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
  - Includes service to the discipline

S15-8 (new policy)

- I. Effectiveness in Academic Assignment
- II. Scholarly, Artistic, or Professional Achievement
- III. Service
Levels of Review

S98-8 (old policy)
- URT Committee reviews all retention (except 2nd years) and all tenure candidates, but not promotions
- AVP of Faculty Affairs reviews anyone the University Committee reviews

S15-7 (new policy)
- URTP Committee reviews all candidates for promotion to full, promotion to associate, or for tenure
- URTP Committee reviews retention candidates who received any negative votes at lower levels of review
- AVP of Faculty Affairs does not review
Standards for tenure and promotion

S98-8 (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”

S15-8 (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