

1 San Jose State University
2 Academic Senate
3 Professional Standards Committee
4 May 6, 2024
5 Final Reading
6

AS 1875

7 **Policy Recommendation**

8 **Amend S15-7 (Retention, Tenure and Promotion for Regular Faculty Employees:**
9 **Procedures)**

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11 Legislative History: This resolution responds to a referral from the Vice Provost for
12 Faculty Success, and would amend S15-7 to permit FERP faculty whose active
13 semester is Spring, or who are on sabbatical in Fall, to serve on University RTP
14 Committees.

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16 Rationale: S15-7 currently stipulates that “only faculty who will be on academic
17 assignment for both semesters of the Academic Year are eligible to serve
18 on RTP committees.” In this RTP cycle, more than one College had
19 difficulty identifying faculty to serve on the University RTP Committee. It
20 has been suggested that this challenge could be alleviated by permitting
21 faculty who are on academic assignment in the Spring semester only to
22 serve on the University RTP Committee.

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24 Resolved That sections 3.1.3.6 and 3.1.3.7 of S15-7 (Retention, Tenure and
25 Promotion for Regular Faculty Employees: Procedures) be modified as
26 follows:

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28 Approved: April 30, 2024

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30 Vote: 9-0-0

31 Present: Blanco, Chen, French, Kazemifar, Pendyala, Pruthi, Raman, Riley,
32 Smith

33 Absent: Barrera, Lacson
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35 Financial Impact: None

36 Workload Impact: Some reduced workload required to staff the University RTP
37 Committee

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40 3.1.3.6 Only faculty who will be on academic assignment for both
41 semesters of the Academic Year are eligible to serve on
42 Department- and College-level RTP committees. Faculty who are
43 on leave in the Fall, but who return to active service in
44 Spring, are eligible to serve on the University RTP
45 Committee, which convenes in the Spring semester.

46 3.1.3.7 Faculty members who are enrolled in the early retirement
47 program (FERP) are eligible to serve on RTP committees if they
48 meet all other criteria, including holding the appropriate
49 rank, ~~being active for both semesters of the academic year,~~
50 and being elected by secret ballot. Elsewhere where this
51 policy says "tenured faculty" it includes FERP faculty in that
52 definition, as per the Collective Bargaining Agreement.
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