

CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA

ACADEMIC SENATE

FACULTY AFFAIRS COMMITTEE

REPORT TO

THE ACADEMIC SENATE

FA-002-134

Timeline for the Evaluation of Temporary Faculty

Faculty Affairs Committee

Date:

Executive Committee  
Received and Forwarded

Date: April 23, 2014

Academic Senate

Date: May 14, 2014  
FIRST READING

## **Referral**

### Timeline for the Evaluation of Temporary Faculty

## **Background**

The Collective Bargaining Agreement of 2012-14 (CBA) for the first time requires Deans to be involved in the periodic evaluation of temporary faculty eligible for new or renewed 3-year contracts. Their evaluations must include a rating by their dean of “satisfactory” or “not satisfactory.” Only those who received satisfactory ratings may return to teach the following year.

The evaluations are to occur in specific years and affect employment the following year. The CBA offers no other direction concerning time but states that the evaluation must include the entire qualifying period, which may include the current spring quarter. Since spring student evaluations are not available for the Dean’s review until after the spring term, at Cal Poly Pomona, many lecturers received their evaluations from their deans well into the summer, including at least one lecturer who learned of an “unsatisfactory” rating well into August.

The current system creates uncertainty for lecturers subject to these evaluations. In addition—since these are often lecturers with the greatest entitlement—it may have a consequence of delaying appointments for other lecturers as well.

Lecturers themselves, their departments and students in courses they teach would be better served if the periodic evaluation process for lecturers eligible for new or subsequent 3-year appointments followed a calendar that concluded within a short period of time after the conclusion of spring term. This would allow for departments to prepare lecturer appointments in a timely fashion.

## **Resources**

The following people were contacted as recommended in the referral and asked to provide input on the draft prepared by the committee: Chairs, Deans, Faculty Affairs, CFA, and Temporary Faculty.

Only one comment was received and it was positive in support of the proposed draft.

## **Discussion**

A policy was drafted and approved unanimously by the committee based on the background and proposed outcomes outlined in the referral proposal.

**Recommendation**

The Faculty Affairs Committee recommends to the Academic Senate adopting the following policy:

**California State Polytechnic University, Pomona  
Timeline for the Evaluation of Temporary Faculty**

Annual timelines shall be established, published and enforced as University policy for periodic evaluation of temporary faculty eligible for new or renewed 3-year appointments. Faculty Affairs shall develop this calendar; the Dean's recommendation shall be due no later than 6 weeks after the date grades are due for the spring term of each Academic Year.