

SDSU Senate

San Diego State University Sense of the Senate Resolution

Resolved: That it is the sense of the San Diego State University Senate that the option of changing SDSU's Reappointment, Tenure, and Promotion (RTP) practice to appointing and reappointing probationary faculty to an initial and successor **three-year contract**, with departmental periodic evaluations in years 1, 2, 4, and 5 and multilevel performance reviews **in years 3 and 6** is preferable to the option of appointing and reappointing probationary faculty to a series of two-year contracts, with departmental periodic evaluations in years 1, 3, and 5 and multi-level performance reviews in years 2, 4, and 6 or tenure year; and be it further

Resolved: That this resolution be distributed to the SDSU President, Provost, Deans, and Associate Deans.

Rationale

Current SDSU Retention, Tenure, and Promotion process calls for offering probationary faculty an initial two-year contract and then a series of successor one-year contracts through tenure, with periodic evaluation at the department level in year one and full performance review (including a fully developed WPAF with One-of-a-Kind File) at departmental, college, and university levels in years two through six to determine eligibility for reappointment. This practice is out of alignment with that of other universities in our peer and aspirational cohorts. In addition, the current practice now generates an annual RTP workload of 100 cases per year, which with anticipated new faculty hires is projected to grow to 300 cases per year by AY 19 – 20. This will have a measurable impact on faculty, faculty committee, administrator, and staff workloads at the department, college, and university levels. Finally, neither the SDSU Senate Policy File nor the CFA Collective Bargaining Agreement requires SDSU to maintain this precise appointment and reappointment schedule.

Other CSU campuses normally conduct multi-level performance reviews and contract renewals in years 2, 4, and 6. Peer and aspirational institutions nationwide normally conduct multi-level performance reviews and contract renewals in year 3 and tenure in year 6.

The SDSU Senate Executive Committee (at its February 16, 2016 meeting) and the SDSU Senate (at its March 1, 2016) meeting discussed the possibility of a shift (without changing the CBA or the policy file or the campus practice of allowing probationary faculty to go up for tenure at any time) from annual multi-level performance reviews for probationary faculty with fully constituted WPAFs to annual department-level evaluations with opportunities for face-to-face mentoring and consultation and multi-level performance reviews only in either reappointment years 2, 4, and 6 or 3 and 6.

SDSU Senate

The first option would mean appointing and reappointing probationary faculty to a series of two-year contracts, with departmental periodic evaluations in years 1, 3, and 5 and multi-level performance reviews in years 2, 4, and 6 or tenure year.

The second option would mean appointing and reappointing probationary faculty to an initial and successor three-year contract, with departmental periodic evaluations in years 1, 2, 4, and 5 and multilevel performance review in years 3 and 6. This option may also allow for the flexibility of reappointing after year three to a one- or two-year successor contract with possibility of renewal, if warranted.

In either option, nothing shall prevent probationary faculty in any year of their appointment from requesting performance review in consideration for the award of tenure and promotion to associate professor.

Informal polls both of both the Senate Executive Committee and the Senate appeared to indicate a preference for the second option: appointing and reappointing probationary faculty to an initial and successor three-year contract, with departmental periodic evaluations in years 1, 2, 4, and 5 and multilevel performance reviews in years 3 and 6.

This resolution formally expresses this sense of the SDSU Senate.