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September 15, 2009

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To: VP Phillips, Deans, Chairs/Directors

From: Joan Merdinger
AVP

Re: Furlough Agreement AY 2009-2010 & Tenure-Clock Extension

The California State University (CSU) and the California Faculty Association (CFA) have continued their discussions about the opportunity for probationary faculty members to request and receive an extension of the probationary period by one year, an item that was included in the CFA-CSU Furlough Agreement that was reached on July 28, 2009.

The language of the Furlough Agreement regarding the tenure clock extension states, in part in Section 5.d.:

At the request of a probationary faculty unit employee made to the appropriate administrator between July 1, 2009 and June 30, 2010, the probationary period of such employee will be increased, by one (1) year from the normal probationary period of six (6) years of full-time probationary service and credited service specified in Article 13.3 to a probationary period of seven (7) years of full-time credited service, provided that the request is received by the appropriate administrator before the first level of review has rendered its recommendation concerning an active application for tenure and/or promotion by the employee.

In the discussions between the CSU and the CFA, decisions have been made about the following, consistent with campus practices:

1. Sixth year candidates for tenure (and promotion) may make a request via their Chair and Dean to the Office of Faculty Affairs to increase their probationary period for an additional year, if they make that request prior to the rendering of the first level review which, on our campus, will take place on October 23, 2009. For these candidates, the tenure clock will stop in AY 2009-2010, and resume in AY 2010-2011. If a 6th year candidate makes a request for an extension after October 23, 2009, no extension will be granted. Second year and fourth year candidates undergoing dossier or performance reviews, and candidates with special 3rd and 5th year full dossier or performance reviews may request to increase their probationary period for an additional year. If the request is received prior to the rendering of the first level review, for these candidates, the tenure clock will stop in AY 2009-2010, and resume in AY 2010-2011. For 2nd year candidates the date for the first level committee review is October 9, 2009. For 4th year candidates (3rd and 5th year dossier reviews or performance reviews) the date for the first level committee review is October 23, 2009. If the request is received after rendering of the first level of review, but prior to June 30, 2010, the tenure clock will stop in AY 2010-2011 and resume in AY 2011-2012, unless the candidate is non-retained at the end of the 2009-2010 review cycle. If a 3rd, 4th, or 5th year candidate undergoing a dossier review or a full performance review is non-retained, the candidate will have the right to a terminal year in AY 2010-2011.

2. Probationary candidates in years 1, 3 and 5, who will be reviewed via a “mini” review or a periodic review may also make a request via their Chair and Dean to the Office of Faculty Affairs for an additional probationary year before the first level of review has rendered its decision. If the request is made before the first level of review has rendered its decision, the tenure clock will stop in AY 2009-2010, and will resume in AY 2010-2011. If the request is made after the first level committee has rendered its decision on April 9, 2010, and prior to June 30, 2010, the review will continue through the level of the Dean. The tenure clock will be stopped in AY 2010-2011 and resume in AY 2011-2012.
3. During the year of the tenure clock stop, no review will be conducted, although the candidate may request a “mini” review.
4. If the probationary period is extended for one year for a candidate, subject to the CFA-CSU Furlough Agreement, this determination is irrevocable. Should a candidate apply for tenure or promotion earlier than the 7th year, that application will be considered “early” and will be subject to the appropriate criteria outlined in the campus policy for early tenure and/or promotion.

If you have any questions about the CFA-CSU Furlough Agreement, and the provision related to tenure clock extension, please call me at x. 42450.

‘cc:

Interim Provost Selter
AVP Stiglitz
Interim Director Thames
Librarian Bakke
CFA President Cara