

COMMITTEE REPORT OF ADOPTION OF POLICY RECOMMENDATION

DATE: October 7, 2015
TO: Adam Swenson, Faculty President
FROM: Personnel Planning and Review Committee
BY: Sheila K. Grant, Committee Chair
William Whiting, Executive Secretary

Name of proposed policy:

Section 621.4 – Appointment and Evaluation of Full-time Lecturers or Equivalent Library or Student Affairs Positions.

At its meeting on September 16, 2015, the Committee adopted a policy recommendation by passing the following motion:

MSP:

That Section 621.4.1.b (Recommendation for Appointment to Tenure Track) be revised to delete the provision that "...the College Personnel Committee shall provide an independent evaluation and recommendation to the College Dean" for full-time Lecturers being considered for appointment to a tenure-track faculty position.

Current policy or catalog copy:

621.4 Appointment and Evaluation of Full-time Lecturers or Equivalent Library or Student Affairs Positions.

1. Appointment Procedures.

- a. Initial appointment of full-time Lecturers shall follow the normal recruitment and selection procedures.
- b. Recommendation for Appointment to Tenure Track.

The recommendation that a full-time Lecturer with one or more years of service be appointed to a tenure track position shall follow the normal recruitment and selection procedures. In addition, the College Personnel Committee shall provide an independent evaluation and recommendation to the College Dean. Requests for service as Lecturer to count toward service required for tenure shall be considered only at the time of appointment to tenure track. The University's commitment to encourage equity and diversity shall be kept in mind (see Section 641.2.7.).

c. Probation.

Lectureship shall not be used in lieu of probation.

Proposed policy or catalog copy (with changes):

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The recommendation that a full-time Lecturer with one or more years of service be appointed to a tenure track position shall follow the ~~normal~~ recruitment and selection procedures. ~~In addition, the College Personnel Committee shall provide an independent evaluation and recommendation to the College Dean.~~ The University's commitment to encourage equity and diversity shall be kept in mind

c. Service Credit

Requests for service as Lecturer to count toward service required for tenure shall be considered only at the time of appointment to tenure track (see Section 641.2.7.).

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Procedures (if applicable):

N/A

Summary of Supporting Reasons

The requirement per Section 621.4.1.b. that "...the College Personnel Committee shall provide an independent evaluation and recommendation to the College Dean..." creates an equity concern. Candidates for a tenure-track faculty position who are *not* full-time lecturers at CSUN are not subject to a College Personnel Committee (CPC) evaluation and recommendation. The existing requirement of CPC evaluation of full-time lecturers necessitates an extra level of review for these candidates. This creates an inequitable situation and forms the basis of the Committee's recommendation to delete this sentence from Section 621.4.1.b.