

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

AFFIRMATIVE ACTION FACULTY DEVELOPMENT PROGRAM - 1990/91

Program Objectives

The Affirmative Action Faculty Development Program was established to assist probationary or tenured faculty in meeting the qualifications for retention, tenure, or promotion and to enhance the possibility of their being considered positively for such appointments or for career advancement.

Proposals are now being accepted for affirmative action faculty development allocations for 1990/91. 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. Lecturers are not eligible for released time.

For 1990/91, CSUB has been allocated \$16,596 (0.5 of a position), which may be split among several individuals, plus a small sum of operating expense monies in the amount of \$6,184 for mini grants and \$2,650 for in-state travel.

Application Process

October 31, 1990, is the deadline for submission of proposals to the Office of the Vice President for Academic Affairs. In accordance with the guidelines on the reverse side, 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 16, 1990. 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, 1991.

Affirmative Action Faculty Development Program

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 migrants 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 form 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 and 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.