

CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
ACADEMIC SENATE

Levels In The Performance Review Process

RES 212227

FAC

RESOLVED: That *University Handbook* language for levels in the performance review process be revised (deletions in ~~striketrough~~, additions in **bold underline**) as specified below:

RATIONALE: Department chairs are permitted to submit an evaluation and review separate from a Unit Review Committee, however the timeline for this process is unclear and inconsistently addressed in the *University Handbook*. Because the review process is already on a tight timeline, and a delay would create unwanted time pressures on other levels of review, it is suggested that the Unit Review Committee and the department chair complete their reviews simultaneously, consistent with 305.6 and 306.2.

A correction is also made regarding librarians.

305.4.3 Levels in the Performance Review Process

Performance review for retention, tenure, and promotion proceeds through the following levels.

a. Unit RTP **Review** Committee (for additional details, see 305.6)

1. **Unit Review Committee (for additional details, see 305.6)**

2. The department/~~program~~ chair of the unit may submit a separate evaluation and recommendation, which occurs after **using the same timeline as** the unit RTP ~~committee~~ completes its review **committee**. Unit **Department** chairs choosing to submit a separate evaluation and recommendation shall not participate in the deliberations of the unit RTP committee. For counselors, the unit chair is the Director of the Counseling Center.

~~2. For librarians, there is no unit chair.~~

~~3. For counselors, the unit chair is the Director of the Counseling Center.~~

b. School Dean(for additional details, see 305.7)

1. For librarians, the school dean is the Dean of University Libraries

2. For counselors, the school dean is the Vice President for Student Affairs (VPSA)

c. University Review Committee (for additional details, see 305.8)

d. P&VPAA (for additional details, see 305.9)

e. President or President's designee (for additional details, see 305.10) If the President designates the P&VPAA, that level shall conclude the review process. The President may select a designee en masse or on a case-by-case basis.

(Revised 07-02-20)

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