

2019-20 ACADEMIC YEAR CALENDAR OF PERSONNEL PROCEDURES

(Approved 5/30/19)

The following are deadline dates.

Note: All recommending agencies are reminded that Article 11.4 of the Faculty Collective Bargaining Agreement requires that any material to be placed in a Personnel Action File must be provided to the affected faculty member at least five days prior to such placement.

Article 15.5 of the Faculty Collective Bargaining Agreement is also relevant and is quoted in its entirety as follows:

At all levels of review, before recommendations are forwarded to a subsequent review level, faculty unit employees shall be given a copy of the recommendation and the written reasons therefore. The faculty unit employee may submit a rebuttal statement or response in writing and/or request a meeting be held to discuss the recommendation within ten (10) days following receipt of the recommendation. A copy of the response or rebuttal statement shall accompany the Working Personnel Action File and also be sent to all previous levels of review. This section shall not require that evaluation timelines be extended.

In addition, Section 635.2.2 of the CSUN *Administrative Manual* states (in part) that “A copy of the written evaluation and recommendation shall be placed in the faculty member’s campus mailbox and otherwise made available upon request ten (10) calendar days before it is placed in the Personnel Action File and is sent to each of the other recommending agencies.”

The approved calendar sets forth dates by which actions must be taken by Personnel Committees, Department Chairs, and Deans, often with a specified deadline date "or earlier." Please note that Departments and Colleges may establish earlier deadlines for the dates when they begin deliberations on retention, tenure, and promotion, for the dates that recommendations must be made available to the candidates, or for other personnel matters.

For reappointment for the 2020-21 academic year, if all recommendations for a faculty member in the third year or the fifth year of probation are positive, then reappointment is determined at the time the College-level recommendations are placed in the Personnel Action File.

1. **August 21 (Wed) or earlier** - The Provost and Vice President for Academic Affairs will announce promotions effective at the beginning of the 2019-20 academic year.
2. **September 3 (Tues) or earlier** - Department Chairs will provide a copy of Department Personnel Policies and Procedures to all Department faculty.
3. **September 4 (Wed)** - First meeting of the Personnel Planning and Review Committee.
4. **September 13 (Fri) or earlier** - Election of College Personnel Committees for the 2019-20 academic year with selection of chairs as soon as possible thereafter.
5. **September 27 (Fri) or earlier** - Election of Department Personnel Committees for the 2019-20 academic year.

6. **September 27 (Fri)** - Last day for submission of applications for sabbatical leave for the 2020-21 academic year to the Department Chair or Program Director.
7. **October 1 (Tues) or earlier** - Faculty on leave without pay for Fall Semester 2019 only will notify the Provost and Vice President for Academic Affairs of intention to return to duty for Spring Semester 2020.
8. **October 11 (Fri) or earlier** - Departments will forward all sabbatical leave applications, accompanied by written evaluations, to applicants. Copies of the applications and written evaluations are not forwarded to the College Personnel Committee until seven calendar days after the original letters are forwarded.
9. **October 18 (Fri) or earlier** - Departments will forward all sabbatical leave applications accompanied by written evaluations to College Personnel Committees. Any written responses by applicants to the written evaluation at the Department level will be submitted to the College Personnel Committee.
10. **October 25 (Fri) or earlier** - Department Chairs and Department Personnel Committees will make available to the candidates their recommendations on retention of second-year probationary faculty members. Copies of the letters are not forwarded to the other recommending agencies until 10 calendar days after the original letters are made available to the candidates.
11. **November 4 (Mon) or earlier** - Department Chairs will forward to the Deans of their Colleges their recommendations and those of their Department Personnel Committees on retention of second-year probationary faculty members. The Dean will transmit the Department recommendations (including the results of final balloting) to the Chair of the College Personnel Committee.
12. **November 7 (Thurs) or earlier** - Each Department will submit to the College Personnel Committee for approval any revisions to its personnel procedures for the following academic year.
13. **November 12 (Tues) or earlier** - College Personnel Committees will forward recommendations on sabbatical leave applications accompanied by written evaluations to applicants. Copies of the applications and written evaluations are not forwarded to the Dean until seven calendar days after the original letters are forwarded.
14. **November 19 (Tues) or earlier** - College Personnel Committees will forward recommendations on sabbatical leave applications accompanied by written evaluations to the College Dean.
15. **November 25 (Mon) or earlier** - College Deans will forward recommendations on sabbatical leave applications to the President.
16. **December 2 (Mon) or earlier** - The Dean and College Personnel Committee will make available to the candidates their recommendations on retention of second-year probationary faculty members. Copies of the letters are not forwarded to the other recommending agencies until 10 calendar days after the original letters are made available to the candidates.

