CALIFORNIA STATE UNIVERSITY, LONG BEACH
OFFICE OF FACULTY AFFAIRS

<u>Frequently Asked Questions: College/Department RTP Policy Document Revisions</u>

Could departments emphasize different types of RSCA in terms of relative importance in discipline?

Yes, departments can suggest the relative importance types of RSCA (meaning for instance scholarship of discovery, integration, engagement, or teaching and learning) in their RTP documents, but they cannot require that candidates engage in any *one* type of RSCA or disallow any types of RSCA. This is in the spirit of openness of the new University RTP Policy, which allows for *different* types of RSCA. If departments describe one type of RSCA as particularly important for the discipline, but the candidate chooses not to engage in that type of RSCA, it is incumbent on the candidate to explain the significance and importance of their RSCA in their narrative. In turn, the department must provide a space for candidates to make their argument.

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Do standards for promotion to full professor need to be higher than standards for promotion to associate professor?

Yes, the standards are required to be higher in all three areas of review (teaching, RSCA, & service).

What is the implementation timeline for the revised RTP policy documents?

The Academic Senate memo on RTP Policy Implementation Guidelines (Spring 2024) outlined the following implementation timeline:

- *Academic Year 2025-26*
  - All new tenure-track hires will be reviewed under the new and approved RTP policy documents for subsequent action reviews.

- All incumbent faculty (i.e., tenure-track faculty hired AY 2024-25 or earlier) may elect to be reviewed under the revised version or the version of the University, college, and department documents in place at the end of academic year 2023-24 (a.k.a. "prior version").
- *Academic Year 2026-27*
  - Faculty hired AY 2024-25 undergoing their first action review may elect to be reviewed under the revised or prior version.
- *Academic Year 2027-28 and after*
  - All faculty will be reviewed under the revised University, college, and department RTP documents, except for faculty whose reappointment review was under the prior policy. These faculty members may elect to be reviewed under the prior or revised policies during their tenure review.

Check the links below for the RTP Policy Implementation Guidelines, Steps in Review of the New Policy Documents, and the Update on the RTP Policy and College and Department Alignment:

[RTP Policy Implementation Guidelines](#)
[Steps in Review of New College RTP Policy Documents (PDF)](#)
[Joint Update on RTP Policy and Alignment](#)

What are the deadlines for department RTP policies to be approved, and what is the recourse if they are not approved by this deadline?

- May 2, 2025: Deadline for Department RTP Policy revisions to be completed, approved at appropriate levels (department review committees and chair; department tenure-track and tenured faculty; college review body (e.g., Faculty Council); College Dean), and **submitted** to the Office of Faculty Affairs (FA) for review. Departments are encouraged to submit their revised documents earlier than May 2, as some policies may require several rounds of feedback and revisions before final approval.
- June 2, 2025: Deadline for College and Department RTP Policy revisions to be reviewed by FA and **approved** by the Provost for **Fall 2025** implementation.
- Dec 1, 2025: Deadline for Department RTP Policy revisions to be reviewed and **approved** by the Provost for **Fall 2026** implementation.

Will faculty whose reappointment review was under the prior policies (Fall 2024 or earlier) have the option of selecting the prior or revised policies for their tenure review?

Yes, they can elect to go with the prior policies or the revised policies for their tenure review. However, if they select the revised policies, they will be evaluated by the policies that have been approved. If the

department policy has not yet been approved, the policy used to evaluate faculty at the department level will default to the college policy.

Will faculty scheduled for a reappointment review in AY 2025-26 have the option of selecting the prior or revised policies?

Yes. If they select the revised policies, they will be evaluated by the policies that have been approved. If the department policy has not yet been approved, the policy used to evaluate faculty at the department level will default to the college policy. When these faculty members are up for tenure review, they will be evaluated by the policies (prior or revised) selected for their reappointment reviews.

How does the college approval process work?

The college submits drafts of its revised RTP policy document to FA. FA provides feedback on drafts. FA forwards revised document to the Provost after all the feedback is addressed. The Provost provides feedback (if any), which is forwarded to the college. FA forwards "College RTP Policy Document Approval" Form to the College for signatures acknowledging accuracy of the document approved. The form is signed by FA and the provost, and a copy of the updated policy is posted on FA website.

How does the department approval process work?

The department submits drafts of revised RTP policy documents to the college Faculty Council (or college RTP policy review committee/taskforce). The college provides feedback on drafts. The college submits the approved department policy to FA. FA provides feedback and forwards the revised policy to the Provost after all the feedback is addressed. The Provost provides feedback (if any), which is forwarded to the department. FA forwards the "Department RTP Policy Document Approval" Form via DocuSign for the Department Chair's and College Dean's signatures acknowledging accuracy of document approved. The form is signed by FA and the provost, and a copy of the updated policy is posted on the FA website.

Will the Interfolio submission process for RTP file submission be different for candidates opting for the prior or revised policies?

No. Candidates will submit their files into the same RTP Interfolio folder. Candidates will complete the revised Department RTP Evaluation Coversheet and indicate under which policies (prior or revised) they wish to be evaluated. Candidates will include copies of the University, College, and Department policies they select (prior or revised, if approved) in their submissions.