RTP: A Preview for New Faculty

CSU Dominguez Hills
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Office of Faculty Affairs

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Office of Faculty Affairs (continued)

- RTP Services
  - Overall management of the RTP process.
  - Design and manage the RTP schedule.
  - Custodian of all RTP and faculty personnel files.
  - Notifications to candidates.
  - Notifications to RTP reviewers.
RTP at CSU Dominguez Hills

- What is RTP?
  - Reappointment to an additional probationary year.
  - Tenure with the perquisites afforded to members of the academy.
  - Promotion in rank.

- Review is conducted by peers and academic administrators.

- Constructive evaluation will be provided on a candidate’s teaching, scholarship, and service.
RTP at CSU Dominguez Hills (continued)

- Three Foundations for RTP

- Teaching
  - Perceived Teaching Effectiveness (PTE) student evaluations.
  - Innovative pedagogy.
  - Student outcomes.

- Scholarship and Creative Activities
  - Intellectual contributions to one’s discipline.
  - Compliance with Department standards of scholarship.

- Service to the University
  - Three levels: Department, College, and University.
  - Committee and governance membership.
The Six RTP Cycles

- The RTP process occurs during the academic year, and consists of the following six review cycles:
  - **Cycle I**: Reappointment of tenure-track faculty appointed mid-year in previous academic year.
  - **Cycle II**: Reappointment of tenure-track faculty in second full year of service.
  - **Cycle III**: Reappointment or tenure of tenure-track faculty in third year or beyond.
  - **Cycle IV**: Promotion.
  - **Cycle V**: Coaching faculty.
  - **Cycle VI**: Reappointment of full-time lecturers AND tenure-track faculty in their first full year.
Sequence of RTP Review

- RTP review sequence for new tenure-track faculty will consist of the following:
  - Department/Division RTP Committee
  - Department/Division Chair
  - College Dean
Sequence of RTP Review (continued)

- RTP review committees are formed during the first weeks of the Fall semester of each academic year.

- The projected due date for Cycle VI RTP review documents is February 1, 2013.
Professional Plan

- Tenure-track faculty in their first year of appointment (Cycles I & VI) submit a Professional Plan rather than a full Working Personnel Action File.
  - The Professional Plan is an outline and discussion of expected research, publication, or creative activity agenda.
  - Specific goals and objectives are described in the Professional Plan.
  - Professional Plans do not report an extensive record of supporting materials.
Scholarship Standards

- Each Department and equivalent unit has adopted and implemented standards for scholarship.

- RTP reviewers must apply standards in effect when the candidate was hired.
Tenure and Promotion

- For **probationary faculty**, the normal timeline for tenure and promotion is **six years**. The following guidelines govern normal reappointment:
  - Faculty members are evaluated during each of the pre-tenure years.
  - Early tenure and early promotion are granted **rarely and only for** “unusually meritorious” performance.

- For **tenured faculty**, the normal timeline for promotion is effective following the 6th year in their current rank.