

Academic Affairs Manual

Criteria for Recommending Credit Toward Tenure (CTT)

Consistent with Provision 13.4 of the Unit 3 (Faculty) Agreement, which states, "The President, upon recommendation by the affected department or equivalent unit, may grant to a faculty unit employee at the time of initial appointment to probationary status up to two (2) years service credit for probation based on previous service at a post-secondary education institution, previous full-time CSU employment, or comparable experience,." Academic Affairs hereby adopts the following general criteria for a Dean to recommend credit toward tenure (CTT):

For an applicant to be recommended to receive CTT, the individual must either (1) have held either a tenured or a tenure-track position at another regionally accredited institution of higher education, or (2) have had previous full-time employment at CSUDH or another CSU campus. In this latter regard, for an applicant who has recently held a full-time temporary lecturer position within the CSU, the number of years of CTT shall be determined using various factors. Such factors may include, but are not limited to, exceptional teaching experience, an active research agenda, and service appropriate to the University or surrounding community.

For CTT to be recommended for comparable experience, an applicant must have had professional experience that may be considered either research/scholarship/creative activity or service appropriate to his/her discipline or field.

The University recognizes the above criteria are general in nature. For appointment purposes, therefore, for an applicant to be recommended for CTT, the appointing Dean will make a determination of equivalency and provide written justification for the Provost's review and decision. Such justification must be included as part of the Dean's recommendation to the Provost for making an offer of appointment to the successful applicant.

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