




CALIFORNIA
STATE
UNIVERSITY,
FRESNO

MEMORANDUM

DATE: May 23, 2007

TO: Chris Lucey
Chair of School Assembly

FROM: John D. Welty 
President

RE: Off Year or Abbreviated RTP Review Process

I have reviewed the proposed Procedures for Periodic Review of Probationary Faculty from the Kremen School of Education and Human Development and authorize the implementation of the procedures as proposed in the attached document beginning in Fall 2007. I have asked that the Office of Academic Personnel ensure that each probationary faculty member in your school receive notification that the attached procedures for Off Year or Abbreviated RTP Review Process have been approved.

Thank you for your attention to this matter.

JDW:nlp

Attachments

- c: ✓ Jeri Echeverria, Provost and Vice President for Academic Affairs
- Janette Redd Williams, Associate Vice President for Academic Personnel
- Paul Beare, Dean, Kremen School of Education and Human Development

Office of
the President

Administration Building, 103
5241 North Maple Ave. M/S TA48
Fresno, CA 93740-8027

559.278.2324
Fax 559.278.4715

**Procedures for Periodic Review of Probationary Faculty
Kremen School of Education and Human Development**

1. The college or school will adhere to timelines for Periodic Review of probationary faculty as specified each year in the Academic Personnel Calendar.
2. Periodic Reviews of probationary faculty shall be conducted by the department peer review committee that conducts RTP Reviews, which shall be elected in accordance with the Policy on Retention and Tenure, APM 325.
3. The department chair may elect to participate as a member of the department peer review committee or submit separate assessments. The department chair's election for the purpose of RTP Reviews shall be binding with respect to Periodic Review of probationary faculty members. If the department chair will act separately on RTP and Periodic Reviews, s/he shall not participate in deliberations or attend meetings of the departmental peer review committee. If the chair does not elect to act separately, s/he may participate as a member of the department peer review committee.

Department Level

4. On or before the date specified in the Academic Personnel Calendar, probationary faculty members who are subject to Periodic Review shall submit a summary file to the department peer review committee. The summary file shall consist of the following:
 - a. Updated curriculum vitae (it is recommended that each college or school agree on a standard format);
 - b. For faculty with teaching responsibilities, a report of his/her teaching performance for the immediately preceding academic year, including:
 - i. The summary reports of Student Ratings of Teaching Performance for each course and section taught during the immediately preceding year, presented in the same format expected when submitting an RTP File; and
 - ii. Peer Evaluations of Instruction conducted during the immediately preceding academic year, presented in the same format expected when submitting an RTP File;
 - c. A set of tables listing the requirements of the faculty member's approved Probationary Plan, annotated to show progress-to-date on each requirement. This set of tables should be adapted from the attached sample, and shall include, without limitation:
 - i. For probationary faculty who teach, a compilation of data sufficient to assess whether the faculty member is establishing a pattern of teaching effectiveness that meets the standards of his/her Probationary Plan, including:
 1. Data from summary reports of Student Ratings received in all courses and sections taught since appointment to a probationary faculty position at this university; and
 2. Summary data from Peer Evaluations received since appointment to a probationary faculty position at this university;

- ii. Non-instructional faculty such as librarians and SSP-ARs shall substitute professional effectiveness in their assigned responsibilities for the scholarship of teaching;
- iii. A compilation of data sufficient to assess progress on requirements under the Professional Development, Research, and Scholarly Activities section of the Probationary Plan; and
- iv. A compilation of data sufficient to assess progress on requirements under the University and Community Service section of the Probationary Plan.

The sample set of tables mentioned above will be posted as a template on the Academic Personnel Services website (www.csufresno.edu/aps). Use of this set of tables is also recommended for RTP Reviews.

- 5. Other than the materials specified in Paragraph 4, no other documentation shall be requested or required.
- 6. The department peer review committee shall review the probationary faculty member's summary file and produce a written Report of Periodic Review on the form provided by Academic Personnel Services (see attached). The Report shall briefly set forth the committee's assessment of the faculty member's progress toward tenure, with supporting rationale. A copy of the Report of Periodic Review shall be provided to the faculty member on or before the due date specified by the Academic Personnel Calendar.
- 7. The probationary faculty member may submit a response or rebuttal to the Report of Periodic Review within seven (7) calendar days after its issuance. The rebuttal or response shall not exceed one typewritten page, and shall be submitted directly to the chair of the peer review committee.
- 8. The department peer review committee shall forward the following materials to the department chair on the due date specified by the Academic Personnel Calendar:
 - a. The faculty member's summary file;
 - b. The department peer review committee's Report of Periodic Review; and
 - c. The faculty member's response or rebuttal, if any.
- 9. If the department chair has elected to write a separate assessment, s/he shall review the forwarded materials and produce a Report of Periodic Review on the form provided by Academic Personnel Services (see attached). The Report shall briefly set forth the department chair's assessment of the faculty member's progress toward tenure, with supporting rationale. A copy of the department chair's Report shall be forwarded to the faculty member on date specified by the Academic Personnel Calendar.
- 10. The probationary faculty member may submit a response or rebuttal to the department chair's Report of Periodic Review within seven (7) calendar days after its issuance. The rebuttal or response shall not exceed one typewritten page in length, and shall be submitted directly to the department chair.
- 11. The department chair shall forward the following materials to the dean on the due date specified by the Academic Personnel Calendar:

