

California State University, Long Beach
DEPARTMENT OF ENGLISH
Policy on Reappointment, Tenure, and Promotion
Policy Effective Fall 2026

Preamble

The Department of English policy on Reappointment, Tenure, and Promotion (RTP) defers to the College of Liberal Arts (CLA) RTP policy, with the following additional specifications. The relevant general sections of the CLA RTP policy are referred to by corresponding numbers in brackets.

Successful candidates for tenure and promotion must meet the minimum requirements for all three of the categories listed below: instructional activities; research, scholarly, and creative activities (RSCA); and university, professional, and community service. [2.0]

The department RTP committee should follow the guidance offered by the University and College RTP Policies in considering the inequities created by cultural and identity taxation, as discussed by a candidate. In evaluating candidates who have joint appointments, department members of the candidate's RTP committee should refer to Academic Senate Policy Statement 94-11, section VI. [3.2]

1. INSTRUCTIONAL ACTIVITIES [2.1]

The primary mission of the CSU is to teach, and this Department has traditionally prided itself on its strong teaching record. No candidate should be recommended for reappointment who is not at the very least an effective teacher with clear potential for improvement. No candidate should be recommended for tenure or for promotion to Associate Professor who does not have a sustained record of high-quality teaching over multiple years. No candidate should be recommended for promotion to Professor who has not demonstrated a consistent record of excellence in the form of continued growth and effectiveness in instructional activities. [5.4]

2. RESEARCH, SCHOLARLY, AND CREATIVE ACTIVITIES (RSCA) [2.2]

This Department values faculty who engage in original research, scholarly, and creative activities (RSCA), and it recognizes that a candidate's RSCA may range across the continuum of scholarship described in University and College RTP policies. All candidates in the RTP process are expected to demonstrate ongoing engagement in scholarly or creative activities that serve both the discipline and their professional development.

Candidates for tenure and promotion to Associate Professor are required to have completed significant RSCA products. A product is considered completed when it has been, or will be, made public in a venue appropriate to its type of activity. Significance may be determined by criteria including but not limited to depth and originality of the research, scholarly, or creative activity; the process of peer-review; the prestige of venue or sponsoring organization; the community or professional needs served by the product; citations and/or use of product by peers

or other stakeholders; and/or the impact of product in the relevant field(s). Examples of RSCA products that meet the requirements for tenure and promotion to Associate Professor include but are not limited to research-based, full-length essays published or accepted for publication in peer-reviewed journals or peer-reviewed collections of essays; works of fiction, poetry, creative nonfiction, or a combination thereof, published or accepted for publication in recognized journals, anthologies, magazines, or other media; co-authored, edited, or co-edited books or textbooks; a scholarly edition of a primary text; reports, papers, or studies for agencies or organizations. A single-authored scholarly or creative book or textbook may fulfill the requirement for tenure and promotion to Associate Professor.

Candidates are also expected to engage in other ongoing RSCA activities in their fields. Such activities may include presenting papers at conferences, giving public readings of creative work, fellowships or residencies supporting scholarly or creative activities, and/or publishing non-peer-reviewed works such as book reviews, reference articles, and encyclopedia entries.

3. SERVICE [2.3]

This Department values faculty members who are committed to active participation in shared governance. Candidates must provide evidence of service to the department, college, university, profession, and/or community. Being a member of committees in the shared governance structure does not in itself constitute active participation; faculty members should provide evidence of active contributions and/or leadership in shared governance. The department RTP committee will evaluate the quality and significance of contributions to campus self-governance, as well as service to the profession and to the community.

4. AMENDMENTS TO THE DEPARTMENT RTP POLICY

Voting on any amendments to this policy shall be by secret ballot by the tenured and tenure-track faculty. To become effective, all proposed amendments shall require approval by three fifths of the ballots cast by eligible voters and subsequent approval by the Faculty Council, the Dean, and the Provost.

The approved amendment(s) shall go into effect at the beginning of the following academic year.