the areas of Teaching, Research, and Service. At CSUSB a full-time load is 15 Weighted Teaching Units (WTU). The tenure track faculty teaching load is set at 12 WTU per term. In addition, faculty are expected to engage in the equivalent of 3 WTUs of time on indirect instructional (e.g., student advisement, curriculum development and improvements, etc.) and service activities. At times faculty members will be given Assigned Time and released from a certain number of units (New Faculty release, internal grants, external grants, etc.). There will be terms where a tenure track Faculty member is teaching slightly more or less than the 12 WTU level. The determination is based on the needs of the department. The goal at the end of the academic year is to account for 24 WTU of direct teaching.

## B. Department Faculty Meetings:

Department faculty meetings will be scheduled by the department chair based on the teaching schedule of the Tenure track faculty. There may be times when a faculty member is unable to attend due to their teaching schedule and/or a conference scheduling conflict. In these cases, the faculty member should let the department chair know ahead of time, get notes from other faculty members, and pay close attention to the meeting minutes.

Prior to each meeting, the department chair will send out an Agenda along with minutes from the previous meeting. If there are items that a faculty member would like discussed in the meeting, they should notify the chair ahead of time so that that information can be placed on the agenda.

## C. Teaching Assignments

The chair will develop faculty teaching schedules based on the department's needs and faculty preferences via a Faculty Teaching Preferences Survey. The chair will work with faculty members to develop a schedule that matches the faculty member's desires for types of classes and schedule. However, the most important factor in developing schedules is the needs of the department and the students.

Schedules are usually developed well ahead of time. Occasionally the schedule needs to be changed shortly before the start of the term due to unforeseen circumstances by the department or faculty. Any changes to the faculty's availability or teaching load should be communicated as soon as possible to the chair and the department will try to accommodate these requests. In the event the department needs to make changes to the teaching schedule, all efforts will be made to minimize the impact on faculty.

## D. Faculty Missing Class

Faculty should not cancel class without legitimate justification. If you need to cancel or make alternative arrangements for any class session, you must obtain prior approval from the Chair of the Child Development Department. Additionally, you must inform the Department by sending an email to our support staff at [tianna.barksdale@csusb.edu](mailto:tianna.barksdale@csusb.edu) and complete a [Class Cancellation or Alternative Arrangement Form](#) which is available on our webpage under Faculty Resources. In addition, you should inform your class of the plan for the day.

If the absence is unexpected (i.e. sickness), the office should be notified as soon as possible. For unexpected absences, an "Alternative Class Plan" does not need to be filled out. Faculty members who will miss class for a conference or any other reason should attempt to find an appropriate substitute or plan for independent or on-line

work to take the place. If the course is online and asynchronous, then the above plan is not applicable.

For more information about absences, please see the University [Sick Leave Policy](#).

#### E. Summer / Winter Sessions:

Tenure-track faculty are not required to teach during the summer or winter sessions. During the academic year the chair will put out a call for those who would like to teach during one of these sessions. Traditionally, junior faculty's teaching preferences are given priority when multiple faculty members wish to teach a particular class. Offerings are also based on departmental needs and what we anticipate will fill. Typically, if the class has less than 20 students, pay is reduced by 5% per student under 20. The faculty member has the option of not teaching a class if the enrollment is low. In addition, courses with very low enrollment will automatically be cancelled.

#### F. Office Hours:

Most full-time faculty members schedule a minimum of 3-hours each week that they will be available in their offices for the students. FAM 852.6 states that a minimum of 15 minutes should be held for every unit of teaching, held every week of the term (not including finals week). This is in addition to "Office Hours by Appointment."

#### G. Academic Advising:

Advising in the Child Development department primarily occurs via College Advisors or the department chair. Students will often come to faculty members with questions regarding which classes to take and how to get into full classes. A couple of hints as you are interacting with these students:

- Always ask them if they met with Academic Advising. Appointments can be made at <https://www.csusb.edu/advising>. If they have met with Academic Advising you can direct them to me or you can meet with them as well. During such meetings:
  - Students should bring a copy of their PAWS and their notes from College Advising to any meeting regarding academic advising. You can also verify information on the EAB website (see your myCoyote)
  - Students will often ask if a prerequisite can be waived. The answer is generally no.

