

Adopted: May 16, 2000

ACADEMIC SENATE  
Of  
CALIFORNIA POLYTECHNIC STATE UNIVERSITY  
San Luis Obispo, CA

AS-538-001FAC  
RESOLUTION ON  
RANGE ELEVATION PROCEDURES FOR TEMPORARY FACULTY

- 1 WHEREAS, Section 12.15 of the Memorandum of Understanding (MOU) requires that  
2 procedures for temporary faculty member range elevation shall be established at  
3 each campus after recommendation by the appropriate Academic Senate  
4 committee; and  
5
- 6 WHEREAS, It is desirable both for temporary faculty members and for departmental/area  
7 temporary faculty member committees that there be objective criteria by which to  
8 determine whether a temporary faculty member should be elevated from one range  
9 to another at the time of reappointment; and  
10
- 11 WHEREAS, It is important that temporary faculty members receive timely notification that  
12 they are eligible to be considered for range elevation; and  
13.
- 14 WHEREAS, Temporary faculty have a large stake in the substantive content of these criteria;  
15 and  
16
- 17 WHEREAS, Section 12.18 of the current MOU specifies that grievances regarding temporary  
18 faculty member elevations shall be heard by a peer review panel whose decision is  
19 to be final; therefore, be it  
20
- 21 RESOLVED: That the faculty, including temporary faculty, of each college/unit establish range  
22 elevation criteria for temporary faculty members; and be it further  
23
- 24 RESOLVED: That these criteria reflect the temporary faculty member's work assignment as  
25 specified in Section 12.17 of the current MOU, and not be based either on length  
26 of service beyond what the MOU specifies or on cost; and be it further  
27
- 28 RESOLVED: That the university notify temporary faculty members in a timely manner when  
29 they are eligible to be considered for range elevation; and be it further  
30
- 31 RESOLVED: That temporary faculty members submit requests to be elevated to a higher range  
32 no later than the time that they apply for subsequent appointment and document  
33 the reasons for which they believe that they should be elevated; and be it further

34  
35 RESOLVED: That the appropriate departmental/area committee shall consider such requests for  
36 elevation in light of the college/unit's approved range elevation criteria; and be it  
37 further

38  
39 RESOLVED: That the appropriate departmental/area committee shall inform any temporary  
40 faculty member who is being recommended for reappointment what  
41 recommendation they have made regarding any requested range elevation, and  
42 give their reasons, in writing, and these reasons shall make reference to the  
43 college/unit's approved range elevation criteria; and be it further

44  
45 RESOLVED: That the college dean/unit director shall inform temporary faculty members who  
46 are being reappointed what decision the dean/director has made regarding any  
47 request for range elevation and for what reasons.

Proposed by: The Academic Senate Faculty  
Affairs Committee  
Date: April 10, 2000  
Revised: April 11, 2000  
Revised: May 16, 2000

## Margaret R. Camuso

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From: Mary K. Fiala  
Sent: Monday, December 03, 2001 2:44 PM  
To: Unny Menon  
Cc: Philip S. Bailey Jr.; Carol A. Brookshire; Margaret R. Camuso; Hiram L. Davis; ddixon; Barbara J. Fenske; Gladys E. Gregory; Martin J. Harms; Harold L. Hellenbrand; Hylah M. Jacques; Elizabeth C. Kaminaka; Bonnie C. Konopak; lalamo; Peter Y. Lee; Bonnie T. Long; Susan C. Opava; Dennis R. Parks; William R. Pendergast; Patricia L. Repasi; Harriet Ross; Sharon L. Shows; Vivian F. Steele; Michael H. Suess; David J. Wehner; Paul J. Zingg  
Subject: Response to AS-538-00/FAC

AS 538-00.doc

On November 30, 2001, President Warren J. Baker responded, via memorandum, to Academic Senate Resolution AS-538-00/FAC, Resolution on Range Elevation Procedures for Temporary Faculty.

I have attached the President's response in its entirety as a Word document; however, I am also providing the text of the memorandum below for those who have e-mail systems that do not handle attachments.

As is standard practice, you will be mailed a hard copy of the response, as well as receiving this e-mail. By copy of this e-mail, I am asking the deans to forward this to their department heads/chairs, as I do not maintain a department head/chair distribution list. The department heads/chairs will be mailed their own hard copies.

If you have any questions, please call.

Mary K. Fiala  
Executive Secretary to the President's Office  
California Polytechnic State University  
San Luis Obispo, CA 93407  
805/756-6000 Fax: 805/756-1129  
e-mail: mfiala@calpoly.edu

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President Warren J. Baker's response of November 30, 2001, to Academic Senate Resolution AS-538-00/FAC, Resolution on Range Elevation Procedures for Temporary Faculty:

"The subject resolution is approved for immediate implementation. By copy of this memorandum to the college deans, I am requesting that each college develop criteria for range elevation of lecturers. Lecturers should be included on the faculty committee charged with drafting the college criteria. As with other personnel criteria, final approval rests with the Provost. The current campus practice, as described in the fourth resolve clause will continue. Likewise, delegated authority to the college deans to make decisions regarding range elevation of lecturers remains in effect.

Please extend my appreciation to members of the Faculty Affairs Committee and to the Academic Senate for proposing this resolution."