Approved by Academic Affairs August 2019

# CALIFORNIA STATE UNIVERSITY, LONG BEACH

1. **Department of Health Care Administration**
2. **REAPPOINTMENT, TENURE, AND PROMOTION (RTP) POLICY**

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1. The Department of Health Care Administration (HCA) and its faculty are committed to
2. providing high quality instruction, research and other scholarly and creative activities, and
3. service to their constituents. HCA encourages continued professional growth of faculty in
4. teaching, research and other scholarly and creative activities, and service to the university,
5. profession, and the community. With these goals in mind, the department establishes this policy
6. for the evaluation of tenured and probationary faculty members eligible for reappointment,
7. tenure, and promotion (RTP).

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1. Portions of this RTP that are direct quotes from CHHS RTP Policy, and University RTP Policy
2. these portions are italicized.

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# 17 1.0 GUIDING PRINCIPLES

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# 1.1 Department Mission and Goals

1. The mission of the CSULB Health Care Administration Department is to prepare professionals
2. to manage, lead and improve a changing health care system. Our graduate and undergraduate
3. programs are designed, and continually strive to improve their efforts, to meet the needs of the
4. dynamic Southern California health care system, and to emphasize culturally appropriate patient-
5. centered service delivery systems.

# Departmental Goals

In today’s environment, health care managers must achieve and continually improve specific competencies in and out of school and also thorough their work experience. Our departmental mission statement emphasizes training and educating professionals for health care management jobs, either entry or more advanced level positions, with the following goals:

-Offer a curriculum that supports and matches the needs of the health care industry and meets accreditation standards.

-Attract and retain well-qualified students with a variety of substantive, challenging, affordable and convenient degree programs.

-Conduct, facilitate and disseminate health services research through external and intramural funding.

-Develop and maintain strong ties with HCA alumni, the practitioner community, the University and the College of Health and Human Services.

-Serve as a resource for University governance and the industry as volunteers and consultants

Department of Health Care Administration RTP Policy Draft 3/10/2010; Updated August 2019

to promote the efficient and effective operation of the University, health care and professional organizations.

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## 1.2 Guiding Principles of Reappointment, Tenure, and Promotion

1. ***1.2.1*** *A faculty dedicated to excellence in teaching, scholarly and creative*
2. *activity, and service is essential to accomplishing the articulated mission and*
3. *vision of both the university and the college. Faculty members integrate the*
4. *results of their RSCA into their teaching, thereby invigorating and enhancing*
5. *student learning. Faculty members are expected to make significant and ongoing*
6. *contributions to the academic unit (e.g., school, department, or program),*
7. *college, university, community, and the profession.*

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1. ***1.2.2*** *Decisions regarding RTP are among the most important made by our*
2. *university community. RTP decisions must be clear, fair, and unbiased at all*
3. *levels of review. Faculty achievements may differ from those of colleagues yet*
4. *still meet the standards for reappointment, tenure, or promotion. The RTP*
5. *process must ensure that excellence will be rewarded and that faculty members*
6. *who meet academic unit, college, and university standards and expectations will*
7. *have an opportunity for advancement.*

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1. ***1.2.3*** *Faculty members shall be evaluated on the quality of their achievements and*
2. *the impact of their contributions over the period of review in: 1) instruction and*
3. *instructionally related activities; 2) RSCA; 3) service and engagement at the*
4. *university, in the community, and in the profession. All faculty members will be*
5. *evaluated on the basis of all three areas.*

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1. ***1.2.4*** *This policy should not be construed as preventing innovation or adjustment*
2. *in workload (with respect to teaching, RSCA, or service) based upon faculty*
3. *expertise and accomplishment; academic unit and college needs; and university*
4. *mission.*

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1. ***1.2.5*** *All faculty members are expected to demonstrate positive qualities that*
2. *reflect favorably on the individual, the academic unit, the college, and the*
3. *university. These qualities include high standards of professional, collegial, and*
4. *ethical behavior.*

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## 59 1.3 Governing Documents

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1. ***1.3.1*** *The college adopts this document pursuant to the mandate of the Section 3.5*
2. *of the university RTP Policy and in accordance with the CSU-CFA Collective*
3. *Bargaining Agreement (CBA). If any provision of this document conflicts with*
4. *any provision within the CBA or the university RTP Policy, the conflicting*
5. *provision shall be severed from the rest of this document, deemed void, and*
6. *thereby rendered inoperable.*

