Adopted: May 16, 2000

ACADEMIC SENATE
Of
CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, CA

AS-538-001FAC
RESOLUTION ON
RANGE ELEVATION PROCEDURES FOR TEMPORARY FACULTY

WHEREAS, Section 12.15 of the Memorandum of Understanding (MOU) requires that procedures for temporary faculty member range elevation shall be established at each campus after recommendation by the appropriate Academic Senate committee; and

WHEREAS, It is desirable both for temporary faculty members and for departmental/area temporary faculty member committees that there be objective criteria by which to determine whether a temporary faculty member should be elevated from one range to another at the time of reappointment; and

WHEREAS, It is important that temporary faculty members receive timely notification that they are eligible to be considered for range elevation; and

WHEREAS, Temporary faculty have a large stake in the substantive content of these criteria; and

WHEREAS, Section 12.18 of the current MOU specifies that grievances regarding temporary faculty member elevations shall be heard by a peer review panel whose decision is to be final; therefore, be it

RESOLVED: That the faculty, including temporary faculty, of each college/unit establish range elevation criteria for temporary faculty members; and be it further

RESOLVED: That these criteria reflect the temporary faculty member's work assignment as specified in Section 12.17 of the current MOU, and not be based either on length of service beyond what the MOU specifies or on cost; and be it further

RESOLVED: That the university notify temporary faculty members in a timely manner when they are eligible to be considered for range elevation; and be it further

RESOLVED: That temporary faculty members submit requests to be elevated to a higher range no later than the time that they apply for subsequent appointment and document the reasons for which they believe that they should be elevated; and be it further

RESOLVED: That the appropriate departmental/area committee shall consider such requests for elevation in light of the college/unit's approved range elevation criteria; and be it further

RESOLVED: That the appropriate departmental/area committee shall inform any temporary faculty member who is being recommended for reappointment what recommendation they have made regarding any requested range elevation, and give their reasons, in writing, and these reasons shall make reference to the college/unit's approved range elevation criteria; and be it further

RESOLVED: That the college dean/unit director shall inform temporary faculty members who are being reappointed what decision the dean/director has made regarding any request for range elevation and for what reasons.

Proposed by: The Academic Senate Faculty Affairs Committee
Date: April 10, 2000
Revised: April 11, 2000
Revised: May 16, 2000

Margaret R. Camuso

From: Mary K. Fiala
Sent: Monday, December 03, 2001 2:44 PM
To: Unny Menon
Cc: Philip S. Bailey Jr.; Carol A. Brookshire; Margaret R. Camuso; Hiram L. Davis; ddixon; Barbara J. Fenske; Gladys E. Gregory; Martin J. Harms; Harold L. Hellenbrand; Hylah M. Jacques; Elizabeth C. Kaminaka; Bonnie C. Konopak; lalamo; Peter Y. Lee; Bonnie T. Long; Susan C. Opava; Dennis R. Parks; William R. Pendergast; Patricia L. Repasi; Harriet Ross; Sharon L. Shows; Vivian F. Steele; Michael H. Suess; David J. Wehner; Paul J. Zingg
Subject: Response to AS-538-00/FAC

AS 538-00.doc

On November 30,2001, President Warren J. Baker responded, via memorandum, to Academic Senate Resolution AS-538-00/FAC, Resolution on Range Elevation Procedures for Temporary Faculty.

I have attached the President's response in its entirety as a Word document; however, I am also providing the text of the memorandum below for those who have e-mail systems that do not handle attachments.

As is standard practice, you will be mailed a hard copy of the response, as well as receiving this e-mail. By copy of this e-mail, I am asking the deans to forward this to their department heads/chairs, as I do not maintain a department head/chair distribution list. The department heads/chairs will be mailed their own hard copies.

If you have any questions, please call.

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President Warren J. Baker's response of November 30, 2001, to Academic Senate Resolution AS-538-00/FAC, Resolution on Range Elevation Procedures for Temporary Faculty:

"The subject resolution is approved for immediate implementation. By copy of this memorandum to the college deans, I am requesting that each college develop criteria for range elevation of lecturers. Lecturers should be included on the faculty committee charged with drafting the college criteria. As with other personnel criteria, final approval rests with the Provost. The current campus practice, as described in the fourth resolve clause will continue. Likewise, delegated authority to the college deans to make decisions regarding range elevation of lecturers remains in effect.

Please extend my appreciation to members of the Faculty Affairs Committee and to the Academic Senate for proposing this resolution."