

Adopted: May 24, 1988

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

**AS-293-88/PPC**

**RESOLUTION ON**  
**INITIAL APPOINTMENTS OF TENURE TRACK FACULTY**

- WHEREAS, The screening process for the appointment of tenure-track faculty is thorough and comprehensive; and
- WHEREAS, The department peer review process for the retention of first year tenure-track faculty must be completed in November of the first year; and
- WHEREAS, The peer review of first year tenure-track faculty provides little or no information not known during the appointment process; therefore, be it
- RESOLVED: That normally initial appointments of tenure-track faculty be made for two years.

Proposed By:  
Personnel Policies Committee  
May 3, 1988  
Revised May 10, 1988  
Revised May 24, 1988

Note: If this resolution is adopted by the Senate and approved by the President, then tenure-track faculty members, who are in their first year at Cal Poly, are subject to a periodic evaluation (see CFA-CSU Unit 3 Agreement, Section 15.25). This evaluation must be completed by the end of that first year. In their second year at Cal Poly, they are subject to a Performance Review for retention - see Timetable for appropriate deadlines.

# Memorandum

RECEIVED

To : A. Charles Crabb, Chair  
Academic Senate

AUG 30 1988

Date : August 22, 1988

File No.:

Academic Senate

Copies : Malcolm Wilson  
Deans  
Jan Pieper  
Mike Suess



From : Warren J. Baker  
President

Subject : Resolution on Initial Appointments of Tenure-Track Faculty (AS-293-88/PPC)

In an effort to avoid confusion with Provision 12.10 of the faculty unit collective bargaining contract, the above referenced resolution is approved with the following modification:

"Normally, initial appointments of tenure-track faculty members commencing fall quarter will be made for two academic years with the exception of those appointments in which two years of service credit are being granted toward tenure eligibility.\* Letters of appointment will stipulate that a periodic evaluation will occur during the first academic year and a full performance evaluation will occur during the second academic year."

It should be understood that this resolution does not apply to offers of tenure track employment commencing Fall Quarter 1988. Also, two year appointments would not preclude a probationary faculty member from requesting early tenure, as provided by the faculty unit contract, during the appropriate evaluation cycle. A full performance evaluation would be required for early tenure consideration.

Please express my appreciation to the Academic Senate and the Personnel Policies Committee for its recommendations. Hopefully, this will improve the quality of the performance reviews and reduce anxiety of first year tenure track faculty.

\*In such cases the first year of employment at Cal Poly is designated as the incumbent's third probationary year. Consequently, the performance evaluation occurs during the second cycle with notification on June 1st. The revision also excludes mid-year starts which are covered by separate provisions under the faculty unit contract.