

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE

RTP – 2nd Year Review Materials - Handbook Change

RES 222334

FAC

RESOLVED: That the Academic Senate recommend the following revisions to the *University Handbook* (deletions in strikethrough, additions in **bold underline**) as specified below:

305.4 Performance Review of Faculty

305.4.1 General Provisions

c. 2. Spring review of 1st year probationary faculty and temporary faculty. **These reviews are conducted by the Unit Review Committee and the Dean.** (*Revised 6-28-2018*)

305.4.2.10 The RTP File

Each faculty member subject to performance review shall prepare a file containing a representative sample of materials from the period under review. **Unit RTP criteria may require additional materials.** The file should be prepared with attention to the demands on reviewers. For example, the file, excluding SOCI's should be no longer than could be held in one three-inch binder. ~~If~~ **For** electronic files ~~are approved~~, the documents in the electronic file should be capable of being held in one three-inch binder if they were printed. SOCI's may be contained in a separate file. (*Revised 10/29/15*)

The second-year review shall contain documentation from the period under review and shall also contain all materials from the first-year review. This enables the University Review Committee and higher levels who did not participate in the first-year review process to consider the entire first year of probationary faculty.

RATIONALE:

Currently, the documentation from the first semester of a probationary faculty's file is not seen or reviewed by levels above the Dean's review. This means the University Review Committee nor the Provost have the opportunity to review or comment on the process or materials from this first review. By including documentation from the full first academic year of a probationary faculty, the review process is more thorough.

Approved by the Academic Senate May 4, 2023
Sent to the President May 17, 2023
Approved by the President May 22, 2023

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