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8 **POLICY**
9 **RECOMMENDATION**
10 **Amendment C to University Policy S15-8**
11 **University Policy, Retention, Tenure and Promotion for**
12 **Regular Faculty Employees: Criteria and Standards**
13 **To Provide Flexibility during Campus-wide Disasters**

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16 **Resolved:** That S15-8 be amended as shown in the underline of the excerpted policy.

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18 **Rationale:** This policy recommendation emerged from the Covid-19 pandemic that
19 struck beginning in Spring 2020. The teaching, service, and research of
20 faculty were often deeply affected by the “social distancing” that was
21 imposed to deal with the pandemic. Some research programs, for example,
22 were abruptly suspended due to the loss of access to laboratories, to travel,
23 to human subjects, etc. Teaching was radically transformed on-the-fly as
24 SJSU was forced to move entirely online. Service commitments for many
25 increased as they worked to help the University cope with the new situation,
26 and for others service opportunities were interrupted as they lost the ability
27 to go directly into the physical community. Fairness demands that this
28 pandemic, or any similar campus-wide disasters and emergencies that
29 might occur in the future, should not jeopardize the successful retention,
30 tenure, and promotion of our faculty. Instead, evaluators need a tool to allow
31 them to account for these extraordinary circumstances.

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33 The Committee is aware, and grateful, that the Provost worked with us and
34 others to craft a strong memo designed to advise those who evaluate faculty
35 of the need to account for the current extraordinary circumstances. This is
36 most welcome, but the Committee remains concerned that RTP committees
37 that follow “the letter of the law” may not feel that the memo allows them to
38 set aside what they may perceive as clear policy language about standards.
39 This brief amendment creates room within the policy itself for committees to
40 accept the advice in this, or similar memos, without feeling a contradiction
41 with policy.

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43 In an earlier draft concern was expressed about the nebulous criteria for
44 invoking what is intended to be an “emergency” provision. To remedy this
45 issue, the committee revised the amendment so that it could only be
46 invoked by the President. It would be similar to declarations by Governors
47 and Presidents that clear the way for disaster relief that would otherwise not
48 be available.

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50 **Approved:** August 31, 2020

51 **Vote:** (9-0-0)

52 **Present:** Peter, Wang, Raman, Smith, Monday, Cargill, Saldamli, Riley, Quok

53 **Absent:** Mahendra

54 **Financial Impact:** No direct impact

55 **Workload Impact:** No direct impact

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57 **POLICY RECOMMENDATION**

58 **Amending S15-8**

59 **University Policy, Retention, Tenure and Promotion for Regular Faculty Employees:**
60 **Criteria and Standards**
61 **To Provide Flexibility during Campus-wide Disasters**

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65 3.1 At each level of review, committees and administrators will provide written
66 recommendations or decisions that evaluate levels of achievement in each of the
67 three categories. These evaluations shall classify the candidate's level of
68 achievement in each category by describing it in terms of one of the four levels
69 described below (3.3) and provide a detailed rationale for the classification.
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71 3.1.1 In extraordinary times when the campus is impacted by an emergency that
72 would hinder the typical career (e.g., natural disaster, campus closure, and
73 similar events), the President may declare that a serious campus-wide
74 disruption to normal faculty activities has occurred. If so, committees and
75 evaluators shall adjust their analysis of the levels of achievement of
76 candidates in the following way: in addition to evaluating all documented
77 achievements of candidates as per normal, they shall also consider the
78 trajectory of each candidate's professional development prior to the
79 disruption and determine whether that trajectory would normally have
80 allowed the faculty member to meet the policy standards.