



Quick Facts

The major changes to SJSU's RTP policies



Timing of Reviews

S98-8 (old policy)

- ▶ Full dossier review in 2nd, 4th, and 6th years
- ▶ Additional full dossier review may be required in 3rd or 5th year
- ▶ Annual review (“mini-review”) in spring of 1st, 3rd, and 5th years

S15-7 (new policy)

- ▶ Full dossier review in 3rd and 6th years
- ▶ The 3rd year review determines whether the candidate shall be reviewed in the 4th, 5th, or no additional review until the 6th
- ▶ Annual review (“mini-review”) in spring of any year that has no full dossier review

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
 - ▶ Includes service to the discipline

S15-8 (new policy)

- ▶ I. Effectiveness in Academic Assignment
- ▶ II. Scholarly, Artistic, or Professional Achievement
- ▶ III. Service



Levels of Review

S98-8 (old policy)

- ▶ URT Committee reviews all retention (except 2nd years) and all tenure candidates, but not promotions
- ▶ AVP of Faculty Affairs reviews anyone the University Committee reviews

S15-7 (new policy)

- ▶ URTP Committee reviews all candidates for promotion to full, promotion to associate, or for tenure
- ▶ URTP 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)
- ▶ Tenure awarded for “demonstrated effectiveness in academic assignment”; “evidence of good, solid performance in the variety of courses taught”; scholarly contributions “should be of good quality”

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 3rd



Standards for EARLY tenure & promotion

S98-8 (old policy)

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

S15-8 (new policy)

- ▶ Candidate must be “Excellent” in 2 categories and at least “Baseline” in the 3rd



Standards for Promotion to Full Professor

§98-8 (old policy)

- ▶ Continuing pattern of good teaching
- ▶ Increasing effectiveness in other areas of academic assignment
- ▶ Competent University-wide service
- ▶ Substantial achievement and continuing activity in their profession, either through scholarly/creative/professional contributions or through leadership in their professional communities

§15-8 (new policy)

- ▶ At least “Excellent” in 2 categories and at least “Baseline” in the 3rd; **OR**
- ▶ At least “Excellent” in 1 category and at least “Good” in the other 2



Additional Questions?

Contact the Office of Faculty Affairs