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1. ***1.3.2*** *Academic units within the college shall adopt RTP policies that elaborate on*
2. *discipline-specific standards in all areas of evaluation. The standards adopted at*
3. *the academic-unit level shall not be lower than university-level or college-level*
4. *standards. If any provision of an academic unit RTP Policy conflicts with any*
5. *provision within the CBA, the university RTP Policy, or the RTP policy of the*
6. *CHHS, the specific conflicting provision shall be severed from the rest of the*
7. *academic unit’s RTP Policy, deemed void, and thereby rendered inoperable.*

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1. ***1.3.3*** *Collectively, the RTP policies of the university, college, and academic unit*
2. *shall be used to assess candidates’ performance through the stages of their*
3. *academic progress.*

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## 80 1.4 Obligations

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## 1.4.1 Obligation of the Candidate to Start Process

1. *In order to be considered for any RTP personnel action, candidates must submit an*
2. *RTP file.*

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## 1.4.2 Completeness of Candidate’s File

1. *Candidates must furnish all necessary and relevant documentation for evaluation*
2. *(e.g., for teaching, student evaluations, course syllabi, peer evaluations, and grade*
3. *distributions; for RSCA, copies of manuscripts under review and/or presented at*
4. *conferences; preprints or reprints of articles; letters accepting manuscripts for*
5. *publication; etc.; for service, letters documenting the candidate’s service which*
6. *assess the quality of the service contributions).*

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## 1.4.3 Obligations of the Department RTP Committee

1. *The reputation, success, and future credibility of the Department of Health Care*
2. *Administration are directly related to the quality of the candidates and the diligence*
3. *with which Department RTP Committee discharges its responsibilities in evaluating*
4. *the evidence to support its recommendations.*

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## 1.5 Standards

1. *Recommendations from the RTP committees of academic units and the chairs or*
2. *directors of academic units (if submitted) shall evaluate evidence of a candidate's*
3. *strengths and weaknesses associated with each of the established standards, not just*
4. *merely restate or summarize the candidate’s narrative. Evaluation(s) shall include an*
5. *analysis of the candidate's role, performance, and achievement within the academic unit.*
6. *Evaluation(s) of a candidate’s record must be guided by the principle that the higher the*
7. *academic rank, the greater the expectation for demonstrated excellence in teaching,*
8. *scholarship, and service.* Evaluation must also be guided by the following expectations
9. that apply to all Department faculty members at all ranks:

# 1.5.1 Staying Current

1. Faculty members must keep abreast of scholarly and applied discourse in the
2. relevant sub-fields of Health Care Administration applicable to the faculty
3. member's areas of teaching and research interest(s) through appropriate means.
4. Currency is demonstrated by updated syllabi, conference attendance, professional
5. association membership and participation.

# 1.5.2 Involvement in the Profession

1. Faculty members are expected to attend and/or participate in at least one annual
2. meeting (when funding is available) of professional organizations such as the
3. Association of University Programs in Health Administration (AUPHA), the
4. Commission on the Accreditation of Health Management Education (CAHME), the
5. American College of Healthcare Executives (ACHE), Academy Health, the
6. American Public Health Association (APHA), the American Sociological
7. Association, the American Psychological Association, and other similar national
8. and regional organizations (such as the Southern California Chapter of the
9. American College of Healthcare Executives). Or other similar national and
10. regional organizations appropriate to the faculty member’s areas of expertise.

# 1.5.3 Scholarly Research and Publishing

1. Faculty members must actively pursue a research and publishing agenda relevant to
2. one or more of the following types of scholarship, regardless of reliance on
3. quantitative, qualitative, or other discipline-appropriate methodologies, but
4. discipline related research is more highly valued:
5. A. Scholarship of Discovery – the traditional research model in which new content
6. knowledge is acquired and disseminated;
7. B. Scholarship of Integration – the creation of new knowledge by synthesizing and
8. making connections across disciplines or sub-disciplines;
9. C. Scholarship of Application – the bridging of the gap between theory and
10. practice through both research and action in ways that promote positive social
11. change and/or promote policy-oriented problem solving; and
12. D. Scholarship of Pedagogy – the discovery of the ways our students learn and the
13. identification and assessment of methods used to foster learning.

