

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

**Amendment G to University Policy S15-8  
Retention, Tenure and Promotion for Regular Faculty  
Employees: Criteria and Standards: To include within the  
category of Scholarly/Artistic/Professional Achievement,  
activities that specifically enhance inclusion, educational  
equity and achievement in the surrounding and broader  
communities**

**Legislative History:**

At its meeting of March 21, 2022, the Academic Senate approved Amendment G to University Policy S15-8 presented by Senator Schultz-Krohn for the Professional Standards Committee. S15-8 was approved and signed by President Mohammad Qayoumi on June 12, 2015. Amendment G is as follows below.

**Action by University President:**

**Approved and signed by Interim  
President Steve Perez on April 13,  
2022.**

Rationale: S15-8 revised S98-8 to improve and enhance the clarity of criteria in the category of for Scholarly/Artistic/Professional Achievement faculty Retention, Tenure, and Promotion decision. The proposed changes were informed by SS-S21-2 Reform of RTP for Fairness, Equity and Inclusion and the following documents: UP-FS Fall 2020 Faculty Survey, the RTP Process for BIPOC Faculty report from UP-FS, Black Spartans Community Letter to President Papazian, Asian Pacific Islander Faculty & Staff Association Letter to President Papazian, and discussions with the Faculty Diversity Committee.

Resolved: That S15-8 be amended as indicated by strikeout and underline as appropriate

Resolved: That these changes become effective for AY 2022-2023

Approved: March 14, 2022

Vote: 8-0-0

Present: Magdalena Barrera, Nina Chuang, Nidhi Mahendra, Nyle Monday, Priya Raman, Gokay Saldamli, Neil Switz, Winifred Schultz-Krohn (Chair)

Absent: Alaka Rao, Shannon Rose Riley

Note suggested changes in yellow and underlined

## 2.3 Scholarly/Artistic/Professional Achievement

2.3.1 The second basic category for evaluation is scholarly/artistic/professional achievement. Such contributions to a faculty member's discipline or professional community, or application of scholarly expertise to improve the community, are expected for continuation and advancement in the university. This category is subdivided into several areas for ease of description and reference. These areas are not perfectly distinct and some candidates will demonstrate their disciplinary expertise within two or more of the areas. Some achievements may have characteristics of more than one area. The overarching principle should be to reward significant scholarly/artistic/professional achievement regardless of the form it may take.

2.3.1.1 The nature of the expected contributions will vary according to the discipline, and may be more specifically defined in each department's guidelines.

2.3.1.2 The nature of contributions will also vary according to the faculty member's professional interests. Scholarly/Artistic/Professional Achievements may include original research that advances knowledge; or the synthesis of information across disciplines, topics, or time; or the engaged application of disciplinary expertise within or outside the University; or the systematic study of teaching and learning within the discipline; or a combination of these forms of achievement.

2.3.1.3 Evaluation must be made by disciplinary peers. Acceptance of scholarly or artistic work by an editorial or review board (or jury) constitutes an evaluation of that work. Professional contributions should be evaluated by persons in a position to assess the quality and significance of the contributions. Candidates may request that disciplinary experts provide evaluations of any of their work to be included in the dossier. Such evaluations should characterize the broad impact, scope, or significance of the work, whether within academic fields or beyond. Significant contributions that would not otherwise be peer reviewed should be evaluated in this manner. External reviewers must be objective, and any relationships that could compromise objectivity should be disclosed in the evaluation.

2.3.1.4 Published or otherwise completed works that are peer-reviewed, evaluated by an objective disciplinary expert, or juried will normally receive the

greatest weight. Achievements that have a broad impact, scope, or significance are particularly valued, and department guidelines may explain the most appropriate evidence for making this determination. Work in progress and unpublished work should be assessed whenever possible. In cases where there is no external evaluation of an achievement the department committee will review the work and indicate the extent of its quality and significance.

2.3.2 Scholarly achievement includes work based on research and entailing theory, analysis, discovery, interpretation, explanation, or demonstration. Examples **include but are not limited to:** books, **chapters**, articles, reviews, technical reports, computer software and hardware development, positively reviewed grant proposals, **presentations at scholarly conferences, invited papers/presentations in recognition of discipline expertise**, documentaries, works of journalism, patents, copyrights, trademarks, translations, etc.

2.3.3 Artistic achievement includes, but is not limited to, the creation of original work **or adaptations** in poetry, fiction, drama, dance, digital arts, visual arts, performance, music, theatre, curatorial work, etc., often requiring **critique**, interpretation, mastery of a skill, experimentation, **or improvisation**.

2.3.4 Professional achievements involve the application of disciplinary expertise whether within or outside the University. Professional achievements will usually be evaluated within the category of service, except when department guidelines establish that professional activities are the primary method of demonstrating expertise within the discipline. Such disciplines shall adopt department guidelines that explain appropriate standards for evaluating these activities and distinguishing them from the service category of achievement. Examples of achievements that could qualify when explicated by guidelines are listed under “Service to the Profession/Discipline” below but may also include ongoing professional requirements for currency (e.g., licensure) in an applied discipline.

2.3.5 Scholarship of Engagement. Similar to professional achievements, the scholarship of engagement requires the application of expertise and/or talent grounded in the candidate’s discipline or interdisciplinary fields. Achievements that do not require such expertise and/or talent shall be evaluated under the category of service. This form of scholarship typically engages in identifiable problems, needs, **and** issues, **and is often concerned with advancing equitable practices** and reforms in the professional, academic, local, or broader public/global communities.

2.3.5.1 The scholarship of engagement may take place in a wide range of fields, and often exhibits a reciprocal, collaborative relationship between the expert and the public, and may involve student participation. Examples of such relationships would include **but are not limited to:** engagement with government, private sector, non-profit sector, educational and cultural institutions, community groups, and environmental, humanitarian and civil rights organizations.

2.3.5.2 Examples of achievements growing from such relationships could include, among many others:

2.3.5.2.1 the integration of expertise into university-community partnerships and collaborations;

2.3.5.2.2 community-based research, scholarship, or creative activities (RSCA); examples may include participatory action research, implementation and dissemination science, or translational scholarship contributing to identifiable changes or critical debate; (e.g. the enactment of legislation or production of advisory reports)

2.3.5.2.3 change-based RSCA (e.g. informed by emancipatory frameworks or involving issues, places, or persons not traditionally part of social/academic/creative discourse)

2.3.5.2.4 sharing of expertise or original work to the public (sometimes known as “public scholarship” or “public humanities”)

2.3.5.2.5 tangible evidence of professional achievement (e.g. forms of entrepreneurship; significant changes in professional practice; evidence-based improvements to the management or administration of organizations)