Objective: to review current policies and practices, as related to lecturers in academic departments.

Agenda

1. Lecturers
   a. Recruitment
      i. Current practices
      ii. Full-time and part-time
   b. Personnel Files
      i. What they should be
      ii. Audit
   c. Review (RTP standards for lecturers and currency in the field)
      i. WPAF
      ii. Currency in the field
   d. Lecturer Orientation
   e. Professional Development
1. Recruitment
   i. Current Practices
   ii. Full-time & Part-time

2. Personnel Files
   i. What they should be
   ii. Audit

3. Review
   (RTP Standards for Lecturers & Currency in the Field)
   i. WPAF
   ii. Currency in the field

4. Lecturer Orientation

5. Professional Development
RECRUITMENT OF TENURE-TRACK AND OTHER FULL-TIME FACULTY

1.0. REFERENCE

This policy supersedes AAPS044.001.

2.0 POLICY

2.1 Elected search committees are required for hiring all full-time faculty. Each department or equivalent unit shall elect a committee of full-time faculty members for the purpose of reviewing and recommending appointments and granting retreat rights. The majority of members serving on search committees shall be tenured and/or tenure track faculty. The department or equivalent unit may also elect full-time faculty members from a related discipline outside the department or equivalent unit.

2.2 Full-time academic appointments will be made in accordance with the Unit 3 (faculty) collective bargaining agreement.

2.3 The department or equivalent unit shall develop a faculty position description and vacancy announcement. Position descriptions and the vacancy announcement require approval by the Dean and Provost/Vice President for Academic Affairs before the search can begin.

2.4 All tenure-track faculty positions shall be publicized nationally in publications that draw the attention of the largest number of qualified persons. It is recommended that relevant publications typically read by members of historically under-represented groups also be targeted.

2.5 The Associate Vice President for Faculty Affairs and Development shall meet with the search committee before screening candidates to discuss appropriate recruitment procedures and Equal Employment Opportunity (EEO) issues. The Associate Vice President shall also assist departments in the researching of needs and recruitment of appropriate candidates, shall provide appropriate materials, and shall identify appropriate strategies.

2.6 Search committee business involving the preliminary screening, interviewing and formulation of recommendations shall be conducted only if all of the members are present or the proceedings are recorded and absent members subsequently review these recordings.

2.7 A search committee may conduct preliminary interviews by telephone or video conferencing in which all search committee members are present or the interview is recorded.

2.8 On campus interviews will be required of candidates who are selected as finalists.
2.9 Unless there are compelling reasons, no fewer than three qualified finalists will be recommended to the Dean to be interviewed.

2.10 A cover memorandum listing the strengths and weaknesses of each final candidate interviewed shall be submitted to the Dean.

3.0 RESPONSIBILITIES

3.1 The department chair or equivalent officer shall:

3.1.1 After consultation with the faculty in their unit, submit a department-level recruitment request to the Dean.

3.1.2 Attach a proposed position description and vacancy announcement to each recruitment request.

3.1.3 Review resource availability and programmatic needs with the Dean.

3.1.4 Oversee the conduct of the search committee.

3.1.5 Confirm that all members of the search committee review and comply with this updated policy.

3.1.6 Conduct an election through a secret ballot to form a search committee for each approved position.

3.1.6.1 The search committee chair shall be elected by the search committee.

3.1.7 Submit the names of committee members to the Dean and the Office of Faculty Affairs and Development.

3.1.8 Submit to the Dean an independent assessment of the finalist(s) unless he/she serves as a member of the search committee.

3.1.9 Meet with the Dean to assess the strengths and weaknesses of the finalists for a tenure-track appointment.

3.2 The Dean shall:

3.2.1 Interview all finalists

3.2.2 Make a recommendation to the Provost that includes supporting data, funding source(s), and a programmatic justification.

3.2.3 Prior to final consideration by the Provost, recruitment requests shall be reviewed by Central Academic Affairs to verify that resources are available and University policies and procedures have been followed.
3.2.4 When the terms of the appointment have been completed, the Dean shall prepare a recommendation and a Request to Appoint packet for submission to the Office of Faculty Affairs and Development.

3.2.5 Forward the recommendation to the Provost for final approval.

3.2.6 The Provost may interview all finalists.

3.3 No interviews shall be scheduled without the Dean’s approval of the interview pool. If the Dean authorizes the interviews to proceed, the chair of the search committee shall schedule interviews for finalists.

