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CSU Workshop on RTP Criteria and Procedures

Crowne Plaza LAX
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New Faculty Focus Group

- Background - More than one-third of Tenured/Tenure Track Faculty Hired since 2000
- Held February 18, 2005 at Chancellor's Office
- 27 Tenure Track Faculty from 14 Campuses
- Topics – Teaching, Research, Professional/Personal Balance
- Report – Approaching the Tenure Decision, New CSU Tenure Track Faculty Share Perceptions and Experiences



New Faculty Focus Group (continued)

- Recommendations include holding regional/systemwide workshops to share best practices from the campuses on topics such as:
 - RTP Process
 - New Faculty Orientation
 - Mentoring of New Faculty
 - Developing Roadmaps to Tenure and Promotion



RTP Workshop

- RTP Criteria and Procedures - Nuts & Bolts Best Practice Examples from the Campuses
- Planning Committee – 2 Provosts, 2 AVPs for Faculty Affairs, 1 Academic Senator, Chancellor's Office Staff
- Topics – New Faculty Orientation, Probationary Plans, Mentoring Programs, Setting Reasonable Limits on RTP Files



RTP Workshop (continued)

- Attendees – Campus Provosts and Academic Senate Chairs jointly select campus team of 4 to 5 people
- Organization – Plenary plus Concurrent Sessions
- Format – Issue, What campus has done, How it has worked, What is left to do
- Participants discuss ideas presented and take back to campus for further discussion and action based on campus needs and culture



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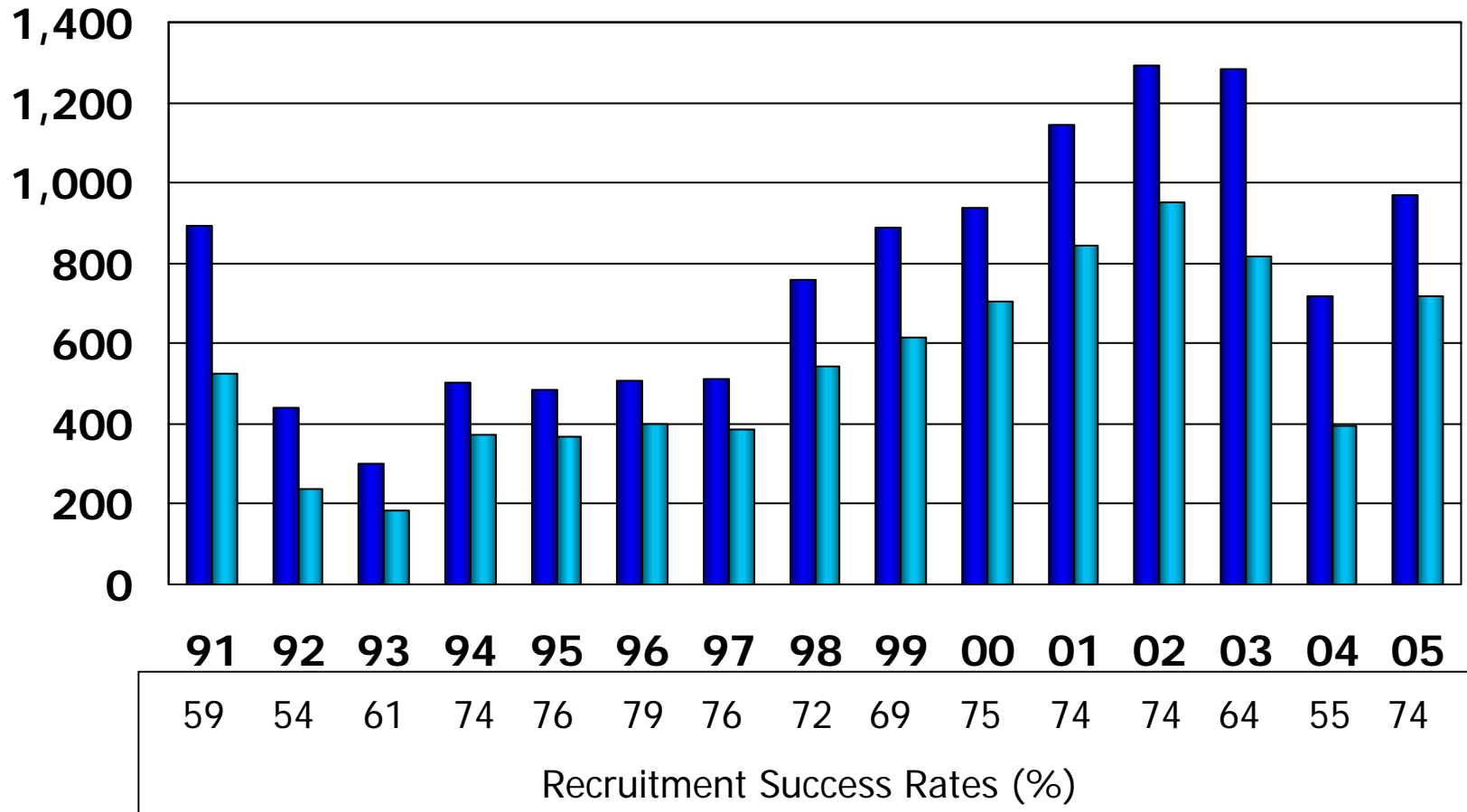
CSU Faculty Employment Data



