

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

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

Legislative History:

At its meeting of March 20, 2023, the Academic Senate approved Amendment I to University Policy S15-8 presented by Senator French for the Professional Standards Committee.

At its meeting of May 9, 2022, the Academic Senate approved Amendment H to University Policy S15-8 presented by Senator Schultz-Krohn for the Professional Standards Committee. S15-8 was approved and signed by President Mohammad Qayoumi on June 12, 2015.

On September 18, 2015, Interim President Susan W. Martin approved Amendment A to University Policy S15-8.

On May 4, 2020, President Mary A. Papazian signed and approved Amendment B to University Policy S15-8. The revised language in Amendment B seeks to correct a problem with the way the current language discusses the “norms” of our SOTES. Amendment B also inserts a reference to “course syllabi and other teaching materials.” Amendment A and B are incorporated into the policy below.

On September 21, 2020, President Mary A. Papazian signed and approved Amendment C to University Policy S15-8. Amendment C allows the President to declare a campus-wide emergency and provides for flexibility in RTP during these times.

On January 14, 2021, President Mary A. Papazian signed and approved Amendment D to University Policy S15-8. Amendment D removes the exclusion of the College of International and Extended Studies from S15-8 section 1.5.2.

On April 7, 2021, President Mary A. Papazian signed and approved Amendment E to University Policy S15-8. Amendment E adds the category of “Scholarship of Engagement.”

On February 14, 2022, Interim President Steve Perez signed and approved Amendment F to University Policy S15-8. Amendment F includes within the category of Service, activities that specifically enhance inclusion, educational equity and engaged service with students and in the surrounding and broader communities.

On April 13, 2022, Interim President Steve Perez signed and approved Amendment G to University Policy S15-8. Amendment G includes changes to Section 2.3, Scholarly/Artistic/Professional Achievement.

At its meeting of March 20, 2023, the Academic Senate approved Amendment I to University Policy S15-8 presented by Senator French for the Professional Standards Committee.

Amendment I is as follows below.

ACTION BY THE UNIVERSITY PRESIDENT:

**Approved and signed by
Cynthia Teniente-Matson,
President, San José State
University on April 25, 2023.**

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

Legislative History: On March 20, 2023, the Academic Senate approved Amendment I to University Policy S15-8, Retention, Tenure and Promotion for Regular Faculty Employees: Criteria and Standards presented by Senator French for the Professional Standards Committee. This is the second of two policy proposals intended to add information about administrative recusal of RTP committee members to S15-7 and S15-8.

Rationale: S15-8 includes a recommendation on self-recusal in the case of bias (or appearance of bias), but the availability of administrative recusal is not described in policy (nor widely known among faculty). This proposal would amend S15-8 to include information that such a procedure exists and how to report a suspected conflict of interest or bias.

Resolved That section 3.2 of S15-8 (Retention, Tenure and Promotion for Regular Faculty Employees: Criteria and Standards modified as follows:

3.0 Evaluation of Achievements

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.

3.2 It is the role of evaluators to judge the level of achievement regardless of the form it takes, while respecting the academic freedom and professional choices made by each candidate. Evaluators should not substitute their own preferences for policy and should recuse themselves if necessary to avoid the possibility (or the appearance) of bias. If any faculty member, including a candidate, believes a committee member may have a bias or conflict of interest that could affect their impartiality, that person should immediately report their concerns to their college Dean and/or Faculty Services before deliberations begin. Faculty Services will determine whether recusal is necessary following administrative recusal guidelines.

Evaluators who are recused shall abstain from voting and absent themselves from discussion of a case. Examples of attitudes that would warrant recusal include (but are not limited to)

3.2.1 Hostility toward a candidate's ideology as expressed in a research agenda.

3.2.2 Opposition to a candidate's choice of pedagogy when the pedagogy is exercised appropriately under curricular policy.

3.2.3 Dislike of a candidate's emphasis in professional development when the emphasis is permitted by policy.

3.2.4 Any personal or professional conflicts-of-interest such as those delineated in the University's policy on Academic Freedom and Professional Responsibility.

Approved: February 13, 2023
Vote: 9-0-1
Present: Barrera, French, Gómez, Kazemifar, Maldonado, Monday,
Pruthi, Riley, Smith, Wang
Absent: None
Financial Impact: None
Workload Impact: None anticipated