



## **Academic Senate**

### **Resolution in Support of Tenure and Tenure-Track Faculty and the RTP Process**

**WHEREAS:** The quality of the tenured and tenure-track faculty of the California State University, Fullerton has always borne a direct relationship to the quality of the academic programs of the University; and

**WHEREAS:** The evaluation of probationary and tenured faculty has focused, appropriately, on the totality of their efforts and accomplishments in the three areas of their academic assignment: (1) teaching effectiveness, (2) service to the University and their profession, and (3) scholarly activity; and

**WHEREAS:** The current fiscal crisis facing the California State University System has resulted in the implementation of a furlough program that involves an approximately 10% reduction in faculty salaries based upon an equivalent reduction in workload *quid-pro-quo*, during the 2009-2010 academic year; and

**WHEREAS:** The totality of obligations for members of the faculty within their academic assignments has, by contract, been reduced by 10% for the 2009-2010 academic year; and

**WHEREAS:** Probationary members of the faculty have no assurance that Retention, Tenure and Promotion requirements will be adjusted proportionally (reduced by 10%) for the work done during 2009-10 academic year; and

**WHEREAS:** The furlough agreement between the California Faculty Association and the University allows for an optional *pro forma* one year extension of the probationary period for tenure-earning faculty, presumably to address the 10% reduction in faculty workload/output; and

**WHEREAS:** The furlough agreement requires that the mandated furloughs shall have no adverse effect on the eligibility for, and award of, tenure and/or promotion; and

**WHEREAS:** A one-year extension of the probationary period for tenure-earning faculty would lengthen, by one-sixth, the period of time before those faculty would be evaluated for tenure and promotion, and could thereby result in a significant decrease in compensation earned during the year of extension of their probationary period; therefore, be it

**RESOLVED:** That the negative impact of furloughs on faculty productivity be considered at all levels of review in the retention, tenure, and promotion (RTP) evaluations during the 2009-2010 and 2010-2011 cycles.

**RESOLVED:** That a copy of this resolution be distributed to President Gordon and other appropriate administrators including college deans, department chairs, chairs of department personnel committees, University Faculty Personnel Committee, Faculty Affairs & Records, and all full-time tenure and tenure-track faculty members.

Source: CSUF Executive Committee 12-3-09

**APPROVED as amended by Academic Senate 3-4-10**