

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

Amendment A to University Policy S15-8, Further Clarification of the Transition to the New System for Retention, Tenure, and Promotion (RTP) [originally passed as F15-2, renamed Amendment A to University Policy S15-8 on October 20, 2019]

Amends S15-8

Legislative History:

At its meeting of September 14, 2015, the Academic Senate approved the following policy amendment presented by Senator Peter for the Professional Standards Committee.

Action by University President: **Approved and signed by Interim
President Susan W. Martin on
September 18, 2015**

**Amendment A to University Policy S15-8,
Further Clarification of the Transition to the New System for
Retention, Tenure, and Promotion (RTP)**

Resolved:

- 4) Faculty who choose to be evaluated under this policy may not subsequently return to be evaluated by the criteria and standards of the old. Their decision must be made prior to the faculty member's next performance review and be included as a statement in the beginning of the Working Personnel Action File (i.e. the dossier) for all performance reviews during the transition period.
- 5) The Office of Faculty Affairs will devise a method by which the personnel committees and other reviewing bodies may readily distinguish between candidates being evaluated under S98-8 and the attached policy (e.g., different color binders).
- 6) Resolution of discrepancies during the transition. The choice between the old and new criteria and standards applies to those sections of policy explicitly identified above, but also to any other sections of policy scattered elsewhere in the overall policy that clearly reference criteria and standards. If there is ambiguity about whether the old or the new sections apply, the AVP Faculty Affairs shall define which applies.
- 7) The AVP Faculty Affairs, in consultation with the Professional Standards Committee, shall be further empowered to adjust the implementation of this policy to accommodate other issues that may arise as a result of the transition from S98-8 to S15-8. This entire resolved clause will expire when no more faculty are covered by S98-8 and shall be edited out of public copies of S15-8.

Rationale: It was the intent of S15-8 to allow faculty a choice between the Criteria and Standards of the old system and those of the new system during a transition period. The reason for this choice is that our faculty, including those currently in their first year, accepted their positions at SJSU after being given a copy of the