

HUMBOLDT STATE UNIVERSITY
University Senate

**Resolution on Amendment to VPAA 99-01: Guidelines and Policies for Review and Range
Elevation for Unit 3 Temporary Employees/Lecturer Faculty**
AKA Appendix K

14-18/19-FAC – April 30, 2019 – Second Reading

RESOLVED: That the University Senate of Humboldt State University recommends the following amendments to the Guidelines and Policies for Review and Range Elevation for Unit 3 Temporary Employees (also known as Appendix K); and be it further

RESOLVED: That upon approval by the President, these changes become effective at the beginning of the 2019 - 2020 Academic Year, and the Office of Administrative Affairs update Appendix K to reflect these changes by the start of the fall 2019 semester

RATIONALE: *Range Elevation is a process that provides lecturer faculty an opportunity to advance one pay range (A to B, B to C or C to D) if certain criteria are met. HSU's current policy on this process parallels that of RTP for tenure track faculty and requires candidates to achieve "outstanding" performance of their duties. This actually makes it impossible for lecturer faculty to be eligible for Range Elevation as their evaluations are either "satisfactory" or "unsatisfactory". Likewise, for those faculty members that have applied for Range Elevation under our current policy, the application requires them to create the equivalent of an RTP file, an overly burdensome task. Finally, the files then have to be evaluated by the same multi-track committee and administrator structure as RTP files, increasing the workload for those committees. These amendments to Appendix K streamline an onerous process for both the candidates and the evaluating committees/administrators and bring HSU's policy on Range Elevation in line with the current Collective Bargaining Agreement (CBA).*