### 4. Reappointment, Promotion, and Tenure

#### A. Faculty Mentoring

Upon hire, new faculty will be assigned to a senior faculty mentor within the department to assist with acclimating to the campus and providing support during the Reappointment, Promotion, and Tenure (RPT) process. The department chair is also responsible for providing assistance, support, and feedback during the RPT process. This includes ensuring department service opportunities are made available to the faculty should the faculty not be elected to departmental committees. There are also a variety of opportunities for mentorship for new faculty provided through the [Faculty Mentoring Program | CSUSB](#) and various offices on campus, including the College of Social and Behavioral Science, The Office of Academic Research and the Faculty Center for Excellence.

**B. Current Department Guidelines (Approved in 2021):**

The current Child Development Department guidelines can be found on our Department website under Faculty Resources and on the Faculty Affairs RPT website: [Department of Child Development RPT Guidelines](#)

**5. Department Assigned Time Guidelines**

The College has developed guidelines for assigned time which can be found on the College website or at [CSBS Reassigned Time Guidelines](#)

Any assigned time provided by the department must be approved by the College Dean. Presently, assigned time can only be earned via supervision of graduate theses (1 WTU per completed thesis, awarded after the thesis is successfully defended) and/or through mentoring students enrolled in the CD Honors program (.33 WTU per student who successfully completes CD 5953).

**Banking and Use of WTU:**

- S-factor credit must be validated and approved by the Dean's Office before it can be used. Requests for use of s-factor credits for PDF or reassign time must be submitted using the form linked here.
- Approved fractional WTU earned from S-factor courses will accumulate for no more than three consecutive academic years (summer and intercession excluded).
- Once faculty earn 3 WTU of s-factor credit within the three-year period, that credit must be used within the following academic year or it will be converted to PDF and subjected to college rules regarding the usage of PDF.
- Faculty cannot bank an excess of 3 WTU.
- Banked WTU insufficient to award assigned time will be converted to PDF at the end of the three consecutive academic year time period banking cycle and subjected to college rules regarding the usage of PDF.
- Anticipation of earning 3 WTU of s-factor credit in a given semester does not qualify use of that 3 WTU for reassign time in the same semester; all s-factor WTU must be earned then validated by the Dean's Office and the request



form must be submitted and approved before it can be used.

## **6. Purchasing, Reimbursement, & Travel Requests**

### **A. Purchasing Requests**

It is crucial that a faculty member checks with the department ASC before purchasing any supplies or equipment. The ASC will confirm that the funds are available in the appropriate account and that the purchase is within the university and department guidelines.

### **B. Professional Development Funds**

Subject to budget availability, faculty may receive annual professional development funds (PDF) from the College and/or Provost's office. The amount of these funds will be communicated to you, and you will have that academic year to spend the funds. All funds must be spent by the end of the fiscal year, which is generally sometime in early June.

PDF can generally be used to fund costs associated with travel, workshops, conference registration costs, professional memberships (although these requests require a justification for how membership will benefit the university), hardware, software, teaching supplies, research supplies, and books. Rules on alternate costs/purchases can be clarified by asking our ASC.

### **C. Other Faculty Funds**

Faculty may, on occasion, receive funds from other departments on campus (e.g., Writer's Accountability Groups, Associated Students Incorporated, Student Success Initiative, Office of Student Research, Office of Community Engagement, College Committee Service, etc.). If you receive such funds, please notify our ASC immediately once you receive the notification with the following information.

1. A copy of the award letter stating what the funds can be used for per grant agreement.
2. How long do you have to spend the funds? (i.e., unless otherwise noted, funds need to be spent the year received and in accordance with university budget deadlines)

### **D. Faculty Travel**

All travel requests must be made through the CONCUR system. Information on how to create a travel request can be found at the link below and trainings are offered twice a month through the University.

<https://www.csusb.edu/travel/concur>

## 7. Hiring Student & Instructional Support Assistants (ISAs)

### A. Student Assistants

Student assistants can be hired to support faculty, the department, programs, and centers and institutes. Student assistants must be currently enrolled and can work up to 20 hours per week total (this includes any other work on campus).