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CSU Tenure Track Faculty Recruitments Fall 1991-2005

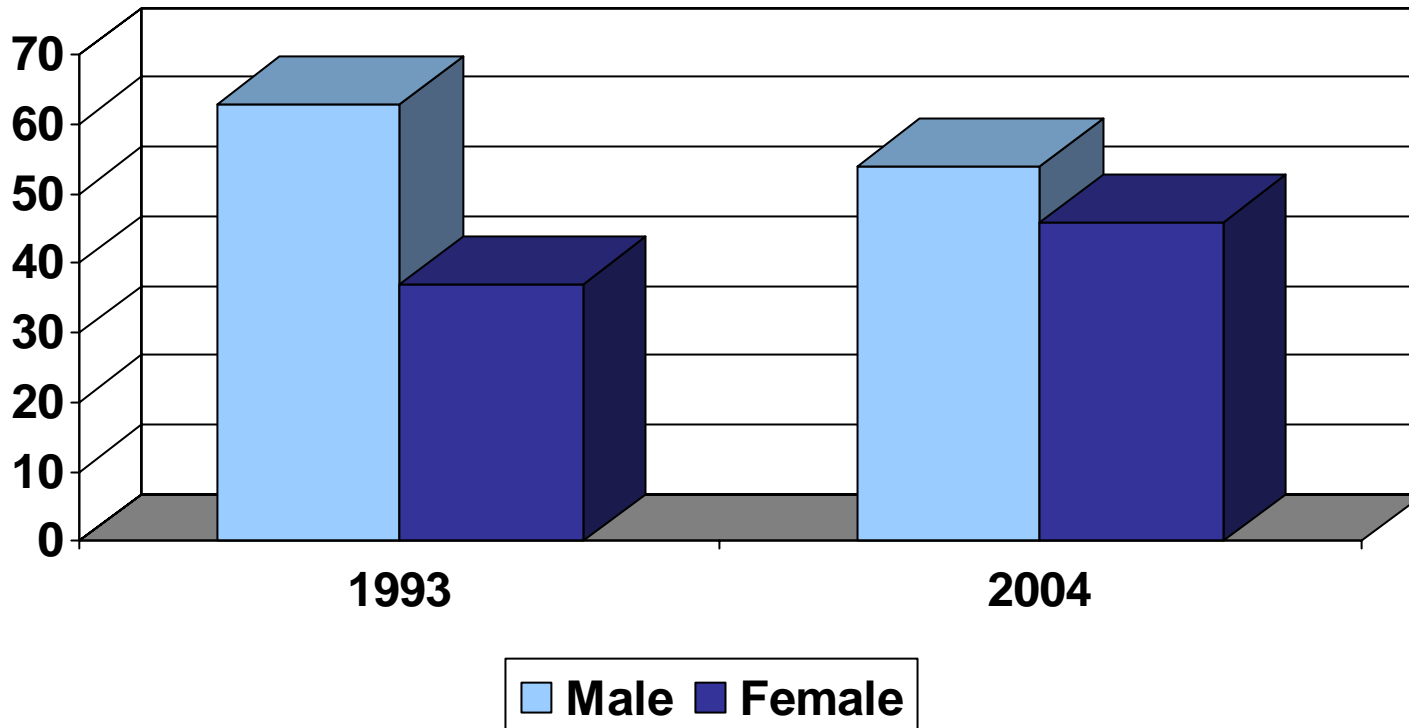
