

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE

EARLY TENURE

RES 202124

FAC

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.

e. ~~Early promotion for tenured faculty is granted for exceptional performance and should be a rare event.~~

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.

Distribution:

Provost & Vice President of Academic Affairs

Interim AVP Faculty Affairs

Interim AVP Academic Affairs and Dean Academic Programs

Dean Arts and Humanities

Interim Dean Business and Public Administration

Interim Dean Natural Science, Mathematics and Engineering

Dean Social Sciences and Education

Interim Dean CSUB Antelope Valley

Department Chairs

General Faculty

Approved by the Academic Senate April 15, 2021

Sent to the President April 23, 2021

Approved by the President April 23, 2021