# 1.5.4 High-Quality Instruction

1. Faculty members must involve students in active learning through excellence not
2. only in their "in-classroom" teaching, but also in their mentoring of students in the
3. following ways:
4. A. by their own examples of service to the Health Care Administration
5. Department; the College of Health and Human Services; the University;
6. professional organizations; and in the community at large;
7. B. through collaborative research that engages students in the processes of critical
8. inquiry and discovery;
9. C. through engaging students in service learning projects;
10. D. through unique disciplinary interactions with students through directed readings
11. and independent research projects;

# 1.6 Profiles of Academic Ranks

1. Health Care Administration Department RTP candidates shall be evaluated by applying
2. specific criteria established by the University, the College of Health and Human Services,
3. and in accordance with Sections 5.0 – 5.5.2 of the University and College RTP Policies,
4. the standards applicable to each academic rank. This Department Policy applies these
5. standards using discipline-specific criteria.

# 1.7 Narrative

1. In order to present their achievements in the most coherent intellectual and professional
2. context, candidates are required to submit a written narrative describing their work in
3. each of the three categories to be evaluated. The narrative is intended to serve as a guide
4. to reviewers in understanding the faculty member’s professional achievements.

# 2.0 RTP AREAS OF EVALUATION

1. HCA RTP standards and criteria shall articulate expectations for faculty accomplishments
2. in all three areas of evaluation: 1) instruction and instructionally related activities; 2)
3. research, scholarly and creative activity (RSCA); and 3) service and engagement at the
4. university, in the community, and in the profession.

## 2.1 Instruction and Instructionally Related Activities

1. *Faculty members are expected to demonstrate that they are effective teachers. Instruction*
2. *and instructionally related activities focus on learning inside and outside the traditional*
3. *classroom and include, but are not limited to: curriculum development; academic and*
4. *academic-unit advising; supervision of student research, fieldwork, laboratory work; and*
5. *related activities involving student learning and student engagement. Additional*
6. *instructional activities may include, but are not limited to: mentoring students; taking*
7. *students abroad for academic and cultural study; and supervising students in the*
8. *production of theses, projects, and other capstone experiences.*

## 2.1.1 Instructional Philosophy and Practice

1. *Effective teaching requires that faculty members reflect on their teaching practices*
2. *and assess their impact on student learning. Thoughtful, deliberate efforts to*
3. *improve instructional effectiveness that may result in adopting new teaching*
4. *methodologies are expected of all faculty members. Effective teaching also*
5. *requires that faculty members engage in professional development activities*
6. *associated with classroom and non-classroom assignments. Teaching methods*
7. *shall be consistent with course/curriculum goals and shall accommodate student*
8. *differences.*
9. To help evaluate candidate’s instructional philosophy and practice/teaching effectiveness,
10. candidates for reappointment, tenure, and promotion must submit four types of indicators of
11. teaching effectiveness: student evaluations, peer evaluations, course syllabi, and grade
12. distributions. All of these materials shall be evaluated by the Department RTP Committee for
13. evidence of teaching effectiveness using the criteria specified in this Policy.
14. *A. Hallmarks of excellence in instructional philosophy and practice which*
15. *should be addressed in a candidate’s narrative and documented by*
16. *supporting materials include, but are not limited to:*

*Course materials that clearly convey to students, in behavioral terms, the learning goals of the course and the relationship of the course to the major and/or to general education.*

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*Syllabi and course materials that clearly communicate course requirements (including the semester schedule; assignments; and grading practices, standards, and criteria), as well as the purposes for which a course may be meaningful to students (e.g., preparation for further courses, graduate school, or employment; the intrinsic interest of the material; development of civic responsibilities and/or individual personal growth).*

*Evidence of up-to-date instructional methods and materials that are appropriate to the courses taught and foster student learning.*

*Evidence of efforts to continually enhance teaching effectiveness.*

*Positive teaching evaluations as assessed by peers who visit the classroom to observe teaching style, breadth, depth, and overall effectiveness. Such evaluations of classroom performance may be conducted by peers from the academic unit, the academic unit RTP Committee, the director or chair of the academic unit, and/or faculty from other academic units with relevant expertise who are approved by the academic unit RTP Committee.*

* 1. *Candidates for reappointment must provide evidence of either continued improvement in teaching or a sustained level of high- quality teaching.*
  2. *Candidates for tenure and/or promotion to the rank of Associate Professor must provide evidence of a sustained level of high- quality teaching.*
  3. *Candidates for promotion to the rank of Professor must provide evidence that the candidate has reached a consistent level of teaching excellence.*

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*Thoughtful and deliberate actions that produce continuous improvement in teaching effectiveness are expected of all CHHS faculty. This pattern of change should be described in the candidate’s narrative and documented by supporting materials. These actions may include, but are not limited to, the following:*

