

## **Lecturer Review Process: Tenure Track Offer**

### **Introduction:**

The Unit 3, Faculty, Collective Bargaining Agreement ratified in December 2021 states in Article 22.22(c):

*“A departmental peer review committee may review and recommend a probationary faculty unit appointment for a temporary unit employee who has received an offer of tenure track employment. Such a recommendation may only occur in a department where there is no current tenure-line recruitment for which the faculty member is qualified.*

*Such recommendation(s) shall be directed to the President or their designee for review, consideration, and response. The decision of the President or designee shall not be subject to Article 10, (Grievance Procedures) of this Collective Bargaining Agreement.”*

### **Process for Application:**

A temporary unit employee who receives an offer of tenure track employment may take the following steps if they wish to be considered for tenure track employment at CSUMB. Provide their Department Chair and Dean with

- a. A copy of the offer, either in paper or electronic format, which must be a valid, active offer,
  - b. The deadline by which a response is needed from CSUMB.
  - c. A written request to be considered for a probationary faculty unit appointment.
2. The temporary unit employee should also submit supporting documentation that could be reasonably reviewed by the peer review committee within the deadline. Such documentation may include a current CV and evaluations (annual and/or cumulative, plus any other evidence to support that the candidate meets other criteria that would be included in a tenure-track position announcement, such as a terminal degree in a required field, an active research agenda, demonstrated DEI awareness and intentional efforts to close equity gaps, satisfactory or better teaching evaluations, and demonstrated commitment to student success.

### **Process for Consideration:**

1. Upon receipt of the above information, the Department Chair and their Dean will first determine if any tenure line recruitment for which the faculty member is qualified is currently underway in the temporary unit members' department.
2. If no tenure line recruitment is underway, the Department Chair will convene a departmental peer review committee consisting of at least three tenured faculty. If a department does not have three tenured faculty, the Chair will consult with their Dean and convene a peer review committee of tenured faculty from their College. (An untenured Assistant Professor may be substituted for a tenured faculty member at the Dean's discretion.)

3. The peer review committee will prepare a written recommendation to their Dean within two (2) days.
4. Upon receipt, the Dean will immediately review that recommendation and make their own recommendation to the President or their designee, incorporating an assessment of budget or hiring goals and attaching all supporting materials from the temporary faculty unit employee and the recommendation from the peer review committee. This recommendation will include a recommendation about salary and tenure credit, if applicable.
5. The President's or designee's review, consideration, and response may be based on the candidate's qualifications, campus hiring goals, availability of funding, and other operationally and academically relevant criteria. The decision will be in writing and rendered as soon as possible, at which time an offer letter will be prepared. In the event that a response is not provided before the offer of tenure track employment expires, the decision shall be that the request has been denied.
6. The decision of the President or their designee is final and shall not be subject to Article 10, (Grievance Procedures) of this Collective Bargaining Agreement.