RESOLVED: That University Handbook language for early promotion be revised (deletions in strikethrough, additions in **bold underline**) as specified below:

305.3.4 Early Promotion of Probationary and Tenured Faculty
The President may promote probationary faculty before the end of the normal six (6)-year probationary period or in the case of tenured faculty before the lapse of six years since the initial promotion. Early promotion should be rare and occurs only if faculty have compiled a record of discipline-specific exceptional performance while at California State University, Bakersfield in teaching (or the equivalent for librarians and counselors), and scholarly/creative activities, and of acceptable performance in professionally-related service at California State University, Bakersfield.

a. Well-defined and specific departmental expectations for the level of “exceptional” performance in teaching, scholarly/creative activities, and service shall be included in the department unit RTP criteria. These criteria shall significantly exceed the typical criteria and shall be of sufficient rigor that most faculty within the unit who qualify for promotion and/or tenure would not meet exceptional criteria for early promotion and/or tenure. Such criteria shall be regularly reviewed by the department unit.

b. Early tenure and/or promotion of probationary and early promotion of tenured faculty should be a rare event. The request for early tenure and/or promotion may be initiated either by the probationary faculty member or by the department unit committee. If the request is initiated by the probationary faculty member such request may not occur before the fourth year of the ordinary six-year probationary period. Requests initiated by the unit committee are under no such restriction. In either case the candidate and/or the unit committee must document how the faculty member meets the department’s elaborated definition of “exceptional” performance.

c. If no criteria for “exceptional” performance for early tenure and/or promotion exist within unit RTP criteria, then requests for early promotion and/or tenure shall not be considered.

RATIONALE: Early promotion or probationary and tenured faculty should be a rare event and requires evaluation of faculty performance based on criteria developed explicitly for consideration of early promotion. Without specific unit criteria, faculty, unit committees, deans, and members of the URC are left to interpret expectations. Having clear and specific guidelines for early promotion makes the process more consistent and fairer to all involved. The current
proposed changes do not alter the prior requirement that units develop criteria for evaluation of exceptional performance in teaching and scholarship.

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