1. *Regular interactions with colleagues regarding various pedagogical issues, classroom visits, and consultation on course development.*
2. *Developing innovative approaches to teaching; fostering increased student learning in the classroom; and participating in the evaluation of instructional effectiveness in order to improve instruction.*
3. *Involvement in programs of the CSULB Faculty Center for Professional Development; teaching-development seminars or conferences sponsored by the academic unit, college, university or relevant professional organizations; and formal or informal pedagogical coaching and/or other activities which contribute to the development of improved teaching effectiveness.*
4. *Development of new curriculum, instructional programs or materials, including electronic or multimedia instructional software or new advising materials or programs.*

*All faculty members are expected to be actively involved in instructionally- related activities outside the classroom in such areas as academic advising, field trips, student mentoring, collaborative research projects with students, thesis or project supervision, and student recruitment and/or retention efforts.*

# 2.1.1.d. Course Evaluations

1. All candidates regardless of rank, must submit the evaluation summary sheets for all the courses in which university administered SPOT evaluations were given.
2. The HCA Department recognizes that faculty members may also teach courses offered through CPIE (College of Professional and International Education) which are evaluated as per accreditation requirements. Faculty are encouraged, but not required, to submit course evaluations from CPIE courses.

# 2.1.1.e. Indicia of Ongoing Professional Development as a Teacher

1. A. Keeping abreast of discipline developments through participation in discipline-
2. specific conferences and continuing education activities.
3. B. Actively participating in the Department’s curricular assessment efforts.
4. All faculty should be involved in thesis/projects as these are a required component
5. of the HCA Master’s program. As such, probationary faculty should be involved
6. as readers/committee members of at least one thesis/project per academic year,
7. except for the very first academic year of the appointment. Assignment of
8. probationary faculty to thesis/project committees will be done in consultation with
9. the department chair and will be done to meet student needs, departmental
10. requirements and faculty assignments. Documentation of activities as either
11. thesis/project committee member or chair is captured on the Library signature
12. sheet and a copy can/will be retained by the faculty member to show successful
13. completion of thesis/project.
14. C. Faculty members are expected to participate as secondary readers on graduate
15. research projects, beginning in their fourth year in consultation with the
16. Department chair.
17. D. Faculty may choose to sponsor students in the annual student research
18. competitions at CSULB or other local or national competitions. This type of
19. activity is encouraged by the HCA department and recognition of efforts to
20. support student research at such competitions will be valued whether students win
21. or not.
22. G. All probationary faculty should elicit feedback from senior faculty and the
23. department chair in the form of classroom visitations and written feedback based
24. on observations no less than once per semester. The Peer Evaluation Form in
25. Appendix A should be used for this feedback. Classroom visitations shall be
26. scheduled in advance with faculty member and selection of classes for visitation
27. should be done in consultation with the department chair.

# 2.1.1.f. Policy on Syllabi

1. A. At minimum, all course syllabi shall comply with the requirements of CSULB's official
2. syllabi policy. Pursuant to that policy, all syllabi must set forth course meetings times
3. and location; the instructor's office location, office hours, and contact information;
4. required books and other resources; an explanation of the instructor's attendance policy;
5. an explanation of how the instructor will interpret and apply the University's course
6. withdrawal policy; a summary of course requirements that form the basis of the faculty
7. member's assessment of student performance; a statement on academic integrity; and a
8. course outline or schedule. Excellent syllabi, however, also contain other types of
9. information. For example:
10. B. The measurable learning goals of the course should be conveyed to students in
11. measurable, behavioral terms. All courses should link learning outcomes to the
12. accrediting agency competencies.
13. C. Grading practices, standards, and criteria must be articulated clearly.
14. D. Instructional methods must be appropriate to the courses taught, and materials should be
15. up-to-date and appropriate to the topic; and,
16. E. Assigned readings must be up-to-date, appropriate to the topic, and be selected to
17. enhance student learning. In keeping with the mission of the Department of Health Care
18. Administration, assigned readings that enhance the interdisciplinary and/or comparative
19. nature of a course are particularly valued.
20. F. The absence of the content specified above in any course syllabus constitutes evidence
21. that the course and, therefore, the instructor, may fail to meet the standards of excellence
22. this Policy is designed to facilitate.