3.4 After the search committee has completed its interview(s) and assessment of the finalist(s), the search committee chair shall submit a written assessment(s) of the strengths and weaknesses of each finalist to the Dean and the department chair, if not a member of the search committee.

3.5 After EEO approval is received from the Office of Faculty Affairs and Development, the Dean after consultation with the Provost, may begin the process of discussing terms of appointment with the finalist.

3.5.1 The Dean must advise the finalist that the terms to which they agree will constitute a recommendation that the Dean will make to the Provost and that the final written offer shall come from the Provost.

3.5.2 The Office of Faculty Affairs and Development shall review the Request to Appoint packet.

3.6 The Provost shall write a Letter of Appointment and forward it to the finalist.

Approved: Ramon S. Torrecilha Date: May 23/2012.
ARTICLE 12

APPOINTMENT

12.1 After considering the recommendations, if any, of the department or equivalent unit and the appropriate administrator, appointments of employees shall be made by the President. Appointments may be temporary, probationary, or tenured. Appointments shall be made through written notification by the President. No employee shall be deemed appointed in the absence of an official written notification from the President. An initial appointment may be made jointly in more than one academic department or equivalent unit. The President shall determine the proportion of assignment of activity for individuals holding joint appointments. The proportion of such an assignment may be changed by the President during the duration of the joint appointment. Appointments shall be made in accordance with Article 16, Non-Discrimination.

12.2 Official notification to an employee of an appointment shall include the beginning and ending dates of appointment, classification, time base, salary, rank when appropriate, employee status, assigned department or equivalent unit, and other conditions of employment. Each new faculty unit employee shall be advised no later than fourteen (14) days after the start of the quarter/semester where on campus a summary of the CSU benefits program is available. Each new faculty unit employee shall also be provided no later than fourteen (14) days after the start of the quarter/semester with written notification of the evaluation criteria and procedures in effect at the time of his/her initial appointment. In addition, pursuant to provision 15.3, the faculty unit employee shall be advised of any changes to those criteria and procedures prior to the commencement of the evaluation process.

Temporary Appointments

12.3 Temporary appointments may be for periods of a semester, a quarter, parts of a year, or one (1) or more years. Following two (2) semesters or three (3) quarters of consecutive employment within an academic year, a part-time temporary employee offered appointment to a similar assignment in the same department or equivalent unit at the same campus shall receive a one (1) year appointment with a timebase equal to or greater than the timebase in the prior academic year. Such appointment shall be subject to the limitations stated in provision 12.5. Units taught during extension for credit programs shall not be included as part of the temporary faculty member's entitlement base. Application towards an entitlement under this provision for units taught during Summer Session programs is established pursuant to the chart in Appendix F.

12.4 The official notification to a temporary employee shall also indicate that appointments automatically expire at the end of the period stated and do not establish consideration for subsequent appointments or any further appointment rights. No other notice shall be provided.

12.5 An appointment for a less than full-time temporary employee may be on a conditional basis. If during the term of an appointment, a less than full-time temporary employee is assigned additional work up to and including full-time, the employee’s entitlement
for that appointment shall not be increased and shall continue to be on a conditional basis for the duration of that appointment. A subsequent full-time appointment will be unconditional pursuant to 12.6.

The conditions established at the time of appointment may relate to enrollment and budget considerations. If a class is canceled prior to the third class meeting, the temporary employee shall be paid for the portion of the academic term worked prior to the cancellation. If a class is canceled after the third class meeting, the temporary employee shall either be paid for the remaining portion of the class assignment or provided an alternate work assignment.

The partial or complete reduction in time base of a temporary part-time faculty unit employee may be accomplished pursuant to provision 12.5 and does not require the layoff of the employee pursuant to Article 38.

12.6 Full-time temporary employees, except Coaching Faculty Unit Employees, shall not be appointed on a conditional basis. Full-time Coaching Faculty Unit Employees may be appointed on a conditional basis, and those conditions may include, but shall not be limited to, adherence to NCAA bylaws and other NCAA regulations.

12.7 Each department or equivalent unit shall maintain a list of temporary employees who have been evaluated by the department or equivalent unit. If such an employee applies for a position in that department or equivalent unit or applicant pool for that department or equivalent unit, the faculty unit employee's previous periodic evaluations and his/her application shall receive careful consideration. If a temporary employee applies for a subsequent appointment and does not receive one, his/her right to file a grievance shall be limited to allegations of a failure to give careful consideration.