■ Searches ■ Appointments





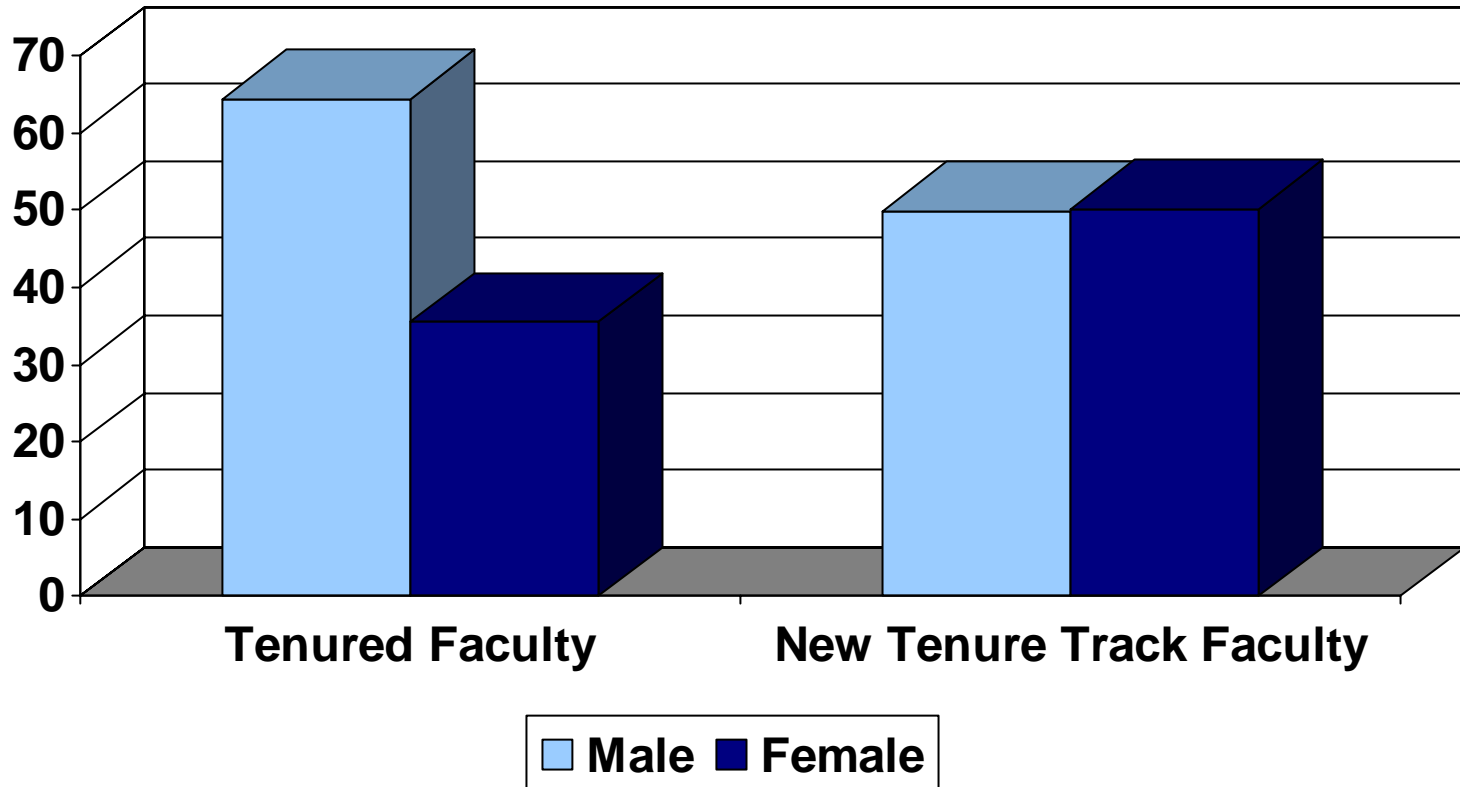
Changing Demographics – Gender

