Guidelines for Faculty Opting for an Additional Probationary Year Due to Furlough

As described in the furlough agreement between the CFA and CSU (Section 5.d), it is the intent of the parties that the furlough program not have an adverse impact on the eligibility for or the award of tenure and/or promotion. To that end, upon the request of a probationary faculty unit member between July 1, 2009 and June 30, 2010, the probationary period for that employee will be extended by one year.

In brief, once a faculty member is granted the extension, there will be normal performance reviews in all years except the sixth probationary year. In that year, because of the extension, the faculty member will undergo a periodic evaluation with no tenure decision. Then in the following probationary year (the additional/last year) the faculty member will undergo a full performance review for tenure.

Faculty in their 2nd through 5th probationary year:
Continue with usual RTP review cycle (as described in Academic Senate Policies # S09-241, S88-120, and F04-028) until their 6th probationary year.

Faculty in their 6th probationary year undergoing a periodic evaluation:
1. Complete periodic evaluation information sheet. At minimum, a current Curriculum Vitae (including courses taught, publications, grants, papers accepted, papers submitted, work in progress, campus service, community service, etc.) and student evaluations of teaching performance are submitted. Any other materials the faculty member and/or peer review committee would like reviewed regarding teaching, professional achievement and growth, and/or service may be included. A WPAF may be submitted.
2. A periodic evaluation may be reviewed in a similar manner as either a short or a more comprehensive performance review as determined by the faculty member or department peer review committee.
3. The department peer review committee, the department chair/director, and the dean/appropriate administrator review and complete the periodic evaluation information sheet. A written report may/may not be attached. No recommendation regarding tenure is included.
4. A periodic evaluation will follow the same deadlines outlined in the relevant Academic Year calendar under 3rd, 4th, 5th, probationary year reviews.
5. If an extension is granted but later on the faculty member decides to apply for tenure on the original schedule, by CFA/CSU agreement the application will be considered an application for early tenure.

Faculty in their additional (last) probationary year undergoing a performance review:
1. Faculty must submit a file for tenure review in their additional (last) probationary year.
2. Faculty in their additional (last) year will follow the same deadlines outlined in the relevant Academic Year calendar under tenure review and the same RTP criteria will be used.

Please contact the Office of Faculty Affairs and Professional Development with any questions at extension 82204.