Memorandum
Policy #6

Date : November 22, 2006

To : Faculty Affairs Committee

From : Gary McBride
Chair, CBE Committee on Faculty Affairs

Via : John R. Kohl
Dean, College of Business and Economics

Subject : CBE Local Interpretation of PTR

On November 21, 2006 CBE Committee on Faculty Affairs voted (4-0) on a local interpretation of the University's PTR document, which is consistent with article 20.1 of the Collective Bargaining Agreement. This approval was grounded on the 53-5 vote (secret ballot) of the entire faculty on standards for professional achievement for tenure and tenure track faculty and on the need for explicit standards and processes by the accrediting body of business programs (AACSB). For background, we have attached the relevant standards.

We are requesting that the Faculty Affairs Committee review and affirm that our policy is in keeping with University policy.

CBE Local Interpretation of
Promotion, Tenure, and Retention Policy and Procedures
(75-76 BEC 42/74-75 CFA, as revised in 05-06 FAC 4)

The faculty in the College of Business and Economics (CBE) have developed academic standards that are consistent with the CSU Collective Bargaining Agreement (CBA) Article 20.1:

> "Research, scholarship, and creative activity in the faculty member's field of expertise are essential to effective teaching…The professional responsibilities of faculty members includes research, scholarship and creative activity…which contribute to their currency."

In light of this policy, CBE expects its faculty to be Academically Qualified (AQ) (as defined in the document *College of Business and Economics, CSU East Bay Faculty Standards for Academic Qualification*) for purposes of promotion, tenure and retention (PTR). CBE expects its tenure-track faculty to be AQ, as defined by CBE, within 5 years of the receipt of their PhD. The CBE standards for AQ are consistent with the criteria for "meritorious contributions and recognition within the field of the candidate's competence" under Professional Achievement, as defined in Article 4.1.3 of CSUEB *Promotion, Tenure, and Retention Policy and Procedures*. Being AQ is not necessarily sufficient to demonstrate eligibility for professional achievement under the PTR document.