

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE

EARLY AWARD OF TENURE

RES 212202

FAC

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

305.2.4 Early Award of Tenure to Faculty

The President may award tenure to faculty before the end of the normal six (6)-year probationary period. The award of early tenure may occur when:

- a. Faculty have compiled a record of exceptional performance in teaching (~~for counselors, exceptional performance in counseling~~) **(or the equivalent in the case of librarians and counselors)**, ~~in and~~ scholarly/creative activities, ~~and of acceptable performance~~ in professionally-related service at California State University, Bakersfield;

or

- b. Faculty were tenured at another institution and apply for tenure in the second year of service. Based upon the performance reviews normally completed during the first two years, the President shall make a decision and formally notify the faculty by February 15 of: (1) the award of tenure, (2) reappointment to a third probationary year, or (3) appointment to be terminated at the end of the second year.

RATIONALE: The Academic Senate recently passed Resolution 202124 specifying that early tenure criteria should require exceptional performance in professionally-related service. Adjustments were made to this effect in section 305.3.4 in the *University Handbook*, however the reference to early tenure in an earlier section, 305.2.4, was overlooked. This resolution corrects that oversight. It also adds librarians to be consistent with 305.3.4.