

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE

Fairness in Evaluation in Faculty Review, Handbook Change

RES 171826

FAC

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

305.4 Performance Review of Faculty

Performance review shall serve to promote excellence in teaching, professional development currency in the field, and engagement with the academic community. (Revised 10/29/15)

305.4.1 General Provisions

a. Performance reviews are required of faculty for purposes of retention, the award of tenure, and promotion. All faculty, except faculty who are awarded credit towards tenure, will undergo performance reviews in years 1, 2, 3, 5 and 6 of their probationary period. Faculty who are awarded credit towards tenure are reviewed every year. At any level of the 3rd year review, a request for a full review during the 4th year may be made, as part of that review. The probationary faculty member may ask for a full review during the 4th year.

b. The P&VPAA annually establishes timelines for the performance reviews, after considering recommendations from relevant faculty committees. The timelines shall specify the dates by which the RTP file is to be ready for review and the dates by which each level of review is to have completed its work.

~~c. There are three RTP cycles during each academic year:~~

~~1. Fall RTP cycle—review of second year probationary faculty;~~

~~2. Winter RTP cycle—review of 3rd, 5th, and 6th year probationary faculty, 4th year faculty if requested according to the provisions of 305.4.1a or if required (faculty with credit toward tenure), and tenured faculty requesting consideration for promotion; and~~

~~3. Spring RTP cycle—review of first year probationary faculty and temporary faculty.~~

c. There are two RTP cycles during each academic year:

1. Fall RTP cycle—review of 2nd, 3rd, 5th, and 6th year probationary faculty, 4th year faculty if requested according to the provisions of 305.4.1a or if required (faculty with credit toward tenure), and tenured faculty requesting consideration for promotion; and

2. Spring RTP cycle—review of 1st year probationary faculty and temporary faculty.

d. Unit RTP criteria shall be used at each level of review for each faculty.

e. All eligible tenured faculty are obligated to serve on peer review committees, if elected.

f. Faculty shall not sit in review of their own cases, or that of a close relative or domestic partner.

g. Faculty who are undergoing review in a given RTP cycle shall not serve on any review committee in that cycle

h. All deliberations and recommendations pursuant to this section shall be confidential.

Only the affected faculty, peer review committee members, appropriate administrators, and the President shall have access to the performance review documents.

Any faculty member undergoing review who believes that they have a compelling issue that may affect an objective review, may confer with the Provost's office and/or a member of CFA's Faculty Rights Committee for support and guidance in ensuring a fair review process.

RATIONALE: There may arise situations in which a faculty member experiences stressed relations with individual members of the University over legal or professional issues. If a faculty member believes that an individual member in the review process may not be objective due to these experiences, then guidance should be in place that would help assure the faculty member that a fair and impartial review is possible. This addition to the Handbook would give such guidance.

Distribution List:

President

Provost and VP of Academic Affairs

General Faculty

Approved by the Senate May 10, 2018

Sent to the President May 29, 2018

Approved by the President May 31, 2018