## 2.1.2 Student Learning Outcomes

1. *Effective teaching requires that faculty members provide evidence of student learning.*
2. *Instructional practices and course materials shall clearly convey to students expected student*
3. *outcomes and learning goals. Assessment methods should align with instructional practices.*
4. To this end, faculty shall:
5. A. Clearly convey to students in measurable, behavioral terms the expected student learning
6. outcomes for each course taught.
7. B. Clearly convey to students the relationship of the course to the major and education
8. goals.
9. C. Prepare lessons and course materials that enhance student learning associated with the
10. student learning outcomes for a course.

# 2.1.3 Student Response to Instruction

1. In accordance with CHHS RTP Policy, student course evaluations shall be used to evaluate
2. student response to instruction. As stated in 2.1.1.d above.

## 2.2 Research, Scholarly, and Creative Activities (RSCA)

1. *Faculty members are expected to make significant and ongoing contributions of substance in*
2. *RSCA throughout their careers. All faculty members are expected to produce quality RSCA*
3. *achievements that contribute to the advancement, application, or pedagogy of the discipline or*
4. *interdisciplinary studies.* Examples of RSCA may include, but are not limited to: journal articles
5. that are reviewed by professional peers, scholarly book chapters, authored or edited textbooks,
6. software and electronically published documents, presentations and grants and contracts
7. submitted and awarded.

# 2.2.1 Variability Across Disciplines

1. This HCA document addresses CHHS RTP policy section 2.2.1.

# 2.2.1b Variations Due to Service Roles

1. There may be some years when the level of scholarly activity is reduced due to a
2. significant increase in teaching or service, such as serving as the department chair,
3. associate chair, graduate advisor, undergraduate advisor, or in a position of leadership
4. with college-wide and/or university-wide significance. In such cases the reduction in
5. scholarship should not be counted against the candidate, but there should be evidence that
6. the candidate’s scholarly activity has been maintained to some degree and has promise
7. for full resumption when the other activities return to normal levels.

## 2.2.2 Research

1. *Consistent with university expectations of all faculty members, candidates for reappointment,*
2. *tenure, and/or promotion are required to engage in a sustained program of quantitative,*
3. *qualitative, clinical, and/or other discipline-appropriate research, as well as other scholarly and*
4. *creative activities consistent with the specific requirements in the RTP policy of their academic*
5. *units.*
6. A. *As used in this document, “research” involves scientific, clinical, social scientific, or*
7. *other discipline-appropriate investigative methods* that rely on or are derived from data
8. that were obtained by means of observation or experiment or qualitative research
9. methods.
10. B. Other forms of scholarly and creative activity (e.g., literature reviews, book reviews, and
11. article reviews) are valued and strengthen the candidate’s portfolio. These types of
12. scholarly and creative activities alone are insufficient to meet the college RSCA
13. standards required for favorable reappointment, tenure, and promotion decisions in the
14. absence of investigative research conducted by the candidate.
15. C. Securing external funds to support scholarly research is an important and highly valued
16. contribution to the scholarly process. External funding benefits the University, the
17. College, academic units, faculty members, and students. Accordingly, faculty members
18. are encouraged to apply for external funds that support research and scholarly activity
19. (e.g., grants, fellowships, contracts, awards, stipends). However, neither application for
20. nor receipt of sponsored research funds shall be viewed as a prerequisite for
21. reappointment, tenure, or promotion to any rank.
22. D. Candidates may strengthen their required program of RSCA with editorial or reviewer
23. assignments in recognized professional publications, including journals, newsletters, or
24. electronic media; appointments to review panels for grants, fellowships, contracts,
25. awards; assignments as a referee; creation of software and/or electronic documents,
26. especially if these receive favorable notice or reviews from professional peers.

## 2.2.3 Dissemination of RSCA

1. *Consistent with the university expectations of all faculty members, candidates for reappointment,*
2. *tenure, and/or promotion are required to disseminate their research and other scholarly and*
3. *creative activities to appropriate audiences through discipline-specific (or relevant*
4. *interdisciplinary), peer reviewed publications and scholarly presentations.*

