

CSUCI Faculty Definitions and Evaluation & Review Processes

Instructional Faculty, Librarians, and Counselors at CSU Channel Islands are represented by the California Faculty Association (CFA) and the roles and responsibilities of these positions are defined in the Collective Bargaining Agreement¹ that has been developed between CFA and the CSU. Channel Islands does not currently employ any Teaching Assistants, whom the United Auto Workers² represent, but such employment remains possible.

Instructional faculty are classified into two primary groups, Tenure Track and Lecturers. Tenure Track faculty include those on a pathway to receive tenure (Probationary) and those who have earned tenure (Tenured). Typically, those who have not earned tenure are Assistant Professors. Those who have earned tenure are Associate Professors or Professors (although there is a very small percentage of untenured Associate Professors). Lecturer faculty are by definition “Temporary” and do not have the right to earn tenure per the CBA, although under some circumstances they may receive Three-year (or other multiyear) appointments. Other appointment types for Lecturers are Academic Year or semester-long appointments. Those with multiyear appointments have a higher priority for being scheduled for classes that they are qualified to teach over those who have semester or academic year appointments. The CBA provides for a robust order of assignment provision that prioritizes existing qualified Lecturers over hiring new faculty.

Librarian faculty may be Tenure Track or Temporary per the CBA. In general, at Channel Islands those that are full-time librarians are Tenure Track while part-time librarians are Temporary. Currently, all Counselors at Channel Islands are Temporary.

Tenure Track faculty progression through the faculty ranks is defined by a combination of policies addressing the topics of Retention, Tenure, and Promotion (RTP). These policies include the CBA, the University RTP Policy³, and program-level Personnel Standards⁴. Probationary faculty members are evaluated annually for retention until they receive tenure, which is typically at the end of their sixth year. Having received tenure, faculty are required to be evaluated every five years (either as an evaluation for promotion to Full Professor or a Post Tenure Review). For RTP purposes, faculty are evaluated in three areas: Teaching Effectiveness, Scholarly and/or Creative Activities, and Service. The specific criteria necessary for retention, tenure, promotion are defined in the Program Personnel Standards while the University RTP policy provides more general guidance on the process.

Lecturers undergo evaluations annually for those with Academic Year appointments and those with Three Year appointments are reviewed at the end of their appointment. The policy for Lecturer evaluation is defined by campus policy⁵. In general, Lecturers only have instructionally

¹ CSU-CFA Collective Bargaining Agreement: <https://www.calstate.edu/csu-system/faculty-staff/labor-and-employee-relations/Pages/unit3-cfa.aspx>

² CSU-UAW Collective Bargaining Agreement: <https://www.calstate.edu/csu-system/faculty-staff/labor-and-employee-relations/Pages/unit11-uaw.aspx>

³ University RTP Policy: <https://policy.csuci.edu/sp/17/sp-17-08.htm>

⁴ Program Personnel Standards are compiled at this site: <https://www.csuci.edu/academics/facultyaffairs/rtp.htm>

⁵ Lecturer Evaluation Policy: <https://policy.csuci.edu/sp/17/sp-17-08.htm>

related activities as their assignment (instruction, office hours, grading, preparation, etc.) Thus, Lecturer faculty are generally evaluated based only on instructional assignment (in cases where a Lecturer has a fundamental part of their assignment outside of instruction, that work is considered).