

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE
Appointment of Temporary Faculty

RES 1213020

FAC

RESOLVED: that the Academic Senate recommend to the President that the University Handbook be amended to incorporate the following policy for reappointment and periodic evaluation of temporary faculty (deletions in strikethrough, additions in **bold underline**).

304.7 Temporary Appointments

Temporary appointments shall be made after consultation with the department.

304.7.1 Initial Temporary Appointments

Temporary appointments may be either part time or full time. Procedures for the authorization of new full-time temporary faculty positions are specified in 304.1 above. The department shall secure the approval of the school dean to appoint part-time temporary faculty. The letter of appointment for temporary faculty shall indicate the term of appointment and state that the term automatically expires at the end of the period specified and does not establish consideration for further appointment. Temporary faculty appointments may be for periods of a quarter, two quarters, or one or more years. The P&VPAA may at his/her discretion make appointments in excess of three years.

Full-time temporary faculty, except Coaching faculty, shall not be appointed on a conditional basis. Part-time appointment may be on a conditional basis depending upon enrollment and budget considerations. If a class is cancelled the employee shall be paid for class hours taught. Classes may be cancelled any time previous to the third class meeting.

Full-time coaches may be appointed on a conditional basis, and the conditions shall be consistent with the by-laws and regulations of the NCAA.

Each department or unit shall maintain a list of temporary faculty whose teaching has been evaluated by the department or unit, and also the courses taught by each individual. In the event a member of that list applies for a position in the department or unit, his/her application shall receive careful consideration.

304.7.2 Reappointment of Temporary Faculty

~~Any part time temporary faculty who are sponsored by State side programs may be rehired after a formal evaluation, and offered a similar assignment in the same department or unit. The evaluation will consist of a review of all available SOCs and a minimum of one classroom observation carried out by the Department Chair or designee. Additionally, part time temporary faculty hired for any teaching assignment must be evaluated prior to any subsequent appointment or placement on Departmental list of qualified instructors.~~

DISTRIBUTION: This resolution shall be distributed to the President, Provost and Vice President for Academic Affairs, the Associate Vice President for Faculty Affairs, Department Chairs, and General Faculty.

RATIONALE: Separation of issues of initial appointments of temporary faculty from the evaluation process. The intent here is to ensure departmental consultation for all appointment within a department or academic program.

Approved by the Academic Senate on April 13, 2013

Sent to the President for approval on April 19, 2013

Approved by the President on May 6, 2013