Percentage of CSU Instructional Faculty
by Gender 1993 and 2004





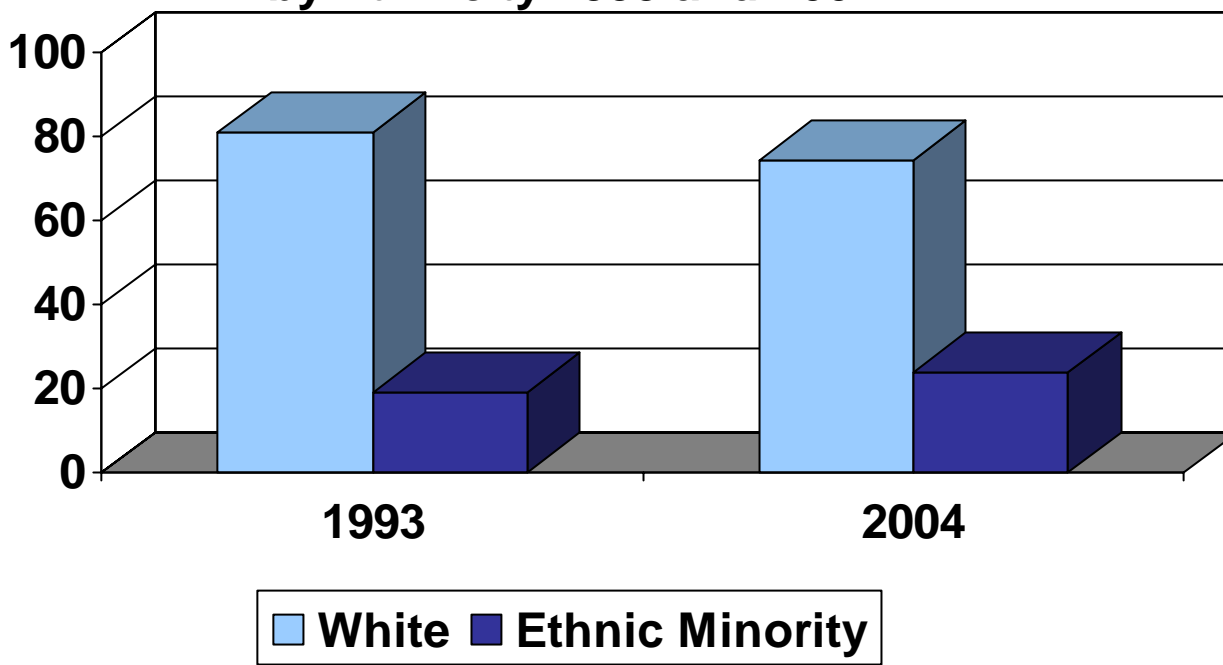
Changing Demographics – Gender Fall 2004





