

1 San Jose State University
2 Academic Senate
3 Professional Standards Committee
4 April 17, 2023
5 First Reading

AS 1851

6 **Policy Recommendation**
7 **Amendment I to University Policy S15-8**
8 **Retention, Tenure, and Promotion for Regular Faculty**
9 **Employees: Criteria and Standards**

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12 Legislative History: This proposal would amend the policy on Criteria and Standards for
13 Retention, Tenure, and Promotion to clarify the standards for early tenure and promotion to
14 Associate Professor.

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16 Rationale: In recent years, SJSU has continued to hire exceptional faculty and increase
17 support for RSCA endeavors, which has resulted in more faculty applying for
18 early tenure and promotion, with a high success rate, in their fifth year in
19 rank. As a result, an increasing number of faculty are applying for early
20 tenure and promotion in their fourth (and occasionally third) year in rank. In
21 addition, candidates who join SJSU with service credit for work at other
22 universities may apply for early tenure and promotion having never
23 completed a performance review. University Policy S15-8 currently does not
24 specify any requirement for how many years relative to rank are needed
25 before applying for early tenure and promotion.

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27 S15-8 indicates that the standards for retention include “increasing
28 effectiveness in academic assignment, or consistent effectiveness in the
29 case of individuals whose performance in academic assignment is fully
30 satisfactory from the start”. Assessment of whether performance is
31 increasing over time requires evaluation of a track record of
32 accomplishments at SJSU.

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34 In addition, the standards for early promotion to Associate currently require
35 “evaluations of Excellent in two categories and Baseline or better in the
36 remaining category.” If the standards for tenure and promotion in the fifth
37 year of rank are significantly higher than in the sixth year of rank, in order to
38 assess the potential for ongoing success at SJSU, they should be still higher
39 in the fourth year of rank.

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42 Resolved That section 4.1 S15-8 (Retention, Tenure, and Promotion for Regular
43 Faculty Employees: Criteria and Standards) be modified as provided in this
44 recommendation.
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47 Approved: 3/6/23
48 Vote: 9-0-0
49 Present: Barrera, French, Gómez, Kazemifar, Monday, Pruthi, Riley, Smith, Wang
50 Absent: Maldonado
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52 Financial Impact: None anticipated
53 Workload Impact: None anticipated
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56 **S15-8, Retention, Tenure, and Promotion for Regular Faculty** 57 **Employees: Criteria and Standards**

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59 4.1.4 Early decisions. Candidates may request consideration for tenure and
60 promotion up to two years early, provided they have previously completed a
61 performance review for retention and are not currently scheduled for a
62 special retention review.

63 4.1.4.1 Favorable early decisions require a significantly higher level of
64 achievement than a favorable decision after the normal period of
65 review.

66 4.1.4.1.1 One year early. Candidates may be tenured and promoted to
67 Associate one year early ~~at the prior to the end of their fourth~~
68 ~~year of service probationary period~~ if they attain evaluations of
69 Excellent in two categories and Baseline or better in the
70 remaining category.

71 4.1.4.1.2 Two years early. Candidates may be tenured and promoted
72 to Associate two years early if they attain evaluations of
73 Excellent in two categories and Good or better in the remaining
74 category.

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