12.8 The list maintained by each department or equivalent unit pursuant to provision 12.7 of temporary employees who have been evaluated by the department or equivalent unit shall also include the courses previously taught in the department.

12.9 Appointment of a temporary employee in consecutive academic years to a similar assignment in the same department or equivalent unit shall require the same or higher salary placement as in his/her previous appointment.

12.10 Upon completion of twenty-four (24) units on a semester campus, or the equivalent on a quarter campus, in the same department or equivalent unit, temporary employees shall receive a salary increase equivalent to the percentage of the negotiated SSI, provided that they meet the requirements of Article 31, only during years when the parties have
agreed to provide Service Salary Step Increases pursuant to Article 31 of this Agreement.

12.11 A temporary faculty unit employee who receives a new appointment may be placed on the salary schedule above the maximum Service Salary Step Increase rate within his/her then-current salary range.

Three-Year Appointments

12.12 Temporary faculty unit employees (excluding coaches) employed during the prior academic year and possessing six (6) or more years of prior consecutive service on that campus shall be offered a three-year temporary appointment following an evaluation conducted pursuant to provisions 15.20(d) and 15.28, where there is a determination by the appropriate administrator that a temporary faculty unit employee has performed the duties of his/her position in a satisfactory manner; and absent documented serious conduct problems.

In addition to other provisions of this Agreement, the following special conditions shall apply:

a. For purposes of this section, one (1) year of service shall be considered employment of one (1) semester or two (2) quarters in the bargaining unit on a single CSU campus during a single academic year. In calculating the six-year eligibility period, the entire six (6) year period must have been worked on a single campus in a single department. Units taught during extension for credit programs shall not be included as part of the temporary faculty member’s entitlement base. Application of units towards an entitlement under this provision for units taught during Summer Session programs is established pursuant to the chart in Appendix F.

b. Three-year appointments will be issued for employment on each campus and in each department where the temporary faculty member has established eligibility.

c. The time base of appointments provided here shall be as established under terms of the “similar assignment” language and precedents of provision 12.3 of this Agreement. Subsequent three-year entitlements are determined by the time base held during the third year of the prior three-year appointment. Units taught during extension for credit programs shall not be included as part of the temporary faculty members’ entitlement base. Application of units towards an entitlement under this provision for units taught during Summer Session programs is established pursuant to the chart in Appendix F.

d. The President shall decide the type and extent of course offerings for the department, consistent with current policies and procedures on each campus.

e. In the event there is no work available to satisfy the time base entitlement during any academic term of a three-year appointment, the temporary faculty employee
shall continue to maintain this contractual entitlement for the duration of the three-year appointment.

f. If no work exists in the department to support the initial or subsequent three-year appointment of the temporary faculty unit employee, or if the time base of the temporary faculty unit employee was zero during the third year of her/his three-year appointment, s/he shall be placed on a departmental list pursuant to provision 38.48. When such a temporary faculty unit employee is officially notified that no work exists to support the initial or subsequent three-year appointment, the official notification shall also inform the temporary faculty unit employee of the right to be placed on a list for a period of three (3) years. No later than July 1 of each year during the period the temporary faculty unit employee is on the list, the temporary faculty unit employee must inform her/his department chair of the temporary faculty unit employee's interest in and availability for employment. Included in this written notice shall be current, accurate contact information. Failure to notify the chair shall result in removal from the department provision 38.48 list.

Upon request, CFA shall be provided with a copy of all letters informing a three-year lecturer that no work exists in the department to support the subsequent appointment.

An employee returning from the provision 38.48 list will be employed at the same rate of pay that they previously received, but benefits eligibility shall be determined by the faculty member’s time base at the time of return to work. The period in which the employee was on the department provision 38.48 list shall not constitute a break in service regarding rights previously accrued under Article 12.

12.13 Temporary faculty (excluding coaches) holding three-year appointments shall be reappointed to a subsequent three-year appointment following an evaluation conducted pursuant to provisions 15.20(d) and 15.29, where there is a determination by the appropriate administrator that a temporary faculty unit employee has performed the duties of his/her position in a satisfactory manner; and absent documented serious conduct problems.

