

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE

RTP LEVELS OF REVIEW

RES 192019

FAC

RESOLVED: that the Academic Senate recommend to the President the following amendments to the *University Handbook* (additions are underlined):

305.4.3 Levels in the Performance Review Process

Performance review for retention, tenure, and promotion proceeds through the following levels.

- a. Unit RTP Committee (for additional details, see 305.6)
 1. The department/program chair of the unit may submit a separate evaluation and recommendation, which occurs after the unit RTP committee completes its review. Unit chairs choosing to submit a separate evaluation and recommendation shall not participate in the deliberations of the unit RTP committee.
 2. For librarians, there is no unit chair.
 3. For counselors, the unit chair is the Director of the Counseling Center.
- b. School Dean (for additional details, see 305.7)
 1. For librarians, the school dean is the Dean of University Libraries
 2. For counselors, the school dean is the Vice President for Student Affairs (VPSA)
- c. University Review Committee (for additional details, see 305.8)
- d. P&VPAA (for additional details, see 305.9)
- e. President or President's designee (for additional details, see 305.10) If the President designates the P&VPAA, that level shall conclude the review process. The President may select a designee en masse or on a case-by-case basis.

305.9 Evaluation and Recommendation by the Provost & Vice President for Academic Affairs (P&VPAA)

The P&VPAA shall prepare written evaluations and recommendations for all faculty who are being considered for retention, the award of tenure, or promotion, using primarily information in the RTP files. Before the P&VPAA submits recommendations to the President, the URC and the P&VPAA shall discuss their respective recommendations. Unless the President has specified the P&VPAA as the designee, the P&VPAA shall forward the RTP files, including all evaluations and recommendations, to the President for final review

305.10 RTP Action by the President

The President or President's designee shall review the evaluations and recommendations and other materials forwarded by the P&VPAA as necessary to arrive at a decision regarding retention, the award of tenure, and/or promotion. The President or President's designee may return the materials to the appropriate reviewing level for clarification. The final decision of the President or President's designee will be reported in writing to the faculty concerned and to the chairs of all the appropriate reviewing committees. The reasons for the decision shall be included in the report.

RATIONALE: The Collective Bargaining Agreement defines the President as follows: *The term "President" as used in this Agreement refers to the chief executive officer of a University or college or his/her designee.*

This brings our handbook into concordance with the Collective Bargaining Agreement. This also allows flexibility to the President, as requested by our current President.

Distribution List:

President
Provost and AVP Academic Affairs
AVP Faculty Affairs
VP Student Affairs
Deans
Department Chairs
General Faculty

Approved by the Academic Senate April 30, 2020

Sent to the President May 8, 2020

Approved by the President June 8, 2020