(#12-04/05-EX)

Resolution on Proposed Change to Appendix J of the HSU Faculty Handbook
#12-04/05-EX – April 12, 2005

RESOLVED: That the Academic Senate of Humboldt State University recommends the following addition to Appendix J of the Humboldt State University Faculty Handbook under IV. RETENTION, TENURE AND PROMOTION (RTP):

> B. Academic departments and units, in collaboration with other university personnel and committees involved in the RTP process, have the responsibility to ensure that probationary faculty receive mentoring. Suggestions for effective protocols and strategies can be found in *Best Practices for Mentoring Probationary Faculty*, which can be accessed on the Faculty Personnel Services website at http://www.humboldt.edu/~facpers.

and further recommends that subsequent sections under IV. be re-lettered to reflect this addition; and be it further

RESOLVED: That the Academic Senate of Humboldt State University recommends that this proposed change to Appendix J be put to a vote of the General Faculty during the spring 2005 semester; and be it further

RESOLVED: That the Academic Senate of Humboldt State University recommends that if approved by the General Faculty this proposed change to Appendix J become effective in the 2005-2006 academic year.

> ***RATIONALE:*** *In May 2004, a vote of the General Faculty changed the timelines and process for tenure track faculty, including the creation of a Professional Development Plan (PDP). The HSU academic community recognizes its responsibility to provide supportive and proactive mentoring for probationary faculty in order to facilitate their journey toward tenure and promotion through the development of the PDP and Working Personnel Action File (WPAF). Although a number of successful mentoring practices already are in use throughout the university, they are inconsistently applied, and there is no formal document that offers a specific mentoring protocol or effective strategies that might be employed. The proposed addition to Appendix J both urges serious attention to the mentoring process and provides strategies to assist in devising and implementing mentoring plans.*

APPROVED – April 12, 2005