These temporary faculty will be reappointed after a three-year appointment unless there is insufficient work for which the faculty member is qualified. In the event there is insufficient work to support the reappointment at the previous time base, the time base of his/her successor three-year appointment may be reduced to reflect available work for which the temporary faculty member is qualified.

12.14 The application of provision 12.12 shall not prohibit the President from making appointments in excess of three (3) years for eligible temporary faculty unit employees.

12.15 No later than June 30 of each year, the Administration shall post in each department a list of temporary faculty who it believes will be eligible for a three-year appointment pursuant to provision 12.12 effective with the first appointment of the next academic
year. Any temporary faculty who are omitted from the list, but who believe they are eligible for a three-year appointment, shall come forward and identify themselves to the appropriate department chair within thirty (30) days of the posting. The faculty member should provide any documentation in her/his possession which will assist in verifying eligibility.

Temporary Range Elevation

12.16 Procedures for range elevation on the salary schedules that have been previously established at each campus by the President, after recommendation by the appropriate Academic Senate Committee, shall continue in effect unless revised by the campus. Any such procedures that do not provide deadlines for the beginning of the review and the conclusion of the review shall be amended to include these deadlines. The range elevation salary increases shall be effective at the beginning of the first appointment in the academic year following the review.

12.17 Those eligible for lecturer range elevation shall be limited to lecturers who have no more eligibility for salary increases pursuant to provision 12.10 in their current range, and have served five (5) years in their current range.

12.18 At least thirty (30) days prior to the commencement of the annual campus range elevation process, the campus shall notify those lecturers at the SSI maximum who have five (5) years of service in their current range that they may be eligible for range elevation. In that notification the campus shall inform the lecturers that receipt of a previous FMI may affect their eligibility for range elevation. The parties agree that failure to notify an eligible lecturer shall not be cause for automatic granting of a range elevation.

The parties further agree that lecturers not notified may be eligible for range elevation pursuant to 12.17 and, if eligible, lecturers may apply for a range elevation.

12.19 Criteria for range elevation for temporary faculty (excluding coaches) shall be appropriate to lecturer work assignments.

12.20 Denial of range elevations shall be subject to the peer review process. Each campus shall establish a single Peer Review Panel to hear the appeals of any temporary faculty unit employee denied range elevation during that fiscal year. The Panel shall allow for appellants to make a presentation to the Panel and to be represented by CFA if so desired. The Peer Review Panel shall convene and review the case within thirty (30) days. The Panel shall render a decision within thirty (30) days of hearing the case. The decision of the Peer Review Panel shall be final and binding on the parties.

Probationary Appointments

12.21 Initial probationary appointments and subsequent probationary appointments may be for a period of one (1) or more years. Initial probationary appointments commencing
at a time other than the beginning of the academic year (i.e., winter or spring quarter or spring semester) shall last until the end of the succeeding academic year.

12.22 Recommendations regarding probationary appointments shall originate at the department or equivalent unit. Probationary appointment procedures shall include the following:

a. Each department or equivalent unit shall elect a peer review committee of tenured employees for the purpose of reviewing and recommending individuals for probationary appointments. At the discretion of the President and upon request of the department these peer review committees may also include probationary employees.

b. Each departmental peer review committee recommendation report shall be approved by a simple majority of the membership of that committee.

12.23 Probationary appointments are normally made at the Assistant Professor or equivalent librarian rank. The President may appoint an employee at a higher rank on the determination of merit consistent with provision 12.22.

Appointment at Another Campus

12.24 An employee may apply for appointment at another campus in his/her field of expertise.

12.25 An employee shall not be involuntarily appointed at another campus within the CSU.

Vacancy Announcements

12.26 Vacancy announcements of probationary positions shall be widely disseminated. Employees shall be informed of the location where all vacancy announcements for tenure-track positions from all campuses may be examined.

12.27 Vacancy announcements of temporary employee positions shall be available on the campus where such vacancies may exist. Employees and the CFA shall be notified of the location where such vacancy announcements may be examined.

12.28 The department or equivalent unit shall normally develop vacancy announcements. Such announcements shall be subject to approval by the appropriate administrator.