- a. The faculty member's summary file;
- b. The department peer review committee's Report of Periodic Review;
- c. The faculty member's response or rebuttal, if any;
- d. The department chair's Report of Periodic Review, if applicable; and
- e. The faculty member's response or rebuttal to the department chair, if any.

College or School Level

12. The dean shall review the forwarded materials and produce a written Report of Periodic Review on the form provided by Academic Personnel Services (see attached). The Report shall briefly set forth the dean's assessment of the faculty member's progress toward tenure, with supporting rationale. A copy of the dean's Report of Periodic Review shall be transmitted to the faculty member on or before the due date specified by the Academic Personnel Calendar.
13. The probationary faculty member may submit a response or rebuttal to the dean's Report of Periodic Review within seven (7) calendar days after its issuance. The rebuttal or response shall not exceed one typewritten page in length, and shall be submitted to the dean's office.
14. On or before the due date specified by the Academic Personnel Calendar a copy of the following materials shall be provided to Academic Personnel Services, and the following original materials shall be placed in the faculty member's Open Personnel File in accordance with CBA Article 11, Personnel Files:
 - a. The faculty member's summary file;
 - b. The department peer review committee's Report of Periodic Review;
 - c. The faculty member's response or rebuttal, if any;
 - d. The department chair's Report of Periodic Review, if applicable;
 - e. The faculty member's response or rebuttal to the department chair, if any;
 - f. The dean's Report of Periodic Review; and
 - g. The faculty member's response or rebuttal, if any.
15. In years in which a probationary faculty member is subject to RTP Review, all materials from prior Periodic Reviews (as listed in paragraph 14) shall be included in the appropriate section the RTP File.

SAMPLE SET OF TABLES FOLLOWS

SAMPLE TABLES FOR OFF-YEAR PERIODIC REVIEW OF PROBATIONARY FACULTY

NOTE: The following tables have been modified from the samples provided by the University. These should be used by probationary faculty in the Kremen School of Education. Probationary faculty members will need to further modify the School sample tables to reflect the expectation of their individual plans.

It is strongly recommended that, in addition to using these tables for off-year review, probationary faculty should also update them and incorporate them in their regular RTP binders as summary pages at the front of the appropriate major sections.

TEACHING EFFECTIVENESS

Scholarship of Teaching

Department Standards and Expectations

Student Ratings:

Cut and paste the expected standard from approved probationary plan (e.g. The department will conduct student evaluations in all courses taught by Dr. X and it is expected that the overall scores will be at or above the department standard for student evaluations during the probationary period. The minimum department-wide standard is a mean (which one will be based on vote) of at least 3.5 on a 5 point scale for the Counseling and Special Education, Curriculum and Instruction, Educational Research and Administration Departments, and a 3.75 on a 5 point scale for the Literacy and Early Childhood Education Department. This is the standard of measure determined to be satisfactory by the faculty members of the Forestry Department.

Example (List in Reverse Chronological Order (Most recent year first))

Semester and Year Taught*	Course	Prob. Plan Standard	Faculty Mean*	Number of Students in course	Number of Respondents
Spring 2006	HHS 10	4.0	4.71	25	25
Spring 2006	HHS 21	4.0	4.50	58	58
Spring 2006	HHS 21L	4.0	4.72	10	10
Fall 2005	HHS 10	4.0	4.60	30	30
Fall 2005	HHS 54	4.0	4.7	58	58
Spring 2005	HHS 10	4.0	4.51	40	40
Spring 2005	HHS 21	4.0	4.24	55	55
Spring 2005	HHS 21L	4.0	4.54	11	11
Fall 2004	HHS 10	4.0	4.80	25	25
Fall 2004	HHS 54	4.0	4.24	40	40

*List is reversed chronological order.

At the faculty Assembly meeting, faculty can decide whether they want the

1) mean of the overall teaching effectiveness item, or

2) mean of all item means per course.

Report actual result of faculty vote here/

ADD AN ADDITIONAL TABLE LIKE THE ONE ABOVE FOR SUPERVISION OF STUDENT TEACHERS, FIELDWORK AND PRACTICUM.

