

CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA

ACADEMIC SENATE

FACULTY AFFAIRS COMMITTEE

REPORT TO

THE ACADEMIC SENATE

**FA-003-223**

**Policy for Offer of Faculty Tenure on Initial Appointment**

Faculty Affairs Committee

Date: 11/02/2022

Executive Committee  
Received and Forwarded

Date: 11/15/2023

Academic Senate

Date: 12/06/2023  
First Reading  
02/14/2024  
Second Reading

Referral

Policy for Offer of Faculty Tenure on Initial Appointment

### **Background**

The current CBA (section 13.17) states that, "The President may award tenure to any individual, including one whose appointment and assignment is in an administrative position, at the time of appointment. Appointments with tenure shall be made only after an evaluation and recommendation by the appropriate department. Criteria and standards for recommendations shall be those established in accordance with procedures on that campus."

The award of tenure and retreat rights is common for MPP hires in Academic Affairs and is governed by Policy 1313 on Faculty Return Rights. CBA 13.17 allows the President to appoint a faculty member, as well as an MPP, with initial tenure. None of the existing Policies 1310 on MPP Appointments, 1311 on Faculty Recruitment and Appointment, 1312 on Faculty Reappointment and Tenure (Policy 1312 was deleted by AS-2494-156-FA), or 1313 document the procedures to be used in awarding initial tenure without return rights.

### **Resources**

Consulted:

Policies 1310, 1311, 1313

CBA

No other resources were listed

### **Discussion**

The FAC considered the existing policies and recognized they are within the boundaries set forth in the CBA (section 13.17), notably the statement that says "after evaluation and recommendation by the appropriate department." The FAC interpreted this to mean that although the departments are consulted, they are not the authority on return rights. Additionally, the referral specifically directs the FAC to explore the procedures to be used in awarding initial tenure without return rights, prohibiting the expansion of our authority to include revising policies to require department approval (instead of recommendation). The FAC cannot foresee a situation, given the current wording of the CBA and CPP policies, where a President would appoint someone with tenure but without return rights and if they are appointed with tenure and without return rights, it's currently within the authority of the president's office to consult with appropriate departments and make a final appointment.

### **Recommendation**

The FAC has agreed that with the current wording of the CBA and existing policies, a policy dictating tenure without return rights is not necessary until the language of either the CBA or policies are updated to require department consent instead of department recommendations.