



# Quick Facts

The major changes to SJSU's RTP policies



# Timing of Reviews

The link below will take you through a year-by-year analysis of the timing of reviews linked to the year of your appointment and whether you were awarded probationary credit.

[Regular Timelines for RTP Reviews unders S98-8 and S15-8.pdf](#)

# Timing of Reviews

- ▶ Full dossier review in 2<sup>nd</sup>, 4<sup>th</sup>, and 6<sup>th</sup> years
- ▶ Annual review (“mini-review”) in 1<sup>st</sup>, 3<sup>rd</sup>, and 5<sup>th</sup> years

## **S15-7 (new policy)**

- ▶ Full dossier review in 3<sup>rd</sup> and 6<sup>th</sup> years
- ▶ Annual review (“mini-review”) in 1<sup>st</sup>, 2<sup>nd</sup>, 4<sup>th</sup>, and 5<sup>th</sup> years



# 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
- ▶ III. Service



# Levels of Review

## **S98-8 (old policy)**

- ▶ University Committee reviews all retention and tenure candidates, but not promotions
- ▶ AVP of Faculty Affairs reviews anyone the University Committee reviews

## **S15-7 (new policy)**

- ▶ University Committee reviews all tenure and promotion candidates
- ▶ University 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)

## 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 3<sup>rd</sup>



# Standards for EARLY tenure and promotion

## **S98-8 (old policy)**

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

## **S15-8 (new policy)**

- ▶ For a recommendation of early tenure & promotion, candidate must be Excellent in 2 categories and at least Baseline in the 3rd



# Smaller changes

## **§98-8 (old policy)**

- ▶ Type of ballots: no specificity
- ▶

## **§15-7 (new policy)**

- ▶ Type of ballots: Department committees with members of less than full rank shall always vote by written secret ballot