

From: Joan C. Ficke, Interim Provost & Senior VP for Academic Affairs provost@sjsu.edu 

Subject: [Permanent Faculty List] RSCA Reassigned Time Program

Date: September 4, 2018 at 3:03 PM

To: Probationary Faculty List probationary-faculty-list-group@sjsu.edu, Permanent Faculty List permanent-faculty-list-group@sjsu.edu

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Please note: The RSCA reassigned time program will be implemented through each college dean's office. Expect, as a follow up, to hear shortly from your dean.

TO: Faculty

FROM: Joan C. Ficke, Interim Provost & Senior VP for Academic Affairs

SUBJECT: RSCA Reassigned Time Program

As you know, San José State University, specifically the Division of Academic Affairs, has engaged in an almost three-year project to understand and develop a means through which RSCA (Research, Scholarly and Creative Activity) for faculty may be equitably and fully supported by the University, and used as a way to advance the professional work of our faculty. The initiation of this RSCA Project by former Provost Andrew Feinstein, concurrently reviewed and continually adjusted by the Deans and AVPs for Academic Affairs, and now to be operationalized by The Office of the Provost, represents our best efforts to align the scholarly expectations of tenure track faculty with the expectations of the Academy; to increase recognition that students are, and will be, prepared successfully by successful teacher-scholars; and to honor our evolving relationship(s) with our surrounding community and our relationships within Silicon Valley.

Therefore, it gives me great pleasure to announce that we will initiate, for January 2019, our first cycle of University supported RSCA applications. Please note, however, that while we fully expect this to provide the necessary re-calibration of time necessary for scholarly pursuits, we are also initiating a program against a tight budget reality. Further, while we pursue this process for our faculty, we are deeply cognizant of the challenges our chairs will face in protecting course availability and the instructional platform both our students, and our faculty, count on. Hence, there will be a phased-in approach that allows us to increase the number of opportunities available over a three-year cycle, ultimately offering a University-wide, comprehensive RSCA program for all interested tenured and tenure-track faculty.

To be blunt...if we had tons and tons of money, this would look different. We don't, so we simply will not wait until some future (and fantastical) nirvana to move ourselves productively and intellectually. But, it does require some forbearance and patience. I know our deans can make this happen, and I am committed to seeing that we muster as much fairness through-out as is possible. Please keep in mind that this is NOT an entitlement, but rather an extension of considered, productive and important professional choices that are often made by teacher-scholars. Participation is not now, and never will be, a requirement for faculty; rather this is an option among many that obtain for faculty over the course of a lengthy career.

I will now move to the broad outline for our RSCA Process. I fully expect further discussion in your Colleges with your deans, and it goes without saying that the Office of the Provost will be deeply engaged in these matters once our deans have had the opportunity to meet with their chairs, and communicate with their College faculties. As I understand this, many of you already have participated in the metric setting, disciplinary based process, which will be applied for RSCA applications.

RSCA Process

The University recognizes three broad areas of faculty endeavor---teaching, scholarship and service---and expects faculty to be active in each.

The University expects teaching excellence as well as clear participation, understanding of, and commitment to, service to the University, the profession and the larger community.

The University recognizes that scholarship is a core activity for all faculty members, and scholar/artists are critically important for student development and engagement with the wider academic community.

Therefore: SJSU has created a RSCA Application process for tenured and tenure track faculty to apply for support for scholarship in the form of three weighted teaching units of assigned time, per semester, as a means to recalibrate and participate in scholarly goals that may generate new knowledge, or that engage teacher-scholars with existing knowledge associated with discipline-based, formal inquiry or creative expression.

Tenured faculty wishing to participate in this RSCA Process for the first time must prepare and submit:

1. A Scholarly Agenda for review as described below, and
2. Current CV
3. College specific RSCA metric response

Probationary, tenure track faculty are already automatically deemed, in their first two years, RSCA approved participants. Going forward (beginning January 2019), ALL probationary faculty are deemed eligible to apply for RSCA support starting in their 3rd year, and up to the point of tenure. All probationary faculty should, as a matter of course, prepare a Scholarly Agenda for their probationary period, as a means to create the requisite road-map for their academic career decisions and professional expectations.

The Scholarly Agenda

The Scholarly Agenda is a concise written statement of the faculty member's ongoing scholarly or artistic efforts and the direction those efforts are likely to take over the next several years. The general expectation is 1-2 pages, although unique situations may lead to exceptions.

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The format may be College specific, but there are several elements that need to be included in all Scholarly Agendas.

For tenured faculty these are:

1. a summary of scholarly/creative work already accomplished
2. evidence of peer review, dissemination, and communication of the scholarship/creative work to appropriate audiences
3. description of any work in progress and a timeline for completion

For Probationary faculty these are:

1. indication of interest in, and progression toward, an authentic scholarly agenda connected to disciplinary preparation, and already existing work as provided in the candidate's CV
2. anticipated outcomes, with timeline

Additional information might include: how this Agenda/Activity aligns with College's vision; with the University's Strategic Plan; and, how RSCA activities support a faculty member's role as a teacher-scholar.

Required for ALL applicants, as a cover sheet are:

Name of person, rank, department and College
Date of appointment to the University

Required of all applicants:

Current CV
Completion of form submitting RSCA data for college metrics

The RSCA Reassigned Time Program will be implemented through each College Dean's Office.

Faculty interested in participating shall submit an application, following the timeline for evaluation provided below. Note that this process is initiated by the submission of faculty applications, due September 28, 2018. If approved, RSCA Awards are for a five-year period with annual oversight and a formal review in year 3 (for tenured faculty). Further operational details will be provided from your Dean's Office in the coming several days.

RSCA Deadlines:

Application by faculty due: Friday, September 28, 2018 to Dean's Office
Submission by College due: Monday, October 22, 2018 to Office of Research
Final Provost Approval: Friday, November 16, 2018 to Deans

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Interim Provost and Senior Vice President for Academic Affairs

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RSCA Reassigned Time
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