17. **December 12 (Thurs) or earlier** - College Deans will forward to the Provost and Vice President for Academic Affairs all recommendations on the retention of second-year probationary faculty members.
18. **December 16 (Mon) or earlier** - Each College Personnel Committee will submit, with its Chair's and its Dean's signature, to the Personnel Planning and Review Committee any revisions to college or departmental procedures approved for the following academic year.
19. **December 16 (Mon) or earlier** - Second-year probationary faculty members not recommended for retention by a college level reviewing agency may file an appeal with the Personnel Planning and Review Committee.
20. **January 2 (Thurs) or earlier** - Second-year probationary faculty members who have filed an appeal must submit to the Office of Faculty Affairs all materials supporting their appeals to the Personnel Planning and Review Committee.
21. **January 9 (Thurs) or earlier** - The President will notify each sabbatical leave applicant of the decision on the proposal.
22. **January 17 (Fri) or earlier** - Department Chairs and Department Personnel Committees begin deliberations on promotion, and on retention, tenure, or notice of a terminal year appointment for those faculty to whom notice regarding their status in the next academic year must be given by the Provost and Vice President for Academic Affairs by June 1, 2020.
23. **January 24 (Fri) or earlier** - The Chair of the Personnel Planning and Review Committee will make available to second-year probationary faculty appellants the Committee's recommendation on promotion, retention, and tenure appeals.
24. **January 24 (Fri) or earlier** - Department Chairs and Department Personnel Committees will make available to the candidates their recommendations on promotion, and on retention, tenure, or notice of a terminal year appointment for those faculty to whom notice regarding their status in the next academic year must be given by the Provost and Vice President for Academic Affairs by June 1, 2020. Copies of the letters are not forwarded to the other recommending agencies until 10 calendar days after the original letters are made available to the candidates.
25. **January 31 (Fri) or earlier** - Nominations of faculty for Emeritus status will be submitted to the nominated faculty member's Department Personnel Committee or Department Emeritus Committee.
26. **February 3 (Mon) or earlier** - Department Chairs will forward to the Deans of their Colleges their recommendations and those of their Department Personnel Committees on promotion, and on retention, tenure, or notice of a terminal year appointment for those faculty to whom notice regarding their status in the next academic year must be given by the Provost and Vice President for Academic Affairs by June 1, 2020. The Dean will transmit the Department recommendations (including the results of final balloting) to the Chair of the College Personnel Committee.

27. **February 5 (Wed) or earlier** - The Provost and Vice President for Academic Affairs will meet with the Personnel Planning and Review Committee to discuss retention, tenure, and promotion cases involving second-year probationary faculty members.
28. **February 14 (Fri) or earlier** - The Provost and Vice President for Academic Affairs will notify second-year probationary faculty members that they are to be reappointed for another academic year, are to receive tenure, or are to be terminated at the end of the 2019-20 academic year.
29. **February 28 (Fri) or earlier** - Faculty will submit applications to Dean, with a copy to the Department Chair, for consideration for a GRIF appointment in the 2020-21 Academic Year.
30. **March 2 (Mon) or earlier** - Departments will forward all faculty Emeritus nominations accompanied by written recommendations to the College Dean.
31. **March 2 (Mon) or earlier** - The Dean and College Personnel Committee will make available to the candidates their recommendations on promotion, and on retention, tenure, or notice of a terminal year appointment for those faculty to whom notice regarding their status in the next academic year must be given by the Provost and Vice President for Academic Affairs by June 1, 2020. Copies of the letters are not forwarded to the other recommending agencies until 10 calendar days after the original letters are made available to the candidates.
32. **March 12 (Thurs) or earlier** - The Chair of the College Personnel Committee will transmit the recommendations of the College Personnel Committee (including the results of final balloting) to the Dean. The Dean of each College will forward to the Provost and Vice President for Academic Affairs all recommendations on promotion, and on retention, tenure, or notice of a terminal year appointment for those faculty to whom notice regarding their status in the next academic year must be given by the Provost and Vice President for Academic Affairs by June 1, 2020.
33. **March 13 (Fri) or earlier** - Department Chair submits a recommendation to the Dean, with a copy to the applicant, for approval or denial of the GRIF appointment.

Note: Spring Break March 16-22

34. **March 23 (Mon) or earlier** - Faculty members not recommended for promotion, tenure, or retention by a college level reviewing agency may file an appeal with the Personnel Planning and Review Committee.
35. **March 23 (Mon) or earlier** - College Deans will forward all faculty Emeritus nominations, Department Committee recommendations, and the Dean's recommendations to the Office of Faculty Affairs for review by the Personnel Planning and Review Committee.
36. **April 1 (Wed) or earlier** - The Dean submits a recommendation to the Provost, copied to the applicant, for approval or denial of the GRIF appointment.
37. **April 1 (Wed) or earlier** - Faculty on leave without pay for the Spring Semester 2020 or the 2019-20 academic year will notify the Provost and Vice President for Academic Affairs of their intention to return to duty at the start of Fall Semester 2020.

38. **April 3 or earlier** - Faculty members who have filed an appeal must submit to the Office of Faculty Affairs all material supporting their appeal to the Personnel Planning and Review Committee.
39. **April 15 (Wed) or earlier** - Provost notifies the applicant of an approved or denied GRIF appointment. If approved, the Provost specifies the amount of the GRIF salary differential. The decision letter is copied to the Dean and Department Chair.
40. **May 4 (Mon) or earlier** - The Chair of the Personnel Planning and Review Committee will make available to appellants the Committee's recommendation on promotion, retention, and tenure appeals.
41. **May 13 (Wed) or earlier** - The Provost and Vice President for Academic Affairs will meet with the Personnel Planning and Review Committee to discuss retention, tenure, and promotion cases.
42. **May 18 (Mon) or earlier** - The College Dean will provide written reports of the Dean's evaluations to faculty members related to periodic review (post-tenure review) of tenured faculty.
43. **June 1 (Mon) or earlier** - The Provost and Vice President for Academic Affairs will formally notify those faculty to be promoted effective for the 2020-21 academic year. Also, the Provost and Vice President for Academic Affairs will notify probationary faculty who have served more than two years whether the subsequent academic year is an additional probationary year, a first year of tenure, or a terminal year appointment.
44. **June 1 (Mon) or earlier** - Faculty on leave without pay for 2019-20 and who wish to apply for leave without pay for 2020-21 shall submit their requests to the Provost and Vice President for Academic Affairs.