(#16-04/05-FA)

**Resolution on Amendment to Sections IV.E.5., IV.G.3. and IV.G.4. of Appendix J of the Humboldt State University Faculty Handbook**
(#16-04/05-FA) – April 26, 2005

**RESOLVED**, that the Academic Senate of Humboldt State University forwards to the General Faculty for a vote on May 10-11, 2005, the changes to Appendix J of the HSU Faculty Handbook as specified in the attached *Amendment to Appendix J, Sections IV.E.5., IV.G.3. and IV.G.4.*, dated April 26, 2005.

***RATIONALE*:** *In the current version of Appendix J to the Faculty Handbook, section IV.E.5 states:*

> *The President may award early tenure to faculty unit employees for reasons above and beyond the Standard RTP criteria of merit and whose tenure would constitute a clear advantage to the University. 13.18*

*section IV.G.3. states:*

> *A probationary faculty unit employee shall normally be considered for promotion at the same time s/he is considered for tenure. 14.2*

*and section IV.G.4. states:*

> *A faculty unit employee may be promoted to Professor, librarian equivalent, or SSP-AR Level III, prior to having satisfied the service requirement of provision 14.3 of the CBA. 14.3 [sic]*

*Although these sections comply with the provisions of the Collective Bargaining Agreement, greater specificity would clarify the criteria under which a faculty member may receive tenure and/or promotion either to associate professor or professor prior to having fulfilled the time in service usually required for such consideration. The proposed amendment identifies such criteria, including:*

- *in cases of tenure or promotion to associate professor, the initiation of the action by the faculty member's department or unit or by the faculty member with the knowledge of the department or unit;*
- *in cases of promotion to professor, a positive recommendation from the faculty member's department or unit, in keeping with Article 14.4 of the CBA;*
- *evidence that the standards of performance for tenure and/or the rank to which promotion is being sought have been met; and*
- *that there exists a high expectation that the prior patterns of achievement and contribution that have supported the recommendation will continue.*

APPROVED – April 26, 2005