

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE

RTP GUIDELINES 2020

RES 192020

FAC

RESOLVED: that the Academic Senate recommend to the President that SOCIs for the spring and/or summer 2020 semester may be included or withheld from the Personnel Action File (PAF) and the Working Personnel Action File (WPAF) at the faculty member's discretion, and the absence of SOCIs from spring and/or summer 2020 not be considered a negative factor in any subsequent evaluation. SOCIs are to be delivered directly to faculty, rather than being routed to Deans and Chairs for these two terms only; and be it further

RESOLVED: that the *University Handbook* requirement (305.4.2.7) regarding Classroom Observations for probationary and temporary faculty be optional, at the faculty member's discretion, for the 2019-2020 academic year; and be it further

RESOLVED: that probationary faculty who were employed during the 2019-2020 academic year, may, at the time they are due for tenure, request an additional year without penalty, provided they consult with their respective Dean and give notice to the Office of the Provost at least 30 days before the first day of classes of the year they would otherwise be up for tenure; and be it further

RESOLVED: that faculty whose post-tenure review period includes the 2019-2020 academic year, may, at the time they are due for review, request an additional year without penalty; and be it further

RESOLVED: that the Office of the Provost send RTP letters for spring 2020 via US mail and via file attachment.

RATIONALE: The worldwide COVID-19 pandemic has caused numerous interruptions to the spring and summer 2020 terms. Courses devised for face-to-face instruction and for which students expected face-to-face instruction are now being offered through alternate methods; some courses and students may weather this transition well, and others may not. Student SOCIs may reflect discontent in a manner not fair to instructors. Some required classroom observations for the academic year had not yet taken place before face-to-face teaching was suspended. Conducting an on-line observation of a class originally designed for face-to-face instruction may not accurately reflect the work of the faculty member.

The pandemic has also interrupted research, conference participation, publication deadlines, creative activities, service opportunities, as well as teaching. Because of this, both probationary

faculty and those up for post-tenure review may experience delays in achieving their professional goals. Providing the option of an additional year acknowledges and addresses this hardship. Thirty days notice prior to the start of the academic year is specified in accordance with section 13.8 of the CBA.

RTP letters are normally delivered to campus mail boxes. Since faculty are working remotely, hard copies should be mailed via US Mail to home addresses and sent through the campus e-mail system via an attachment.

Distribution List:

President
Interim Provost and VP Academic Affairs
Interim AVP Faculty Affairs
VP Student Affairs
School Deans
Library Dean
Department Chairs
General Faculty

Approved by the Senate April 23, 2020
Sent to the President May 1, 2020
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