



Office of the Provost

Contract Implementation Committee (CIC) Lecturer and Professor of Practice Ninth, Twelfth, and Eighteenth Year Review August 20, 2019

The purpose of this document is to provide guidelines for the ninth-, twelfth- and eighteenth-year reviews for lecturers and professors of practice.

The contract mandates that “the subsequent reappointment reviews after the extensive review at the end of the initial six (6) year period will be less comprehensive.”

To this end, a faculty member seeking one of the aforementioned renewal appointments shall submit a letter of intent, student evaluations of teaching, peer teaching reviews, and a narrative to the appropriate Peer Review Committee via the electronic review system by October 7th. The narrative will include a discussion of the faculty member’s teaching and service activity and will focus on information related to the academic years since completion of the previous reappointment review.

At each stage of review, the Departmental and/ or College Peer Review Committee, Chair and Dean shall review the documents and formulate a rating of “satisfactory” or “unsatisfactory” as to the renewal. The evaluation must specifically state the reasons for a “satisfactory” or “unsatisfactory” rating (CSU-AAUP Articles 12.2.E & 12.3.F). The evaluation should include both the reason for the rating and the information and materials on which the rating was made (if different than those listed above, the reviewer(s) will provide these materials to the applicant). Programmatic and staffing needs as well as fiscal and budgetary constraints are also considered in the reappointment and renewals of Lecturers (CSU-AAUP 12.2 E) and Professors of Practice (CSU-Article 12.3 F) but will not be used as a basis for a rating of unsatisfactory.

The review will follow the timetable described in Article 12.12 of the CSU-AAUP contract. For colleges with a DPRC, if the DPRC and the Chair recommend reappointment of the candidate, then their recommendations and the reappointment materials may be submitted directly to the Dean no later than December 15th without review by the College PRC. The Provost will then notify the Dean, the Department Chair, and the applicant in writing of reappointment status by March 15th.

According to procedures established in Article 9 of the contract, the denial of reappointment, after the individual has completed the initial six (6) year period and been reappointed, may be submitted directly to grievance and arbitration on the basis that such denial was demonstrably

arbitrary, discriminatory, and capricious or in violation of the procedures established in the contract. An arbitrator may not award reappointment and/or promotion but may remand the case back for reconsideration according to established procedures upon finding that the denial was in fact demonstrably arbitrary, discriminatory, and capricious or in violation of procedures established by this agreement (CSU-AAUP Article 12.2 F and Article 12.3 G).

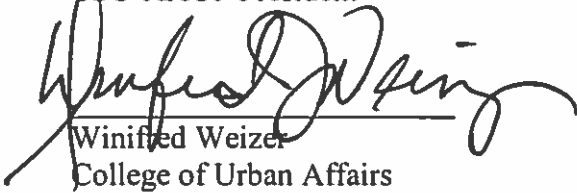
With these guidelines in mind, the various college and departmental PRCs will be asked to draft procedural guidelines for lecturer and professor of practice reappointment. The CIC will collect and review these documents for consistency and fidelity to the Collective Bargaining Agreement.



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