

## WGS DEPARTMENT RETENTION TENURE AND PROMOTION POLICY

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In addition to the baseline expectations from the SSU University RTP policy, the following criteria are to be considered for use for **progress toward tenure and promotion to the Associate level**.\*

### TEACHING

1) Evidence of feminist pedagogy and interdisciplinary teaching (e.g. as observed in peer observations and construction of syllabi).

Feminist pedagogy incorporates, for example, student-centered learning; faculty facilitation rather than lecturing; small group work; essay-writing (rather than scantron or fill-in-the blank testing); and real-world application of topics (as reflected in assignments: e.g. oral histories, activism components, service learning, media analyses).

Interdisciplinary teaching refers to utilizing methods and literature from across disciplines.

2) Evidence of course materials that incorporate multiple intersections of social relations of power (such as gender, race, ethnicity, class, sexuality, ability, and nation. (e.g. syllabi, self-assessment and peer evaluation)

3) Evidence of strong teaching.

Strong teaching is measured by:

- a) average scores that increasingly improve over time; or
- b) SETES scores that average 4.0 and higher.

4) Evidence that the faculty member teaches across the curriculum from GE-level courses to upper division major Core courses.

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\* Promotion to Full Professor will continue to follow University RTP.

## RESEARCH AND SCHOLARSHIP

1) WGS faculty should maintain steady progress toward publication and conference participation—as evidence of remaining current in their respective fields and WGS—as they move toward their tenure year.

Steady progress refers to presenting at least one conference paper a year, **or** a publication per year

2) WGS faculty coming up for tenure should have, at a minimum, two article-length publications. At least one of these should be peer-reviewed. An accepted book manuscript (or book publication) may override this requirement.

3) As an interdisciplinary and cross-disciplinary department, WGS accepts a variety of publication venues that can be applied to the ‘steady record of publication.’

These include: single-authored articles in peer reviewed journals, book reviews, book chapters in anthologies, encyclopedia entries, online peer reviewed journals, exhibit curatorial catalogs, monographs/book-length scholarly manuscripts for academic presses. Academic presses not affiliated with a University (e.g. Routledge, South End Press) may be considered.

The Committee will consider any other type of publication not listed here as progress toward tenure should the candidate make a strong case for the scholarly content and contribution of that work.

## UNIVERSITY SERVICE

1) First -year faculty (both first-year/first-year probationary as well as those entering with service credit) are expected to be involved immediately in departmental level service (e.g. running curriculum/pedagogy meetings; development; colloquia; newsletter; alumni relations; fundraising; outreach; advising)

2) 2<sup>nd</sup>-year faculty are expected to begin service outside the department at the University level with increasing commitments in subsequent years to ensure a record of participation in university service leading into tenure. (e.g. Academic Senate; GE subcommittee; any other CSU committees).

3) Faculty hired with service credit have accordingly increased departmental and University level commitments in their first and second years.

## COMMUNITY SERVICE

Faculty may define their “community” as best fits each individual (e.g. North Bay; ethnic community; where they live, etc...)

Community service can comprise any of the following, provided that it is related to the faculty members’ academic disciplines and fields of expertise. Note that Community Service is not limited to those listed below. These are meant to provide examples.

- a) consultant work
- b) volunteer or mentoring activities
- c) serving on Boards of Directors or otherwise serving community organizations
- d) speaking to local media, businesses or political organizations
- e) contribute time/expertise to non-profit agencies