

APPOINTMENT, RETENTION, TENURE AND PROMOTION CRITERIA, STANDARDS AND PROCEDURES FOR PROBATIONARY AND TENURED FACULTY EMPLOYEES

Proposed	Comments	S98-8
<p>7. Tenure Performance Review</p> <p>7.1 Persons to be Reviewed for Tenure</p> <p>7.1.1. Normally, probationary faculty are considered for tenure in their sixth probationary year.</p> <p>7.2 Period of Review</p> <p>7.2.1. A tenure decision should normally be made in a faculty member's sixth probationary year. The probationary period may be extended for an additional year under circumstances specified in the <u>Agreement</u>, Section 13.7.</p> <p>7.2.2. Tenure may be awarded earlier than the sixth year in the case of faculty members with 1) exceptional effectiveness in academic assignment at San Jose State University and 2) significant scholarly or artistic or professional achievements at San Jose State University or other institutions of higher education. Faculty members may request an early consideration for tenure based on having already achieved the levels of achievement required for the award of tenure.</p> <p>7.2.3. In extraordinary cases, when a</p>	<p>Note in S98-8 Retention and Tenure were combined,</p> <p>→ From V.A.1. in S98-8</p>	<p>7. Tenure Performance Review</p> <p>7.1 Persons to be reviewed for Retention and Tenure</p> <p>7.1.1. Normally, probationary faculty shall be reviewed are considered for retention and tenure in their second, fourth and sixth years.</p> <p>7.2 Period of Review</p> <p>7.2.1. A tenure decision should normally be made in a faculty member's sixth probationary year. The probationary period may be extended for an additional year under circumstances specified in the <u>Agreement</u>, Section 13.7.</p> <p>7.2.2. Tenure may be awarded earlier than the sixth year in the case of faculty members with 1) exceptional effectiveness in academic assignment at San Jose State University and 2) significant scholarly or artistic or professional achievements at San Jose State University or other institutions of higher education. Faculty members may request an early consideration for tenure based on having already achieved the levels of achievement</p> <p>7.2.3. In extraordinary cases, when a</p>

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<p>according to the provisions of the Agreement. The granting of tenure is not solely a reward for services performed during the probationary years, but also represents an explicit expectation that a faculty member will continue to be a valued colleague, a good teacher and an active scholar, artist or leader in his or her profession, and a contributor to the university's mission, including collegial governance of the University. Accordingly, tenure decisions should be based upon thorough review of faculty members during their probationary years. In cases where probationary credit has been given for previous service in the one or two years for which such credit was granted, the achievements in teaching and in scholarly or artistic or professional activities that led to such credit shall be evaluated. All prior experience should be listed in a comprehensive vita. Tenure should be granted only to individuals whose record of teaching and contributions to their profession indicates a commitment to ongoing activity and professional achievement of high quality and the potential to earn promotion to higher rank.</p>		<p>according to the provisions of the Agreement. The granting of tenure is not solely a reward for services performed during the probationary years, but also represents an explicit expectation that a faculty member will continue to be a valued colleague, a good teacher and an active scholar, artist or leader in his or her profession, and a contributor to the university's mission, including collegial governance of the University. Accordingly, tenure decisions should be based upon thorough review of faculty members during their probationary years. In cases where probationary credit has been given for previous service in the one or two years for which such credit was granted, the achievements in teaching and in scholarly or artistic or professional activities that led to such credit shall be evaluated. All prior experience should be listed in a comprehensive vita. Tenure should be granted only to individuals whose record of teaching and contributions to their profession indicates a commitment to ongoing activity and professional achievement of high quality and the potential to earn promotion to higher rank.</p>
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<p>7.3.2. The award of tenure requires more than potential or promise. It requires:</p> <p>7.3.2.1.Possession of the required terminal degree, unless an exception to this requirement had been granted and noted at the time of appointment as provided above.</p> <p>7.3.2.2.Demonstrated effectiveness in academic assignment, above all in teaching. Tenure should not be granted without evidence of good, solid performance in the variety of the courses taught during the probationary years.</p> <p>7.3.2.3.Contributions to the candidate's discipline or professional community. Scholarly or artistic or professional contributions should be of good quality and evidence both the commitment to and the potential for continued development and accomplishment throughout the candidate's career.</p> <p>7.3.2.4.The promise of significant contribution to the university's mission, including the collegial governance of the university.</p> <p>7.3.3. Documentation of achievements</p>		<p>7.3.2. The award of tenure requires more than potential or promise. It requires:</p> <p>7.3.2.1.Possession of the required terminal degree, unless an exception to this requirement had been granted and noted at the time of appointment as provided above.</p> <p>7.3.2.2.Demonstrated effectiveness in academic assignment, above all in teaching. Tenure should not be granted without evidence of good, solid performance in the variety of the courses taught during the probationary years.</p> <p>7.3.2.3.Contributions to the candidate's discipline or professional community. Scholarly or artistic or professional contributions should be of good quality and evidence both the commitment to and the potential for continued development and accomplishment throughout the candidate's career.</p> <p>7.3.2.4.The promise of significant contribution to the university's mission, including the collegial governance of the university.</p> <p>7.3.3. Documentation of achievements</p>
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<p>during the one or two years preceding the probationary period shall not be included in the dossier except for faculty who are awarded probationary credit upon appointment to probationary status. However, all important scholarly and professional accomplishments should be listed in a comprehensive vita.</p> <p>7.4 Procedures for Tenure Evaluation</p> <p>7.4.1. The performance reviews shall be conducted by department (or equivalent), college (or General Unit) and, when appropriate, university committees and administrators, whose respective roles and qualifications are specified in Section 8. Details of the procedure are specified in Section 8.</p>	<p>→ from V.A.1. in S98-8</p>	<p>during the one or two years preceding the probationary period shall not be included in the dossier except for faculty who are awarded probationary credit upon appointment to probationary status. However, all important scholarly and professional accomplishments should be listed in a comprehensive vita.</p> <p>7.4 Procedures for Tenure Evaluation</p> <p>7.4.1. The performance reviews shall be conducted by department (or equivalent), college (or General Unit) and, when appropriate, university committees and administrators, whose respective roles and qualifications are specified elsewhere in this document in Section 8. Details of the procedure are specified in Section 8.</p>
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