

**HUMBOLDT STATE UNIVERSITY**  
**University Senate**

**Resolution on Amendment to Appendix J; Early Tenure Policy**

18-19/20-FAC — April 21, 2020 — First 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, Faculty Personnel Policies and Procedures for Retention, Tenure and Promotion, be adopted. (*Normal font indicates current policy that is unchanged; bold, underlined font indicates new policy; strikethrough font indicates current policy that will be discontinued.*)

IV.F.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 has~~ **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.

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