

While embracing academic excellence, the Faculty Senate of CSU, finds that....

1. Application of unpublished and unannounced criteria for the 2009-2010 promotion and tenure applicants is unconscionable. Furthermore, this may be in violation of BOR policy and SACS guidelines.
2. Failure to consult in advance with the faculty regarding changes to promotion and tenure policy or to communicate intended changes to the faculty or review committees is not in compliance with accepted standards of conduct.
3. The claim that the announcement of a new Strategic Plan's mission and vision is an indication of a change in criteria for promotion or tenure is invalid. Strategic Plans do not address specific criteria for tenure and promotion.
4. Neither the use of new criteria, nor the realignment of departments within colleges, justifies an unannounced change in the criteria for an individual's promotion or tenure from that criteria which has been established through his/her pre-tenure or pre-promotion reviews and annual evaluations and which was used for submission of the promotion or tenure documentation.
5. Inauguration of a new, non-specific, promotion policy for Non-tenure track faculty without notice to those submitting their documents, along with exclusion of such faculty from grant opportunities, demonstrates unjust treatment of those faculty.
6. The senior administration's disregard for faculty input and for recommendations submitted by faculty continues to emerge as a trend.

Recommendations:

Promotion & Tenure.

Faculty are to be evaluated for promotion and/or tenure on the Standards of Excellence submitted by their units in January-February 2009 or as agreed upon as they progressed through the pre-tenure and evaluation process until the Faculty of CSU approve new standards or process.

Faculty in departments that have been relocated should continue to be evaluated for promotion and/or tenure under their department's Standards of 2009 or as agreed upon by the Faculty member and his/her chair/dean during the pre-tenure and evaluation process prior to the relocation.

Changes in promotion and tenure criteria should be openly discussed and implemented only when approved by both the Faculty and Administration of CSU.

CSU administrators are responsible for providing leadership and support during transitional periods when standards and criteria for promotion and tenure are changing. This includes establishing reasonable timelines for the implementation of such changes.