

**Chicano and Latino Studies Departmental
RTP Criteria for Reappointment & Promotion**
(Approved 5/27/09)

(Numerical order indicates ranking)

Teaching (50%)

1. Regularly updates course material in all courses that reflect latest trend in the discipline.
2. Average student evaluations of at least 3.5 in RTP evaluations.
3. Demonstrates range of breadth by teaching a wide range of courses across the CALS curriculum.
4. Teaches courses at different academic levels (lower and upper division, majors, GE, support courses).
5. Regularly invites pertinent guest speakers (community organizers, politicians, teachers, academics, business owners) to relevant courses.
6. Incorporates field experience(s) into at least one core course.

Scholarship, Research and Creative Achievement (20 %)

1. Presents scholarly papers to regional, national, and international professional conferences.
2. A record of regular publications and submissions to peer-reviewed publications.
3. A record of publications in general interest and/or community venues.
4. Participates in activities to foment scholarship and research (including moderating panels, workshops, writing groups).
5. Serves as critic, reviewer, editor, or consultant.
6. Funded grant (internal and external).

Department and University Service (20%)

1. Represents department on at least one School, or represents School on at least one University committee.
2. Participates in the ongoing development of the CALS curriculum (updating, revising, and/or proposing and developing new courses).
3. Regularly contributes to the logistical organization of the department (e.g. forms, flyers, posters, maintaining website, etc.).
4. Contributions to the organizational, academic, intellectual and social life of the University (organize presentations, delivers presentations, serve on ad-hoc committees, work with student organizations).
5. Participates in student outreach and recruitment activities for the department (major fair, link to undergraduate advisors, Seawolf day, community college events)
6. Assists department Chair in committees for Department self-assessment, new

hires, and part-time faculty evaluations.

Community Service (10%)

1. Establish and maintain relationships with local organizations serving the Latina/o community
2. Guest presentations to media, local schools, community organizations, unions, and cultural organizations.
3. Service on local, state and federal boards, commissions, and committees.
4. Consulting/advising with non-profit organizations.
5. Short-term consultancies in service area.

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