



**CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA
POLICY NO: 1313**

POLICY ON FACULTY RETURN RIGHTS

Faculty return rights (“teaching return rights”) refer to the right of an administrator or other university employee to assume full-time duties as a faculty (Unit 3) member. Faculty return rights are established by the President.

1. DESIGNATION OF FACULTY RETURN RIGHTS

- A. Appointees from Outside the University -The President may designate faculty return rights to appointees from outside the university provided that the tenured faculty members of the affected department or equivalent unit have been consulted. Consultation with the department shall include the opportunity for the tenured faculty to review the academic credentials of the potential appointee and to interview the candidate. The tenured faculty shall consider the acceptability of the candidate as a potential faculty member and shall submit its opinion in writing to the President.
- B. University Faculty – Cal Poly Pomona faculty members appointed to administrative or other non-faculty positions by the President shall retain return rights to home departments.

2. FACULTY DUTIES AND ADVANCEMENT

Appointees with faculty return rights are not required to perform faculty duties unless such duties are specifically designated as part of the administrative or other assignment. They may, to the extent permitted by the President, engage in teaching or other activities not in conflict with appropriate agreements and policies. Appointees with return rights shall request consideration for RTP actions in accordance with applicable provisions of university Reappointment, Tenure, and Promotion Policy and Procedures. Appointees who anticipate requesting tenure or promotion consideration should consult with the home academic department on the application of department criteria in their own cases.

3. EXERCISE OF FACULTY RETURN RIGHTS

An appointee may announce at any time in writing to the President an intention to exercise faculty return rights. Moreover, the President may direct at any time that an appointee return to a full-time faculty position. The effective date of resuming faculty duties shall be determined by the President and shall be no later than one year from the date of expressed intention. Return to the faculty carries with it rank and tenure granted prior to or during service in the administrative or other designated position.