

March 6, 2018

Dear Untenured Faculty Members,

Clare Weber, deputy provost and associate provost for Academic Programs, Paul Vicknair, interim associate provost for Faculty Affairs and Development (formerly Academic Personnel) and I invite you to participate in CSUSB's newly established **Untenured Faculty Organization**. A **luncheon launch** will be held on **Wednesday, March 14 from 12-1:30 p.m.** in the Faculty Center for Excellence (PL-4005).

This body was formed to provide a voice and support to probationary untenured faculty in order to enhance their success during the tenure-track process. Benefits include a safe and confidential forum that encourages dialogue among untenured faculty, a social support network, opportunities to learn from junior and senior faculty, and more (see attached flyer).

We hope that you will be able to join us on March 14; **RSVP to Janette Garcia** at [jygarcia@csusb.edu](mailto:jygarcia@csusb.edu).

In closing, please remember that we are committed to your success; feel free to reach out to us with questions and/or concerns.

Best regards,  
Shari

Shari McMahan, Ph.D.  
Provost and Vice President for Academic Affairs  
California State University San Bernardino

**WE DEFINE THE** *Future*

**WE DEFINE THE *Future***



## **The Untenured Faculty Organization (UFO)**

### **Purpose:**

The Untenured Faculty Organization (UFO) was established in 2018 to provide a voice and support to probationary untenured faculty in order to enhance their success during the tenure-track process.

Driven by CSUSB's core values, the UFO works in collaboration with Academic Affairs and other pertinent divisions and units to achieve the following goals:

- Provide a safe and confidential forum that encourages regular, honest and collegial dialogue among untenured faculty and promotes the practice of positive communication and active listening;
- Create a social support network that fosters personal friendships and a sense of community among UFO members;
- Advocate for the development and implementation of programs and activities to support probationary untenured faculty in their scholarship, teaching, professional, service and collegial activities in order to successfully meet retention, tenure and promotion (RTP) expectations;
- Develop and provide opportunities for early-career faculty to learn from those before them on how to teach well, produce fruitful research and earn tenure while balancing academic and family life;
- Encourage untenured faculty to participate in developmental activities, such as faculty workshops offered by the Teaching Resource Center and the Faculty Center for Excellence, which enhance both faculty and student success;
- Promote and encourage active participation among untenured faculty in university and community events, and service opportunities;
- Impart CSUSB's vision, mission and core values as well as its strategic plan and other priority initiatives, such as the Graduation Initiative 2025.