

**HUMBOLDT STATE UNIVERSITY  
University Senate**

**Resolution on Amendment to the Faculty Handbook Appendix J, Section IV.F.5: "Faculty Personnel Policies and Procedures for Retention, Tenure and Promotion"**

12-20/21-FAC — November 10, 2020 — Second Reading

**RESOLVED:** That the Faculty of the University Senate of Humboldt State University recommends to the General Faculty of Humboldt State University, and to the President that the following amendments to Appendix J [changes to current language are indicated in bold, underlined font], Faculty Personnel Policies and Procedures for Retention, Tenure and Promotion, be adopted.

IV.F.5 (p.5)

5. The President may award tenure to a faculty unit employee before the normal (6) year probationary period (13.3, 13.19) if the following criteria are met:

a. Such consideration is initiated by the faculty unit employee's department or equivalent unit or by the faculty member with the knowledge of ~~his/her~~ **their** department or unit.

b. The faculty unit employee demonstrates clear evidence that ~~s/he~~ **they have** achieved, before the normal probationary period, a record of accomplishment that meets the standards and level of performance **of Excellent in all three areas of evaluation, as defined in their departmental/unit RTP criteria and standards for the normal full probationary period.** ~~for tenure indicated in this appendix.~~

c. The length and breadth of the faculty unit employee's service are sufficient to provide a high expectation that the prior patterns of achievement and contribution will continue.

**d. This policy would apply to new faculty hires made after this policy has been approved.**

**RATIONALE:** Early Tenure has recently become the norm on our campus rather than the exception. In 2017/18, 8 of the 9 campus tenure cases were early tenure. In 2019/20, 9 of the 12 campus tenure cases were early tenure. This development is an unintended consequence of each Department clearly defining criteria and standards for tenure, without corresponding attention to differentiating between early tenure and tenure in the normal timeframe. Twenty of the twenty-three CSU campuses have early tenure policies. These policies support the principles that early tenure should only be granted in exceptional cases, and that the criteria and standards for early tenure are higher than for tenure in the normal timeframe. By ensuring that the probationary period is sufficient to fully evaluate all candidates' performance in

teaching, service, and research and scholarly activities, we will support student success, a productive faculty, and academic integrity.

**Other Policy Background:**

13.19 The President may award tenure to a faculty unit employee before the normal six (6) year probationary period.

5 CA ADC § 43560

Title V, section 43560 says,

(g) Notwithstanding any provision in this article to the contrary, the president in special circumstances may award tenure to any probationary academic employee earlier than the normal probationary period otherwise provided in this section, when, following an evaluation of the performance of the faculty member at the campus, the president finds that such early award of tenure is advantageous to the institution.

Section 508 of HSU Faculty Handbook says

Tenure is acquired by the faculty member who has served a total of six (6) years of full time probationary service; who is retained, and who begins service for the seventh year, unless the appointment for that year is explicitly designated a terminal year.

The President may award tenure to any individual at the time of appointment or, under rare circumstances, before the normal six-year probationary period. The process involved in the tenure decision is that of yearly periodic evaluation and subsequent appointment, with a performance review, for the purpose of award of tenure in the final year (see Appendix J). Criteria and standards for the award of tenure shall be those contained in Appendix J. For additional information, please refer to Article 13.13 - 13.19 of the CBA.