In last Fall's 2002 Convocation address, President Gordon highlighted the importance of supporting untenured faculty, particularly women and underrepresented faculty, through the retention, tenure, and promotion process and suggested that a review of the need for additional support for women and underrepresented faculty should be made. He also discussed the importance of having high quality faculty who similarly reflect the diversity of the students on our campus.

As a result, President Gordon appointed a group of senior faculty and administrators (see membership list to left) to serve on the ad hoc Committee to Support Untenured Faculty and Diversity (CSUFD).

Last November, President Gordon convened the first meeting and gave the committee its charge. At this meeting, he asked the committee to identify and recommend programs and/or activities that would strengthen, better support, and retain junior tenure-track faculty through the retention, tenure, and promotion process, and to identify any special needs of women or underrepresented faculty so the university might better support them through the retention, tenure, and promotion process.

Some of the activities and accomplishments of the committee thus far include the following. First, the committee was provided with a lengthy set of readings (see page 2) that included material on topics such as national as well as CSUF demographic data, reliability and validity of student evaluations of teaching, recruitment, campus climate, and other related issues.

As a result, President Gordon appointed a group of senior faculty and administrators (see membership list to left) to serve on the ad hoc Committee to Support Untenured Faculty and Diversity (CSUFD).

Last November, President Gordon convened the first meeting and gave the committee its charge. At this meeting, he asked the committee to identify and recommend programs and/or activities that would strengthen, better support, and retain junior tenure-track faculty through the retention, tenure, and promotion process, and to identify any special needs of women or underrepresented faculty so the university might better support them through the retention, tenure, and promotion process.

Some of the activities and accomplishments of the committee thus far include the following. First, the committee was provided with a lengthy set of readings (see page 2) that included material on topics such as national as well as CSUF demographic data, reliability and validity of student evaluations of teaching, recruitment, campus climate, and other related issues.

Second, a group of junior faculty approached the CSUFD and requested the possibility of permitting a few junior faculty representatives to sit on this important committee. The committee agreed and the President subsequently appointed three junior faculty, Lisa Kirtman (EDEL), Barbara Gonzalez (BIOL), and Charles Tu (FIN) who joined the committee.

In addition, the junior faculty established a larger, university-wide Subcommittee of Junior Faculty (SJF) who now include: Thomas Fujitirony (AAS), Barbara Gonzalez (CHEM), Debra Lockwood (THTR), Lisa Kirtman (EDEL), Juan Munoz (EDSC), Nancy Pelaez (BIOL), Monica Perry (MKTG), Nancy Porras-Hein (CHIC), Ying Chao Tsao (COMM), Charles Tu (FIN), Sara Wu (CPSC).

Third, the Chair of the CSUFD, Dr. Ellen Junn, worked with the Subcommittee of Junior Faculty to develop and disseminate a brief junior faculty survey that was sent out in March 2003 to all 212 untenured tenure-track faculty. The survey included questions probing junior faculty’s experience with
Committee continued

scholarly activity, teaching, service, and climate issues. A total of 113 surveys were collected (53%). Data analyses were completed this summer and a final report will be reviewed by the committee this fall.

Most importantly, the committee has drafted a variety of potential strategies and recommendations that are organized into four broad categories: (1) supporting faculty at an individual level; (2) improving procedures in the RTP process; (3) improving student understanding in the teaching evaluation process; and (4) enhancing the campus’ institutional support and infrastructure.

Finally, the committee plans to submit recommendations and a final report to President Gordon by December 2003.

We welcome your ideas, suggestions, and comments. Please contact Dr. Ellen Junn or anyone listed on the CSUF committee with your feedback.

Future activities include dissemination of the results of the faculty survey to untenured faculty and campus-wide in a workshop co-hosted with the new Researchers And Critical Educators (RACE) and the ULO (Untenured Faculty & Lecturer Organization) this fall. In addition, CSUF will present its recommendations and report to the Academic Senate.

Committee Reading Reference List

National and CSUF Comparison Demographic Data


Assorted faculty demographic data from Analytical Studies and Diversity and Equity Programs, California State University, Fullerton.

Research on Student Evaluations of Teaching Effectiveness


Recruitment and Tracking of Minority and Women Faculty
Turner, C.S. & Taylor, G.V. (2003). Keeping our faculties: Addressing the recruitment and retention of faculty of color. In University of Minnesota’s Keeping Our Faculties: Addressing the Recruitment and Retention of Faculty of Color Conference Minneapolis, MN.


Attributional Bias Research


Climate and Other Related Topics


(Additional reading suggestions are welcome.)
its recommendations and report to the Academic Senate. Finally, for more information, visit CSUF D at the Diversity and Equity Programs’ website at http://diversity.fullerton.edu/committees/President.htm.