

**HUTCHINS SCHOOL OF LIBERAL STUDIES
SONOMA STATE UNIVERSITY**

**REAPPOINTMENT, TENURE, AND PROMOTION
EVALUATION POLICIES**

Adopted 5/8/09

NOTE: The Hutchins School follows the most current edition of the SSU Academic Senate RTP document entitled **Policy: Reappointments, Tenure, and Promotion Procedures, Criteria, and Standards for Tenured and Probationary Faculty** (*Policy #1995-2*). All Hutchins Faculty involved in an RTP cycle are encouraged to be thoroughly familiar with this document.

Following the above **Policy**, the Hutchins School evaluates RTP candidates in the following four areas:

- a) Teaching Effectiveness
- b) Scholarship, Research, Creative Achievement, and Professional Development
- c) Service to the Department and to the University
- d) Public Service and Service to the Community

It should be noted that, due to its student-centered, interdisciplinary and collaborative nature, the Hutchins School interprets the above criteria established by the policy as elaborated below:

- 1) The Hutchins School stresses that, “primary emphasis [is] placed on Teaching Effectiveness” (*I.B.2*). Since we follow a student-centered pedagogy, it is crucial that faculty members establish a good rapport with students and that they focus on the facilitation of learning.
- 2) Because of the interdisciplinary and collaborative nature of the curriculum in the Hutchins School, collegiality and the ability to work effectively with colleagues are considered essential criteria in the evaluation of tenure-track faculty in the areas of teaching and departmental service.
- 3) Given the critical importance of student-centered pedagogy, collaboration in the development of an integrated curriculum, and other administrative and curricular

activities required to support the operation of the Hutchins program, the Hutchins School emphasizes the areas of evaluation as follows:

a) Teaching, including effectiveness in the classroom and collegial collaboration in the curricular cadres;

b) Scholarship, Research, Creative Achievement, and Professional Development.

The interdisciplinary nature of Hutchins requires extensive professional development in order to allow faculty members to prepare course materials outside their area of expertise, to participate in and contribute substantively to teaching cadres whose members represent a variety of academic backgrounds, and to assist in interdisciplinary curriculum development in both the upper and lower divisions. Therefore, the Hutchins School RTP committee recognizes the intellectual labor required in the preparation of interdisciplinary and collaborative courses as a necessary continuing education of our faculty, and counts it toward scholarly achievement.

c) Service to the department, particularly in connection with participation in planning cadres;

d) Service to the university,

e) Service the community, including service learning.