Preference for Available Temporary Work

12.29 In the event that the department determines that a need exists to assign new or additional work to temporary faculty unit employees after the assignment needs of tenured and probationary faculty (including FERP, and PRTB faculty) have been satisfied, and after any work to be taught by administrators, teaching associates and
other student employees, or volunteer faculty¹ have been assigned, the work shall first be offered to qualified temporary faculty in the department who have performed satisfactorily, in the following order.

a. **Assignment Order at the Beginning of the Academic Year**

1. First offer work to three-year full-time appointees pursuant to provisions 12.12 and 12.13 of the Agreement.

2. Next, offer work to other continuing multi-year (not three-year under provisions 12.12 and 12.13) full-time appointees.

3. Next, offer work to three-year, part-time appointees pursuant to provisions 12.12 and 12.13 up to their time base entitlement.

4. Next, offer work to individuals whose names appear on the list for the department established pursuant to provision 38.48 up to the time base entitlement of their most recent three-year appointment.

5. Next, offer work to continuing multi-year (not three-year under provisions 12.12 and 12.13) part-time appointees up to their time base entitlement.

6. Next, offer work to Visiting Faculty subject to the limitations in provision 12.32.

7. Next, pursuant to provision 12.7, give careful consideration to all part-time and full-time temporary faculty with no multi-year appointments who were employed in the academic year prior to the year for which they are being considered. Temporary faculty in this group may be appointed in any order, but must satisfy all provision 12.3 entitlements but may only be appointed up to their time base entitlement. Full-time and part-time temporary faculty with no provision 12.3 appointment rights can be appointed to any time base and for any academic term(s). If a decision is made not to reappoint temporary faculty in this category, the work previously performed by these faculty (if it continues to exist) shall be considered "new or additional" and assigned according to the order set forth in Paragraph 8 below.

8. Next, assign any remaining temporary work to temporary employees as "new or additional" work in the following order:

i. First, offer work to part-time temporary faculty unit employees holding a three-year appointment up to and including a 1.0 time base. In the event the department has a need to assign work for which a temporary part-time faculty unit employee with a one-year

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¹ Volunteer faculty are faculty who are not receiving direct compensation from the CSU for the assigned Unit 3 work.
appointment is objectively determined to be demonstrably better qualified, the one-year appointee may be assigned the work.

ii. Next offer work to part-time temporary faculty unit employees holding a one-year appointment up to and including a 1.0 time base.

iii. Last, offer work to any other qualified candidate.

b. Assignment Order During the Academic Year

1. First offer work to three-year full-time appointees pursuant to provisions 12.12 and 12.13 of the Agreement.

2. Next, offer work to other continuing multi-year (not three-year under provisions 12.12 and 12.13) full-time appointees.

3. Next, offer work to three-year, part-time appointees pursuant to provisions 12.12 and 12.13 up to their time base entitlement.

4. Next, offer work to individuals whose names appear on the list for the department established pursuant to provision 38.48, up to the time base entitlement of their most recent three-year appointment.

5. Next, offer work to continuing one-year full-time appointees. Where, as a consequence of following the order of assignment in 12.29.b 1-4, there is insufficient work for which the individual is qualified to support a full-time assignment, the partial or complete reduction in time base of a continuing one-year full-time appointee does not require the layoff of the employee pursuant to Article 38.

6. Next, offer work to continuing one-year and multi-year (not three-year under provisions 12.12 and 12.13) part-time appointees up to their time base entitlement.

7. Next, offer work to Visiting Faculty subject to the limitations in provision 12.32.

8. Next, pursuant to provision 12.7, give careful consideration to all part-time and full-time temporary faculty with no one-year or multi-year appointments who were employed during the current or immediate past academic year. Temporary faculty in this group may be appointed in any order. Full-time and part-time temporary faculty with no provision 12.3 appointment rights can be appointed to any time base and for any academic term(s). If a decision is made not to reappoint temporary faculty in this category, the work previously performed by these faculty (if it continues to exist) shall be considered "new or additional" and assigned according to the order set forth in Paragraph 9 below.
9. Next, assign any remaining temporary work to temporary employees as "new or additional" work in the following order:

i. First, offer work to part-time temporary faculty unit employees holding a three-year appointment up to and including a 1.0 time base. In the event the department has a need to assign work for which a temporary part-time faculty unit employee with a one-year appointment is objectively determined to be demonstrably better qualified, the one year appointee may be assigned the work.

ii. Next offer work to part-time temporary faculty unit employees holding a one year appointment up to and including a 1.0 time base.

iii. Last, offer work to any other qualified candidate.