Changing Demographics - Ethnicity

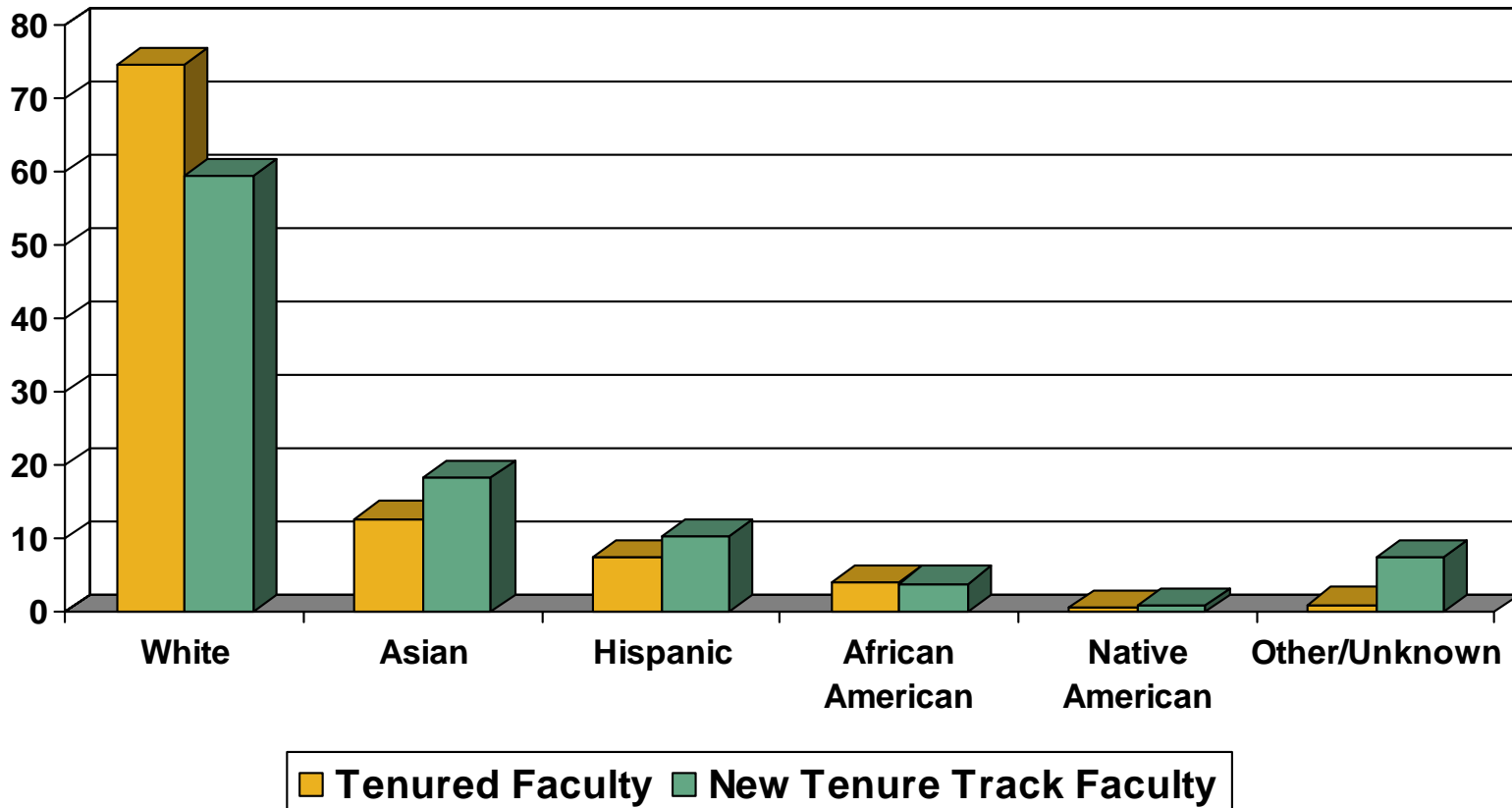
Percentage of CSU Instructional Faculty
by Ethnicity 1993 and 2004





