

Adopted: January 10, 1989

ACADEMIC SENATE
OF
CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, California

AS-304-89/PPC

RESOLUTION ON
TENURE FOR LIBRARIANS

- WHEREAS, Librarians are members of the Unit 3 bargaining unit; and
- WHEREAS, The CSU-CFA Unit 3 contract specifically mentions librarians in appropriate sections; therefore, be it
- RESOLVED: That CAM 344 be amended as indicated on the attached sheets.

Proposed By:
Personnel Policies Committee
November 29, 1988

344 TENURE FOR ACADEMIC EMPLOYEES

A. Eligibility

Tenure eligibility shall be governed by the terms of Article 13 of the Memorandum of Understanding (MOU) between CSU and Unit 3 Faculty.

B. Criteria and Procedures (also consult CAM 341.1.D, E and F)

1. Tenure decisions are considered more critical to the university than promotion decisions. The fact that a probationary faculty member has received early promotion (to associate professor or associate librarian or senior assistant librarian) is not a guarantee of tenure.
2. Performance reviews for the purpose of award of tenure shall be conducted in accordance with Article 15 of the MOU. Additional school (department) or library criteria and procedures shall be in accordance with the MOU and shall be approved by the Vice President for Academic Affairs.
3. Applicants for tenure shall submit a resume which indicates evidence supporting the award of tenure. This resume shall include all categories pertinent to tenure consideration, teaching activities and performance or librarian effectiveness and performance , professional growth and achievement, service to the university and community, and any other activities which indicate professional commitment, service, or contribution to the discipline, department, school or library (in the case of librarians) , university, or community.

In preparing resumes, applicants are encouraged to utilize the Faculty Resume Worksheet (CAM Appendix XII) as a guide.

4. Recommendations for tenure are based on the same factors as for promotion (see CAM 342.2.B.4). In addition, special attention shall be given to the applicant's working relationships with colleagues, potential for further professional achievement, and commitment to the department and university. The award of tenure is a major commitment by the university to the applicant and recommendations should substantiate the fact that such an award is advantageous to the university.
5. Department head/chairs and deans shall use Form 109 (CAM Appendix I) for evaluation of tenure applicants. Department (school or library) peer review committees shall submit their recommendations in a form that is in accordance with department (school or library) tenure procedures.

To be recommended for tenure the employee must be rated during the final probationary year within one of the top two performance categories listed in Section V of the Faculty Evaluation Form.

6. Normal Tenure

A tenure award is considered normal if the award is made after the applicant has credit for six (6) academic years of full-time probationary

service (including any credit for prior service granted at the time of appointment, MOU 13.3, 13.4).

7. Early Tenure

- a. A tenure award is considered "early" if the award is made prior to the applicant's having credit for six (6) academic years of full-time probationary service (including any credit for prior service granted at the time of appointment).
- b. In addition to meeting department (school or library) criteria for normal tenure, an applicant for early tenure must provide evidence of outstanding performance in each of the areas of: teaching or library effectiveness , professional growth and achievement, and service to the university and community.
- c. In order to receive early tenure, an applicant should, at a minimum, receive a favorable majority vote from the department peer review committee.

8. Tenure Upon Appointment

Candidates for appointment with tenure shall normally be tenured professors or tenured librarians at other universities-- exceptions to this provision must be carefully documented. The President may award tenure to any individual, including one whose appointment and assignment is in an administrative position, at the time of appointment. Appointments with tenure shall be made only after an evaluation and recommendation by the appropriate department.

Memorandum

RECEIVED

CAL POLY
SAN LUIS OBISPO
CA 93407

JAN 31 1989

To : Charles T. Andrews, Chair
Academic Senate

Date : January 25, 1989

Academic Senate

File No.:



From : Warren J. Baker
President

Copies : Malcolm W. Wilson
David Walch
Jan Pieper
Mike Suess

Subject: **Resolutions of Promotion and Tenure of Librarians**
(AS-303-89/PPC and AS-304-89/PPC)

With the concurrence of Malcolm Wilson, Vice President for Academic Affairs, it is my pleasure to approve both Academic Senate resolutions AS-303-89/PPC and AS-304-89/PPC concerning the promotion and tenure provisions for librarians.

cc: Paul Muegler 2.1.89