



Resolution on Extending the Deadline for Revision of Department Personnel Standards

- Whereas: The University is committed to diversity, equity, and inclusion; and
- Whereas: Outdated standards for retention, promotion, and tenure often fail to acknowledge non-traditional and emerging pedagogies, community engaged scholarly contributions, as well as cultural taxation; and
- Whereas: Standards that do not account for structural bias that can impede the retention of diverse faculty; and
- Whereas: In recognition of the disconnect between outdated standards and retention of faculty of color, the Provost issued an edict that all department personnel standards must be revised by September 2023 to address the newly revised UPS 210.002 commitment to diversity, equity, and inclusion; and
- Whereas: More revisions to the University Policy Statements on retention, promotion and tenure are pending approval; and
- Whereas: The Academic Senate of CSU Fullerton acknowledge and thank the hard work of faculty across our departments who worked quickly to make these necessary updates; and
- Whereas: Because of the tight timeline not all departments have had the opportunity to align their revised standards with the anticipated revisions in relevant University Policy Statements and many revisions are progressing but still backlogged at the college review levels that have received a large number of revisions all at once; and
- Whereas: Without extending the deadline the departments who worked diligently and in good faith to carefully update their standards will have their standards nullified forcing the department to replace their standards with UPS 210.002 thus creating a situation in which that department would likely have three (3) different sets of standards in three (3) consecutive years creating confusion and unequal treatments of colleagues; therefore, be it
- Resolved: That Academic Senate requests the Provost to extend the deadline for revisions to Department Personnel Standards to submission to the college review committees by September 20, 2024.