

**SAN JOSE STATE UNIVERSITY
ONE WASHINGTON SQUARE
SAN JOSE, CA 95192**

Amendment C to University Policy S15-8, Retention, Tenure and Promotion for Regular Faculty Employees: Criteria and Standards. To Provide Flexibility during Campus-wide Disasters.

Legislative History:

At its meeting of September 14, 2020, the Academic Senate approved Amendment C to University Policy S15-8, presented by Senator Peter for the Professional Standards Committee. Amendment C provides for flexibility in S15-8, Retention Tenure, and Promotion for Regular Faculty Employees during campus-wide disasters.

Action by the University President:

**Approved and signed by
Mary A. Papazian, President,
San José State University
on September 21, 2020.**

Amendment C to University Policy S15-8, Retention, Tenure and Promotion for Regular Faculty Employees: Criteria and Standards. To Provide Flexibility during Campus-wide Disasters

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

Rationale: This policy recommendation emerged from the Covid-19 pandemic that struck beginning in Spring 2020. The teaching, service, and research of faculty were often deeply affected by the “social distancing” that was imposed to deal with the pandemic. Some research programs, for example, were abruptly suspended due to the loss of access to laboratories, to travel, to human subjects, etc. Teaching was radically transformed on-the-fly as SJSU was forced to move entirely online. Service commitments for many increased as they worked to help the University cope with the new situation, and for others service opportunities were interrupted as they lost the ability to go directly into the physical

community. Fairness demands that this pandemic, or any similar campus-wide disasters and emergencies that might occur in the future, should not jeopardize the successful retention, tenure, and promotion of our faculty. Instead, evaluators need a tool to allow them to account for these extraordinary circumstances.

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

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

Approved: August 31, 2020

Vote: (9-0-0)

Present: Peter, Wang, Raman, Smith, Monday, Cargill, Saldamli, Riley, Quock

Absent: Mahendra

Financial Impact: No direct impact

Workload Impact: No direct impact

**POLICY
RECOMMENDATION**

Amending S15-8

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

3.1 At each level of review, committees and administrators will provide written recommendations or decisions that evaluate levels of achievement in each of the three categories. These evaluations shall classify the candidate's level of achievement in each category by describing it in terms of one of the four levels described below (3.3) and provide a detailed rationale for the classification.

3.1.1 In extraordinary times when the campus community is impacted by an emergency that would hinder the typical career (e.g., natural disaster, campus closure, and similar events), the President may declare that a serious campus-wide disruption to normal faculty activities has occurred. If so, committees and evaluators shall adjust their analysis of the levels of achievement of candidates in the following way: in addition to evaluating all documented achievements of candidates as per normal, they shall also consider the trajectory of each candidate's professional development prior to the disruption and determine whether that trajectory would normally have allowed the faculty member to meet the policy standards.