

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

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

Amends S15-8

Legislative History:

At its meeting of April 17, 2023, the Academic Senate approved Amendment J to University Policy S15-8 presented by Senator French for the Professional Standards Committee.

At its meeting of 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.

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 J is as follows below.

ACTION BY THE UNIVERSITY PRESIDENT:

**Signed and approved by
President Cynthia Teniente-
Matson on April 25, 2023.**

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

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

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

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

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

Resolved That section 4.1 S15-8 (Retention, Tenure, and Promotion for Regular Faculty Employees: Criteria and Standards) be modified as provided in this recommendation.

Approved: 3/6/23

Vote: 9-0-0

Present: Barrera, French, Gómez, Kazemifar, Monday, Pruthi, Riley, Smith, Wang

Absent: Maldonado

Financial Impact: None anticipated

Workload Impact: None anticipated

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

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

4.1.4.1.1 One year early. Candidates may be tenured and promoted to Associate one year early if they attain evaluations of Excellent in two categories and Baseline or better in the remaining category.

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

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