Pursuant to provision 20.2(b), the instructional assignments of individual faculty members will be determined by the appropriate administrator after consultation with the department chair or designee and/or the individual faculty member.

c. Summer work assignments are to be made pursuant to Article 21, Summer Session.

d. If it is necessary to assign a temporary faculty unit employee work in excess of 15 weighted teaching units (WTU) in any academic term in order to meet the requirements of provision 12.29 (a) or 12.29 (b), the campus shall compensate the temporary faculty unit employee for the overload under provision 36.5(d), or, by mutual agreement between the temporary faculty unit employee and the appropriate administrator, the campus may provide a commensurate workload reduction (without loss of compensation) in a subsequent academic term to be determined by the appropriate administrator in consultation with the temporary faculty unit employee.

12.30 A temporary counselor faculty unit employee or coaching faculty unit employee may request a classification review at any time during the appointment. All such requests shall be made to the appropriate administrator. Review criteria shall be based on the applicable classification standards for counselor faculty unit employees or coaching faculty unit employees. Procedures for classification review shall be determined by the President. The employee shall be notified in writing of the decision. If the employee is granted a higher classification, the employee shall receive compensation at the higher rate retroactive to the first day of the pay period immediately following the submission of the classification request. Decisions shall not be subject to the grievance procedure, but CFA may submit appeals of decisions for final and binding adjudication to a third-party neutral selected by the parties within 60 days of ratification of this Agreement. Costs shall be borne equally by the parties pursuant to the side letter to be developed by the parties.

12.31 The recruitment and appointment of tenure-track faculty shall take precedence over any appointment right and entitlement for temporary bargaining unit employees. The work
necessary to honor any conditional appointment right and entitlement for temporary bargaining unit employees may be used instead for the recruitment and appointment of new tenure-track faculty.

Visiting Faculty

12.32 Visiting Faculty appointments are full-time appointments for up to one (1) academic year. Individuals appointed into this classification shall not be eligible for a subsequent appointment in this classification for the duration of this Agreement. Pursuant to 12.1, faculty shall be involved in the recruitment and hiring process. The hiring of Visiting Faculty shall not result in the displacement or time base reduction of an incumbent Temporary Faculty Unit Employee as reflected in the order of work in provision 12.29. Effective with Academic Year 2006/2007, the number of employees in the Visiting Faculty classification code shall not exceed one hundred twenty-five (125) full time equivalent faculty (FTEF) systemwide. The use of the Visiting Faculty class code shall expire at the end this Agreement, which includes any extensions agreed to by the parties, and shall be subject to re-negotiation during negotiations for a successor agreement.

Dedicated Lecturer Pay Raise Funding

12.33 Each department shall be provided with a pool of money sufficient to implement all contractually required increases for all temporary faculty unit employees in that department, and solely dedicated for that purpose.
MEMORANDUM

Date: June 14, 2017

To: College Deans
Academic Resource Managers

From: Clare Weber, Ph.D.
Associate Vice President
Faculty Affairs and Development

Subject: File Maintenance of the Personnel Action File for Part-Time Faculty Unit Employees (Lecturers)

This memorandum of understanding outlines the process Academic Resource Managers must follow to maintain and document personnel documents for Part-Time Faculty Unit Employees as per Article 2.17 and Article 11 of the Collective Bargaining Agreement. Current Faculty Affairs and Development practice consist of three separate files for personnel documents. The red file contains all information for the Personnel Action File as detailed below. The pre-employment file may contain items such as approved background checks, social security information, or other documentation that contains confidential information and kept either electronically or in hard-copy form.

The red Personnel Action File should be labeled as follows:

Tab 1: LAST NAME, FIRST NAME COLLEGE/DEPT.
1A. APPLICATION MATERIALS
(Minimally includes CV, official transcripts, and contracts)

Tab 2: 1B. SUPPLEMENTAL FACULTY INFORMATION

Tab 3: 1C. EVALUATIONS

Tab 4: 1D. REAPPOINTMENT LETTERS

Tab 5: 1E. AWARDS AND HONORS

The inside cover of the file must contain a sign-in sheet to log when and who has viewed the Personnel Action File. The Personnel Action File should also include an index page in section 1B to indicate when a document has been added to a Personnel Action File.
MEMORANDUM

