

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

**Amendment M to University Policy S15-7 (Retention, Tenure  
and Promotion for Regular Faculty Employees: Procedures)**

**Legislative History:**

On May 6, 2024, the Academic Senate approved Amendment M to University Policy S15-7 (Retention, Tenure and Promotion for Regular Faculty Employees: Procedures) presented by Senator French for the Professional Standards Committee.

**Signed and approved by President  
Cynthia Teniente-Matson, President, San José  
State University, on May 24, 2024.**

**University Policy**

**Amendment M to University Policy S15-7 (Retention, Tenure  
and Promotion for Regular Faculty Employees: Procedures)**

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

Rationale: S15-7 currently stipulates that “only faculty who will be on academic assignment for both semesters of the Academic Year are eligible to serve on RTP committees.” In this RTP cycle, more than one College had difficulty identifying faculty to serve on the University RTP Committee. It

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has been suggested that this challenge could be alleviated by permitting faculty who are on academic assignment in the Spring semester only to serve on the University RTP Committee.

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

Approved: April 30, 2024

Vote: 9-0-0

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

Absent: Barrera, Lacson

Financial Impact: None

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

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

3.1.3.7 Faculty members who are enrolled in the early retirement program (FERP) are eligible to serve on RTP committees if they meet all other criteria, including holding the appropriate rank, and being elected by secret ballot. Elsewhere where this policy says "tenured faculty" it includes FERP faculty in that definition, as per the Collective Bargaining Agreement.