

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD

ACADEMIC SENATE

Range Elevation Handbook Changes

RES 171823

FAC

RESOLVED: That the Academic Senate of CSU Bakersfield recommend to the President that the University Handbook be revised as follows:

313 RANGE ELEVATION FOR TEMPORARY FACULTY

Under the current Collective Bargaining Agreement (CBA), temporary faculty have the right in specified circumstances to apply for range elevation, which if granted, shall result in a minimum 2-step salary increase.

313.1 Eligibility

Temporary faculty (excluding coaches) are eligible for range elevation if they (a) are not eligible for more SSIs in their current range and (b) have been employed in their current range for at least five years.

313.2 Criteria for Range Elevation

For elevation to the range of Lecturer B or above, the individual must hold a degree appropriate for teaching assignment(s). For teaching faculty, teaching success is the principal requirement for range elevation; service and scholarly work are not required. For Lecturers whose assignments include non-teaching tasks, successful performance on those tasks is required.

313.3 Application

Application shall consist of 1) a written statement explaining and justifying the applicant's request, and 2) a complete vita.

313.4 Procedures for Consideration of Range Elevation Requests

A. Eligible individuals must apply prior February 1 for range elevation to be effective at the beginning of fall semester. (Revised 06-06-17)

B. Applications are submitted to the Provost, department or program chair, and ~~with a copy~~ to the appropriate school dean. In addition to the application, all levels of review shall ~~have access to review~~ the applicant's ~~periodic review~~ personnel action file. The unit committee provides its evaluation to the department chair, who may add his/her own evaluation. The chair forwards the application and all recommendations to the appropriate dean on March 1. All levels of review shall provide copies of evaluations to the applicant.

C. The appropriate school dean shall make a decision and notify the applicant no later than March 15.

313.5 Appeals of Range Elevation Denials

Faculty who are denied range elevation may appeal the decision to a Peer Review Panel within fourteen (14) calendar days of notice of denial. The Peer Review Panel shall convene and review each case within thirty (30) days of the appeal. The panel shall allow appellants to make presentations to the Panel and to be represented by CFA, at each appellant's discretion. The Panel shall render a decision within thirty (30) days of hearing an appeal. The decision of the Peer Review Panel shall be final and binding on the parties.

313.5.1 Formation of Peer Review Panel

In the ~~winter~~-**spring** term of each year, **if one or more individuals is denied range elevation**, the faculty shall elect members to a Peer Review Panel, which shall hear appeals of denials of range elevations as described in section 313.5. Membership in the Peer Review Panel shall include one representative from each school within the University and one at-large member. Faculty members serving on a department range elevation committee in that academic year are not eligible to serve. All other members of the faculty who consent to serve shall be eligible for election.

RATIONALE: The Provost's office would like to monitor the process so that all eligible faculty are included in the application process. Also, the PAF is a more appropriate file to review for range elevation than the RTP file. Lastly, elections are run for a review panel only if needed.

Distribution:

President
Provost
School Deans
Department Chairs

Approved by the Academic Senate April 12, 2018
Sent to the President April 20, 2018
Approved by the President May 31, 2018