

CSU PERSONNEL ACTIONS FLOWCHART – 2006 – 2010 CONTRACT

Personnel Action	Teaching/Primary Duties [See DAC]	Research/Creative Activities [See DAC]	Service [See DAC]		Evaluation Period: From	Evaluation Period: To	Years needed to apply
Year 1 Retention	Satisfactory	Appropriate	Appropriate		1 st Day at CSU	Turning in portfolio (January)	≥ 0.5
Year 2 Retention	Satisfactory	Satisfactory	Satisfactory		1 st Day at CSU	Turning in portfolio (September)	2 nd
Year 3 Retention	Effective	Highly Satisfactory	Highly Satisfactory		Last portfolio (September)	Turning in portfolio (September)	2 nd to 3 rd 4
Year 4 Retention	Highly Effective	Effective	Effective		Last portfolio (September)	Turning in portfolio (February)	2 nd to 4 th 4
Year 5 Retention	Significant	Highly Effective	Highly Effective		Last portfolio (February)	Turning in portfolio (February)	2 nd to 5 th 4
Tenure	Superior	Significant	Significant		1 st Day at CSU	Turning in portfolio (January)	3 rd to 6 th 4
Promotion to Assistant Professor	Highly Effective	Satisfactory	Satisfactory		1 st Day at CSU	Turning in portfolio (September)	1 st
Promotion to Associate Professor	Superior	Significant	Significant		Last Promotion ¹	Turning in portfolio (September)	≥3 rd as Asst.
Promotion to Professor	Superior	Superior	Superior		Last Promotion ¹	Turning in portfolio (August)	≥5 th as Assoc.
PAI	Superior	Superior/Significant ²	Superior/Significant ²		Last Promotion ³	Turning in portfolio (October)	≥5 th as Prof.

Negative decision in Years 1 or 2 means termination at end of that academic year. Negative decisions in Years 3 – 6 means receive one year on terminal contract.

¹ Or 1st day at CSU if this is the first promotion

² Superior research and significant service, or significant research and superior service

³ Or 1st day at CSU if brought in as a full professor

⁴ Depends on years of outside service that are accepted by CSU, advance standing means seek early tenure on exception to years of service or degree.