Quick Facts

The major changes to SJSU’s RTP policies
Timing of Reviews

S98-8 (old policy)
- Full dossier review in 2\textsuperscript{nd}, 4\textsuperscript{th}, and 6\textsuperscript{th} years
- Additional full dossier review may be required in 3\textsuperscript{rd} or 5\textsuperscript{th} year
- Annual review ("mini-review") in spring of 1\textsuperscript{st}, 3\textsuperscript{rd}, and 5\textsuperscript{th} years

S15-7 (new policy)
- Full dossier review in 3\textsuperscript{rd} and 6\textsuperscript{th} years
- The 3\textsuperscript{rd} year review determines whether the candidate shall be reviewed in the 4\textsuperscript{th}, 5\textsuperscript{th}, or no additional review until the 6th
- Annual review ("mini-review") in spring of any year that has no full dossier review
Categories of Review

S98-8 (old policy)

I. Effectiveness in Academic Assignment
   A. Effectiveness in Teaching
   B. Service to Students & the University

II. Scholarly, Artistic, or Professional Achievement

S15-8 (new policy)

I. Effectiveness in Academic Assignment

II. Scholarly, Artistic, or Professional Achievement
   Includes service to the discipline

III. Service
<table>
<thead>
<tr>
<th>Levels of Review</th>
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<tr>
<td><strong>S98-8 (old policy)</strong></td>
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<tr>
<td>➤ URT Committee reviews all retention (except 2&lt;sup&gt;nd&lt;/sup&gt; years) and all tenure candidates, but not promotions</td>
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<td>➤ AVP of Faculty Affairs reviews anyone the University Committee reviews</td>
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<td><strong>S15-7 (new policy)</strong></td>
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<tr>
<td>➤ URTP Committee reviews all candidates for promotion to full, promotion to associate, or for tenure</td>
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<tr>
<td>➤ URTP Committee reviews retention candidates who received any negative votes at lower levels of review</td>
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<td>➤ AVP of Faculty Affairs does not review</td>
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Standards for tenure and promotion

**$98-8 (old policy)**

- Committee makes a single overall assessment (tenure, promote, do not tenure, do not promote)
- Tenure awarded for “demonstrated effectiveness in academic assignment”; “evidence of good, solid performance in the variety of courses taught”; scholarly contributions “should be of good quality”

**$15-8 (new policy)**

- Committee makes separate assessments for teaching, scholarship, and service. Levels of achievement are Unsatisfactory, Baseline, Good, and Excellent
- For a recommendation of tenure & promotion, candidate must be
  - “Excellent” in either teaching or scholarship, and at least “Baseline” in the other 2 categories; **OR**
  - “Good” in any 2 categories and at least “Baseline” in the 3rd
Standards for EARLY tenure & promotion

**S98-8 (old policy)**

- “Exceptional effectiveness in academic assignment...and significant scholarly or artistic or professional achievements...”;
- “excellence in teaching”

**S15-8 (new policy)**

- Candidate must be “Excellent” in 2 categories and at least “Baseline” in the 3rd
Standards for Promotion to Full Professor

S98-8 (old policy)
- Continuing pattern of good teaching
- Increasing effectiveness in other areas of academic assignment
- Competent University-wide service
- Substantial achievement and continuing activity in their profession, either through scholarly/creative/professional contributions or through leadership in their professional communities

S15-8 (new policy)
- At least “Excellent” in 2 categories and at least “Baseline” in the 3rd; OR
- At least “Excellent” in 1 category and at least “Good” in the other 2
Additional Questions?
Contact the Office of Faculty Affairs