

**FACULTY INFORMATION BULLETIN
CALIFORNIA STATE UNIVERSITY, BAKERSFIELD
Office of the Vice President for Academic Affairs**

AFFIRMATIVE ACTION FACULTY DEVELOPMENT PROGRAM - 1988/89

The CSU has received funding for released time, mini grants, and travel for faculty members at the rank of Instructor, Lecturer, Assistant Professor, and Associate Professor. Librarians are also eligible to participate, except those at the equivalent rank of Full Professor. Awards to full-time Lecturers may be made only if there are no qualified and eligible probationary or tenured faculty candidates, and provided the Lecturer meets other qualifying requirements outlined in the attached document. As specified, Lecturers are not eligible for released time.

For 1988/89, CSUB has been allocated 0.5 of a position (\$15,125), which may be split among several individuals, plus a small sum of operating expense monies for in-state travel (\$2,570) and mini grants (\$5,996).

Deadline for submission of proposals to the office of the Vice President for Academic Affairs is Friday, October 21, 1988. In accordance with the attached guidelines, proposals should be informative and descriptive but need not be lengthy. Two to three pages, including a proposed budget, should be sufficient. The selection process is targeted to be completed and candidates notified of their status by November 11, 1988. Awards for fall quarter cannot be made. Successful candidates may, however, receive released time for either winter or spring quarters and funds may be used any time after notification of awards. **All funds to participants must be expended prior to June 15, 1989.**

THE CALIFORNIA STATE UNIVERSITY
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400 Golden Shore
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Code: FSR 88-38
BP 88-58

Date: September 8, 1988

To: Presidents

Please reply by:
December 16, 1988

From: Caesar J. Naples
Vice Chancellor
Faculty & Staff Relations

D. Dale Manner
Vice Chancellor
Business Affairs

Discard after:
December 16, 1988

Subject: Allocation of the 1988/89 Funds for the Affirmative Action Faculty Development Program

The Final 1988/89 Support Budget contains \$1,128,817 for the Affirmative Action Faculty Development Program; however, the requirement for reductions in systemwide provisions resulted in a final total allocation of \$1,082,817 for this program.

The allocation provides faculty replacement for 45 leaves (22.5 positions), mini-grants and travel. Budget Planning and Administration will issue allocation orders for the funds into Instruction under Supplies and Services and may be transferred to any appropriate account. Allocations by campus are shown on Attachment A.

The following guidelines should assist you in granting these awards.

Description of the Program

The purpose of the Affirmative Action Faculty Development Program is to assist probationary or tenured faculty at the Instructor, Assistant, or Associate Professor rank in meeting the qualifications for retention, tenure or promotion, and to enhance the possibility of their being considered positively for such appointments or career advancement. Awards other than for released time may also be extended to full-time Lecturers.

Awards to Lecturers should be granted only in very unique and limited circumstances where: 1) there are no qualified and eligible probationary or tenured faculty candidates; 2) the faculty member has taught at the campus for a minimum of two full years prior to the granting of the award, and 3) that the special contributions of the faculty member combined with the academic needs of the campus warrant such an award.

(over)

w/attachments

Distribution: Vice Presidents, Academic Affairs
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Librarians are also eligible for participation in the program, except for those at the equivalent ranks of full professor.

This program provides two major resources:

- 1) Faculty positions to provide up to six units of released time per term for faculty.
- 2) Funds to be allocated to faculty in these ranks in support of minigrants and/or travel to present papers at professional meetings or to publish the results of research.

Released time up to six units per term may be awarded to each eligible faculty member to achieve any of the following objectives:

- A) To prepare to teach a greater variety of courses needed in the department or equivalent unit and thereby make the faculty member a greater asset to the department or equivalent unit.
- B) To complete publication of instructional studies or research already underway, which would benefit the faculty member in obtaining tenure or promotion.
- C) To undertake research and publication projects that would ultimately assist the faculty member in obtaining tenure or promotion.
- D) To aid the faculty member in completion of a terminal degree or other forms of advanced study.

The positions have been allocated to the campuses at the Assistant Professor, Step III level.

Guidelines:

- 1) Campuses are urged to make certain that all faculty in the Instructor, Assistant Professor and Associate Professor ranks, Lecturers and Librarians who are probationary or tenured, are notified of the existence of this program by a written memorandum.
- 2) The campus should require that the faculty member applying for the released time submit a detailed description of the work which he or she will do, a time line for the completion of the project, and a statement of how the released time will fit into a plan for completion of the project. A report should be required on what was accomplished from those who receive the released time.
- 3) The released time may be granted in less than six unit blocks and may be utilized in any or all terms, so long as it does not provide more than six units released time per term.