Date: June 2, 2016

To: The PAF of Temporary Faculty Member

From: Clare Weber, Ph.D.
Associate Vice President, Faculty Affairs

Subject: Revised PTE Process

PTE’s are considered incorporated into the PAF and are to be accessed at the web link below. Please contact Faculty Affairs should you have any questions or need assistance accessing your PTE’s.

http://advising.csudh.edu/Perceived/login.aspx?ReturnUrl=/Perceived frmSendPer.aspx

Faculty Affairs Email: facultyaffairs@csudh.edu

CW:dv

cc: Ellen Junn, Ph.D., Provost and Vice President of Academic Affairs
Personnel Action File 1D
Evaluating Temporary Faculty Unit Employees

Article 15 of the Collective Bargaining Agreement (CBA) between the Board of Trustees of the California State University and the California Faculty Association (CFA) provides for the periodic evaluation of temporary faculty unit employees, probationary faculty unit employees, and tenured faculty unit employees.

This document outlines the procedures to be followed in carrying out the periodic evaluation of Temporary Faculty Unit Employees only.

**Required evaluation**

All lecturers with appointments for two or more semesters (regardless of a break in service) must be evaluated. A lecturer holding appointments in two or more departments must receive an evaluation in each department where an appointment is held.

Full and part-time lecturers holding three-year appointments are not required to be evaluated annually. However, the Collective Bargaining Agreement provides that all lecturers holding three-year appointments must be evaluated at least once during the term of their three-year appointment and may be evaluated more frequently upon the request of either the employee or the department chair.

All lecturers (full and part-time) eligible for an initial three-year appointment or a renewal of a subsequent three-year appointment must be evaluated in the academic year preceding the issuance of a three-year appointment. This periodic evaluation shall consider the faculty unit employee's cumulative work performance during the entire qualifying period for the three-year appointment.

**Optional evaluation**

Lecturers who are appointed for only one semester (both full-time and part-time) shall be evaluated at the discretion of the department chair or dean OR upon the request of the lecturer. However, if they are appointed to a one-semester fall contract and they are subsequently appointed for the spring semester, they must also receive a periodic evaluation.

**Evaluation of Full-Time Lecturers with Less Than a Three Year Appointment**

Full-time lecturers with appointments for two or more semesters (regardless of a break in service) must be evaluated annually in accordance with Article 15.23 of the CSU-CFA
Collective Bargaining Agreement. Both a peer review committee elected by the
department and consisting of tenured faculty members and the dean must provide
written evaluations. The chair may submit a separate recommendation to the dean if not
serving as a member of the peer review committee.

**Evaluation of Part-Time Lecturers with Less Than a Three Year Appointment**

Periodic evaluations of part-time lecturers are to be completed by the department review
committee, with opportunity provided for peer input in accordance with Article 15.2 of the
CSU-CFA Collective Bargaining Agreement. The input must be written, signed, and
included in the evaluation materials. Copies of the written input must be provided to the
evaluators and the lecturer. The dean may provide an evaluation or may simply
acknowledge having reviewed the department evaluation.

**Evaluation of all lecturers (full and part-time) eligible for an initial three-year appointment
or a renewal of a subsequent three-year appointment**

All lecturers (full and part-time) eligible for an initial three-year appointment or a renewal
of a subsequent three-year appointment must be evaluated in the academic year
preceding the issuance of a three-year appointment. This evaluation shall include
student evaluations of teaching performance for those with teaching duties, peer review
by a committee of the department or equivalent unit, and evaluations by appropriate
administrators. The evaluation shall rate the temporary faculty unit employee as either
satisfactory or unsatisfactory. Satisfactory ratings may include narrative comments
including constructive suggestions for development. This periodic evaluation shall
consider the faculty unit employee’s cumulative work performance during the entire
qualifying period for the three-year appointment.

**Right to Rebut/Respond to Evaluation**

Pursuant to Article 15.5 of the Collective Bargaining Agreement, at all levels of review,
before recommendations are forwarded to a subsequent review level, faculty unit
employees shall be given a copy of the recommendation and the written reasons
therefore. The faculty unit employee may submit a rebuttal statement or response in
writing within ten (10) days following receipt of the recommendation. Responses or
rebuttals are to be 1) placed in the evaluation file, 2) accompany the file to the next
level(s) of review, and 3) sent to all previous levels of review.