Students are not allowed to engage in paid work until they have been officially hired through the Student Employment Office. Once they receive the stamped routing sheet from the employment office, the hire has been inputted and they are cleared to start logging hours. Please work with our departmental ASC when hiring student assistants.

Due to the hiring slowdown to all open and planned searches, student assistant vacancies or new positions must acquire respective Vice President or Dean Approval.

Once approval is acquired, please forward the email with the approval notice to [student.employment@csusb.edu](mailto:student.employment@csusb.edu) along with following information:

Number of vacancies for this position:

Anticipated start time:

Hiring supervisor name(s):

Hiring manager name:

Source of Funding:

Hourly Rate:

Number of hours per week:

After this information is acquired, an ASC will need to create a job posting in Handshake. The following information is required to complete a job posting:

General Description of Duties

Job Description

Minimum Qualifications

Knowledge/Skill/Abilities

preferred

An example of a handshake post is below:

**General Description of Duties:**

Under immediate supervision, the Student Assistant will assist one or more regular faculty members or the teaching staff with various professional, technical and research-based duties associated generally with the subjects or programs in the department of Child Development.

**Job Description:**

Help maintain the research lab space

- Oversee undergraduate research assistants' schedules and lab duties
- Develop research materials (flyers, survey questions, etc.)
- Post opportunities (via Sona) and manage participants who come for research studies
- Collect and analyze data
- Participate in and help run research lab meetings
- Provide mentoring and guidance for undergraduate research assistants
- Attend professional development events (colloquium, conferences)
- Create and present research posters

**Minimum Qualifications:**

- Currently enrolled as a graduate student at CSUSB
- Must maintain a 3.0-cumulative G.P.A.
- Be enrolled in at least half-time in courses at CSUSB.
- Must be able to work cooperatively with faculty, staff and other students

**Knowledge/Skills/Abilities preferred:**

- Ability to communicate and write proficiently
- Ability to learn quickly and complete assignments in a timely manner
- Knowledge of PowerPoint software
- Incumbent must be detail oriented, punctual and reliable

After the job has been approved and posted on Handshake, support staff can prepare the hiring paperwork and submit it to the Student Employment office. They will contact the student to complete the hiring process. After that is completed, they will send the routing sheet and clear the student to begin logging hours.

**B. Instructional Student Assistant (ISA)**

**Students are not allowed to engage in any paid work, until they have been officially hired through the Faculty Affairs & Development office.**

If you are notified of approval for an ISA by the department chair (for teaching a course with more than 120 students that involves HIPs or more than 180 students with or without HIPS), please send the department ASC the name of your ISA and email address and they will contact them to begin the hiring process. Students currently taking your class may not serve as an instructional student assistant (ISA) to your class. Preference for instructional student assistants should be given to Child Development or Human Development majors.

You will need to fill out Description of Duties form (department ASC will share this with you) and let ASC know how many hours your ISA will be working

weekly. ISA will then receive contract letter appointing them to work for your course. The contract letter will include the Description of Duties form, Confidentiality Compliance form, and ISA classification standards. Both the contract letter and Description of Duties form will require ISA's and faculty member's signature.

The department ASC will then send an email to the student and faculty supervisor when they are active in the system and can begin logging hours. Do not have students complete any work before that time.

#### C. Other Information Regarding Student Employees

Please let the department ASC know as soon as possible if your students' appointment will end before the end date on their hiring form. Student assistants will need to submit their final timesheet 5 days before the actual last date logged on to their timesheet. For example, if their last day on the timesheet is 4-12-22, they will need to submit their timesheet by 4-5-22.

Please let the department ASC know as soon as possible if your student will no longer continue working as a student assistant or ISA. The ASC will need to submit separation paperwork for them.

#### D. [Student Key Requests](#)

Students must visit the department support staff (SB-458) to submit a request for keys. The form must be signed by the faculty supervisor and keys must be renewed each term. Students must take a valid photo ID to Facilities Services to obtain keys. Please request keys in as far advance as possible.