

FEB 26 1979

FIB-0979

CALIF. STATE COLLEGE  
BAKERSFIELD

CALIFORNIA STATE COLLEGE, BAKERSFIELD  
Office of the Vice President

FACULTY INFORMATION BULLETIN  
19 February 1979

*Revised 20779*

1. RANKING OF FACULTY. The recommendation of the Faculty-Staff Policy Committee on ranking of faculty for promotion was amended and approved by the College Council on 7 February 1979 and approved by President Frankel on 12 February 1979.

The policy is an outgrowth of a situation in which more faculty members may be considered eligible for promotion than can be promoted with the limited funds allocated under the current CSUC formula. When funds are insufficient to promote all worthy candidates and ranking of candidates becomes necessary, the policies listed below will apply.

It is apparent from the number of candidates to be considered for promotion during the Spring RPT process that many more will be recommended than can be with the funds available. Although President Frankel will make every effort to obtain sufficient funds, it has been determined by him that ranking will be necessary.

\*\* POLICIES AND PROCEDURES \*\*  
FOR RANKING CANDIDATES FOR PROMOTION

- (1) The faculty has the primary responsibility for ranking.
- (2) Ranking need not establish a complete numerical order. For example, two candidates might be placed at the highest level, four at the second highest level, two at the next level, etc.
- (3) The unit committees and the school committees will rank whenever recommending more than one candidate for promotion.
- (4) At the college level, a separate committee will rank after the college review committee has completed its work. This committee will consist of tenured faculty members with major teaching responsibilities, except that department chairs may serve regardless of variations in their teaching loads; they shall be elected to staggered two-year terms. One member shall be elected at large, three members shall be elected from and by the School of Arts and Sciences, and one each from the Schools of Business and Public Administration and Education. The committee shall select its own chair, who participates in the discussion and votes. No person serving on this committee may serve on a school retention, promotion, and tenure committee or on the college review committee.

- (5) The college ranking committee will review and rank for promotion all faculty recommended for promotion by either the unit or school committees.
- (6) Ranking shall be entirely on the basis of merit as established in the College Handbook and interpreted by the school and department to which the faculty member being considered for promotion belongs. Higher committees shall place the greatest weight on the evaluation and ranking of the unit committee.
- (7) There will be no queuing nor will there be a system of quotas allocating a fixed number of promotions to each school.
- (8) The rules for ranking will be the same as the rules for other retention, promotion and tenure reports: one copy to the candidate and one copy to go into the candidate's file.
- (9) Faculty that are undergoing review in the RPT cycle shall not serve on any review committee in that cycle.

The name of the committee will be the College Promotion Ranking Committee.

2. SOCI'S. Prior to the meetings of the unit committees for the Spring RPT reviews, this office will publish comments on interpretation of the statistical data on the SOCI's.

3. SELECTION COMMITTEE FOR STUDENT PARTICIPANTS IN 1979-80 INTERNATIONAL PROGRAMS.

Dr. Fabian Fang, Chair  
Dr. Mary Paquette  
Dr. Edwin Sasaki  
Ms. Suzanne Bunker  
Ms. Nicole White