All materials considered by the department shall be made available to the dean. At the
conclusion of the review, the following materials are placed in the Personnel Action File
(PAF): Completed evaluation and rebuttals (if any), curriculum vitae, reflective narrative,
list of professional accomplishments and contributions, written peer evaluations. Any
other supplemental documentation is returned to the lecturer.

**Evaluation Criteria**

Lecturer evaluations must be appropriate to the lecturer’s position description and actual
work assignment.
**Materials to be considered**

The Collective Bargaining Agreement stipulates that student evaluations of teaching must be considered in the periodic evaluation of lecturers. The use of student evaluations shall be in accordance with Article 15.15 and university policy.

Lecturers may be required by department evaluators to submit a current curriculum vita; copies of instructional materials such as course syllabi, representative assignments, and sample exams for all the courses evaluated; and/or a description of activities engaged in to remain current in their field (not to exceed one page). Lecturers may be asked by department evaluators to submit the materials from prior academic years if they have not already been reviewed due to a less than annual evaluation schedule pursuant to Article 15.26 or otherwise due to evaluation timelines.

Prior to the beginning of the review process, the faculty unit employee subject to review shall be responsible for the identification of materials s/he wishes to be considered and for the submission of such materials as may be accessible to him/her. Evaluating committees and administrators shall be responsible for identifying and providing materials relating to evaluation not provided by the employee.

Full-time lecturers must submit materials that illustrate their performance related to their duties identified in their position description and/or actual work assignment (i.e., teaching, professional development, and/or service).

Part-time lecturers may submit additional materials, including but not limited to materials that illustrate their performance related to their duties identified in their position description and/or actual work assignment (i.e., teaching, professional development, and/or service) such as a brief list of professional accomplishments or contributions over the past year, a reflective narrative, and/or a peer evaluation of teaching. If a lecturer submits additional documentation, it must be considered in the lecturer's periodic evaluation. Lecturers may submit materials from the previous semester if not yet reviewed due to evaluation timelines.

Please note: When evaluators request that a lecturer provide materials for consideration and the requested material(s) are not provided, this may have an adverse impact on the lecturer's evaluation.

**Classroom visits**

Classroom visits may be a useful tool in the evaluation process and may be utilized at the discretion of the department evaluators/evaluation committee. Upon notification of evaluation to be conducted, lecturers may also request a classroom visit as a part of their evaluation. When classroom visits are determined to be necessary to aid in the evaluation process, the individual lecturer being evaluated shall be provided a notice of at least five (5) days that a classroom visit is to take place. There shall be consultation between the lecturer being evaluated and the individual who visits his/her class(es).
ARTICLE 25

PROFESSIONAL DEVELOPMENT

25.1 Professional development opportunities shall include:

a. a fee waiver program;

b. sabbatical leaves;

c. difference in pay leaves;

d. professional leaves without pay;

e. short-term absence with pay for approved conferences, workshops, and other professional meetings;

f. faculty exchange programs within and outside the CSU;

g. administrative intern programs;

h. reduction in assigned Weighted Units or other work responsibilities to pursue scholarly activities, training or retraining of benefit to the CSU;

i. specialized work schedules to pursue scholarly activities, training or retraining of benefit to the CSU; and

j. assignment to a reduced teaching load pursuant to Article 20, Assignment of Responsibility, Workload, and Schedules, of this Agreement.

25.2 Application procedures by which an eligible faculty unit employee may request a professional development opportunity shall be determined by the President, except when such procedures are provided elsewhere in this Agreement.

25.3 A faculty unit employee who meets the eligibility requirements of a specific program listed in provision 25.1 of this Article may request such a professional opportunity.

25.4 The President shall determine if the request for a professional development opportunity shall be granted and, if so, what costs, if any, shall be borne by the campus. The President may establish requirements that a faculty unit employee shall meet upon completion of a professional development opportunity. The faculty unit employee shall be notified in writing of the decision and such requirements, if any. A denial of the request for professional development opportunity shall include the reasons for such denial.

25.5 With the prior approval of the President, Counselor Faculty Unit Employees who are required to maintain a license or credential as a condition of employment, shall be
reimbursed for all normal and customary credential or licensing fees consistent with program needs. Any denial shall include a written explanation.

25.6 All faculty unit employees are eligible to apply for and receive the Research, Scholarship, and Creative Activities (RSCA) Awards funded by the Chancellor’s Office. Campus administrators shall send email notification to all faculty unit employees informing them of eligibility and application procedures every year that RSCA is funded.