Table of Student Evaluations for Student Teaching, Fieldwork and Practicum

Semester and Year Taught	Course	Prob. Plan Standard	Faculty Mean*	Number of Students in course	Number of Respondents
Spring 2006	HHS 10	4.0	4.71	25	25

Peer Evaluations:

Cut and paste expected standard from approved probationary plan.

Example:

Semester and Year Taught	Course	Rating	Name of Evaluator	Date of Evaluation
Fall 2005	HHS 10			
Fall 2005	HHS 21			
Fall 2005	HHS 21L			
Spring 2006	HHS 10			
Spring 2006	HHS 54			
Fall 2004	HHS 10			
Fall 2004	HHS 21			
Fall 2004	HHS 21L			
Spring 2005	HHS 10			
Spring 2005	HHS 54			

Student Advising:

Cut and paste expected standard from approved probationary plan.

Semester and Year	# of Post Bac Advisees	# Project/ Thesis/ Dissertation Chair or Member	Total # Visits	# of phone calls/ emails	# of group/information sessions conducted	# of advisement questionnaires completed

Non-Instructional Assignments:

Insert expectations or cut and paste them from approved probationary plan.

Semester and Year	Brief Description of Assignment	Assigned Time/ WTUs Allocated	Accomplishments

PROFESSIONAL GROWTH, SCHOLARLY, AND CREATIVE ACTIVITIES

The Scholarship of Discovery

Department Standards and Expectations

Publications

Cut and paste expected standard from approved probationary plan.

Refereed Professional Scholarly Journals/Books

Date Published or Status (Submitted, in review, in press)	Author/s	Indexed (Where/No)	If Joint Publication, is Candidate First Author?	Journal/Book Name, Volume, Page #s (if applicable)	Title

Recognized Scholarly Journals

Date Published or Status (Submitted, in review, in press)	Author/s	Indexed (Where/No)	If Joint Publication, is Candidate First Author?	Journal /Book Name, Volume, Page #s (if applicable)	Title

Books/Book Chapters/Monographs

Date Published or Status (Submitted, in review, in press)	Author/s	Indexed (Where/No)	Book Title Or Book Chapter/Whole Book Title	Refereed (Yes/No)

Other Creative or Scholarly Work as Specified in Probationary Plan

Date	Type of Scholarly/ Creative Work	Author/s	Description

Professional Presentations

Cut and paste expected standard from approved probationary plan.

Presentation Date	Presenter/s	Presenter's Role (presenter, chair, discussant, panel)	International, National, or State, Regional, Local	Organization sponsoring presentations/institutions	Refereed, invited, NA	Title

Grant Writing/Contracts

Cut and paste expected standard from approved probationary plan.

Grant Title	Funding Agency (Private, State or National)	University or College Center Affiliation	Role of Faculty (P.I., wrote, implemented, consultant)	Amount Requested	Amount Funded	Proposal Funded? (Rejected, Pending, Funded)

Evaluation Contracts

Title	Dates	Authors	Description	Amount Funded	Agency

Professional Awards

Cut and paste expected standard from approved probationary plan.

Date Awarded	Award Name	Awarding Agency	International, National, State or Local

The Scholarship of Application

Department Standards and Expectations

Collaboration

Cut and paste expected standard from approved probationary plan.

Dates of Involvement or Commitment	Project/Program Name	Collaborating Agency	Responsibilities

New Courses/Curriculum Development

Cut and paste expected standard from approved probationary plan.

Date Proposed	Subject & Number of Course Designed	Date Approved	Semester taught

Professional Experiences

Cut and paste expected standard from approved probationary plan.

Date of Experience	Description	Integrated into Course Requirements

PROFESSIONAL DEVELOPMENT

Professional Affiliations

Cut and paste expected standard from approved probationary plan.

Professional Affiliation	Dates of Membership	Responsibilities (Officer/leadership role)

Professional Growth

Cut and paste expected standard from approved probationary plan.

Date Attended	Description of Professional Development Activity (Meeting, Seminars, Workshops, Conferences, Certificate, Training, Continuing Education, etc)

UNIVERSITY AND COMMUNITY SERVICE

Faculty Committees

Cut and paste expected standard from approved probationary plan.

Year/s and Semester/s Served on Committee	Level (Dept, College or University, Program)	Name of Committee	Responsibilities/Position

Community Service

Cut and paste expected standard from approved probationary plan.

Date of Project	Community Service Project or Organization (Local, Regional, State, National, International)	Is Project Related to Candidate's Educational Background and Professional Discipline?	Responsibilities

Collegial and Collaborative Relations

Cut and paste expected standard from approved probationary plan.

Description of Collaborative Project/Collegial Practice