Changing Demographics – Ethnicity

Fall 2004





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PhD Candidate Recruitment

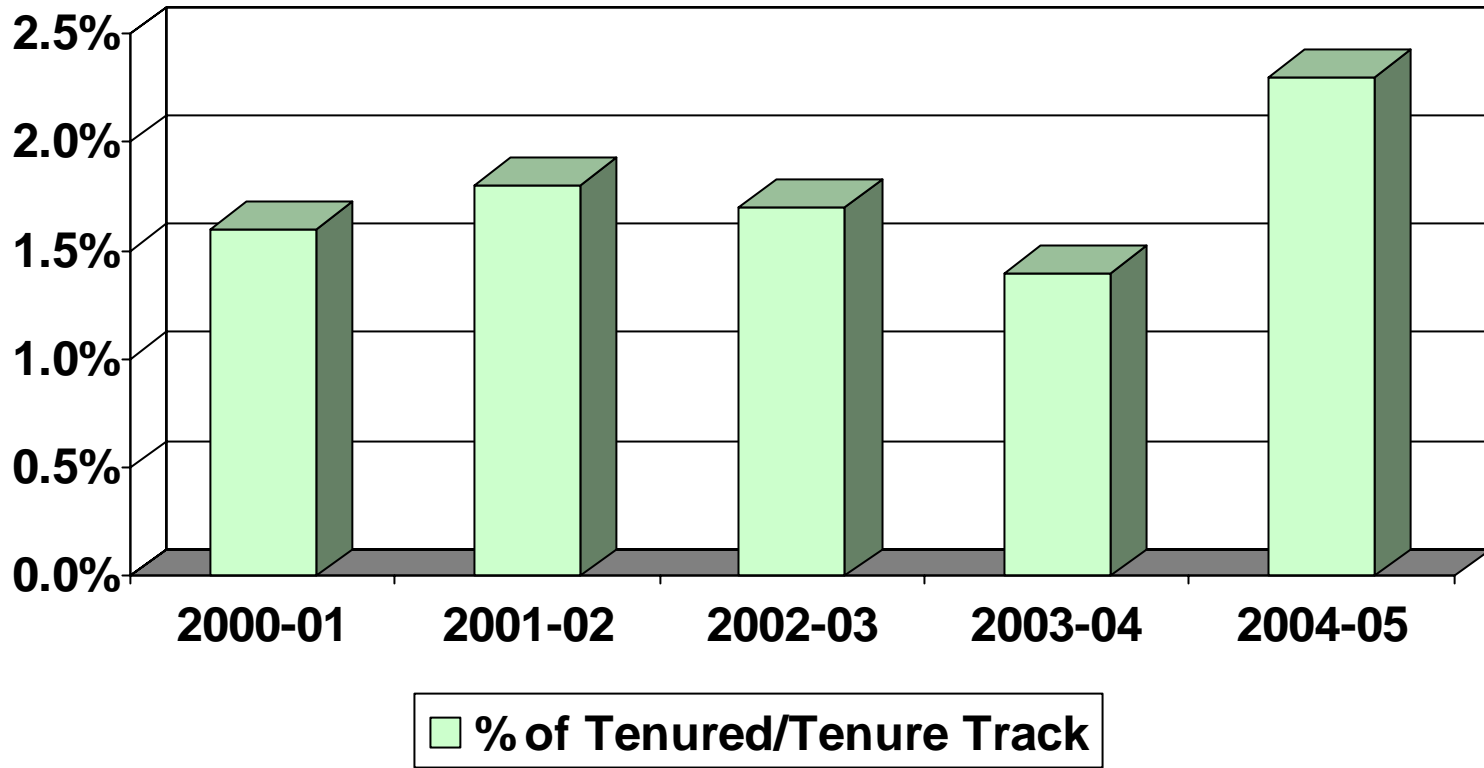
Percent of Ethnic Minorities & Males and Females in PhD Candidate Pool and CSU Hires

	National PhD Pool	California PhD Pool	CSU Hires 2004
Asian	9.4 %	11.5 %	18.3 %
Hispanic	4.0 %	5.2 %	10.2 %
Black	5.2 %	3.5 %	3.8 %
Male	52.3 %	58.2 %	49.9 %
Female	47.7 %	41.8 %	50.1%

Note: The national and California PhD pools are based on the number of persons awarded PhD's from 1996 to 2000



Tenured and Probationary Faculty Resignations





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Average Age and Years of Service of CSU Tenure Track Faculty at Retirement

Average Age = 62

Average Years of Service = 27