# HCA Department Publication Criteria

1. A. HCA RTP Committee members doing mini-reviews must be mindful of the fact in the
2. early probationary years, faculty are likely to just be starting to advance a research
3. agenda. Thus, in the first year or two, new faculty might be more likely to publish book
4. reviews, invited essays, monographs, grant proposals, than to be publishing articles in
5. peer-reviewed journals. New faculty, however, are expected to be working on writing
6. and submitting manuscripts to refereed journals for editorial consideration in their first
7. two years. New faculty members are especially encouraged to try transforming their
8. dissertations into at least one peer-reviewed journal article. Candidates for RTP process
9. are encouraged to indicate their individual contributions to publications that have more
10. than one author in the following manner consistent with the American Psychological
11. Association Publication Manual 6th edition, which states: “Authorship encompasses,
12. therefore, not only those who do the actual writing, but also those who have made
13. substantial scientific contributions to the study. Substantial professional contributions
14. may include formulating the problem or hypothesis, structuring the experimental design,
15. organizing and conducting the statistical analysis, interpreting the results, or writing a
16. major portion of the paper.”
17. B. By the time a candidate applies for initial reappointment in the third probationary year, it
18. is expected that the candidate will have at least one peer-reviewed journal article either
19. in-print or formally accepted for publication. Exceeding this baseline expectation shall be
20. evaluated as constituting strong evidence of scholarly achievement.
21. C. After initial reappointment, in the latter half of the probationary period (years four
22. through six), faculty should be publishing regularly in peer-reviewed journals. Candidates
23. for tenure and promotion to Associate Professor should have published at least four to six
24. scholarly articles in refereed venues (an average of roughly one publication per year).
25. Quality, however, is more important than quantity. Candidates RTP Narrative should
26. describe their contribution to the articles that have more than one author. Thus, for
27. example, a dozen publications of questionable significance are unlikely to be sufficient to
28. support a favorable tenure and/or promotion decision. Conversely, publishing three or
29. four articles in top-tier journals that advance disciplinary knowledge in a meaningful way
30. may warrant granting tenure and/or promotion to the rank of Associate Professor.
31. D. Candidates for promotion to the rank of Professor are expected to have maintained their
32. scholarly activity consistently, and to have demonstrated the ability to bring significant
33. projects to fruition by having published them in high-quality, peer-reviewed journals.
34. Associate Professors seeking promotion to the rank of Professor will be expected to have
35. produced, on average, at least one scholarly publication per year since the last promotion.
36. As with promotion to the rank of Associate Professor, however, quality is more important
37. than quantity. Thus, multiple publications that do not advance disciplinary knowledge in
38. a meaningful manner are not likely to result in a favorable recommendation for
39. promotion. Conversely, three or four publications in top-tier journals, or a book or two
40. with a well-respected scholarly press or leading commercial publishing house may
41. warrant granting promotion to the rank of Professor.
42. E. The HCA Department requires that all faculty, probationary and tenured, submit a
43. minimum average of one peer-reviewed publication per academic year; faculty should
44. provide evidence of paper and/or electronic publication, including the Impact Factor\* of
45. the journal publishing the work and/or the acceptance rate, when available.
46. F. The HCA Department requires that all faculty, probationary and tenured, submit an
47. average of one abstract per year for presentation at a local, national or international
48. conference reflecting research efforts.
49. G. Exceeding the baseline expectations listed in a-f above shall be evaluated as constituting
50. strong evidence of scholarly achievement.

# \*Criteria for the Assessment/Evaluation of the Impact of RSCA

1. A. Disciplinary Impact (e.g., advancing basic and/or applied knowledge) – Disciplinary
2. impact includes the importance of information (theory, empirical data, methodological
3. innovation, application) for disciplinary progress and typically includes dissemination in
4. peer-reviewed disciplinary journals. Candidates should provide quality indicators such as
5. impact factors and acceptance rates in their RTP documentation.
6. B. Impact on Students – CSULB emphasizes that scholarly work should positively impact
7. students. The Department of Health Care Administration evaluates impact accordingly in
8. terms of the significance of scholarly work for students' development as junior scholars
9. and professionals (e.g., modeling and mentoring in undergraduate research or field work;
10. co-authoring scholarly presentations and publications; first-person discussions of the
11. research process and research findings in courses). Publications and presentations that
12. include student co-authors are highly valued.
13. C. Community Impact – The HCA Department recognizes impact in various types of
14. community (applied professional, public, organizational, policy), as well as at different
15. levels of community effort (local, state, national, and international communities).
16. The impact of scholarship on students and the community is more difficult to demonstrate
17. tangibly than the impact on the discipline. Nevertheless these are highly-valued areas of impact.
18. There are no clearly-established criteria for scholarly contributions in these areas.
19. Documentation of this type of impact is thus particularly important. Indicators may include
20. student co-authorship on presentations/publications, undergraduate research mentee pursuit of
21. graduate training, scholarship used to provide community testimony on use of technical reports
22. or consultation to address issues of public policy, expert review or letters about the quality and
23. impact of applied work, and external evaluation of engaged scholarship.

## 2.3 Service

1. *Quality service contributions and activities are necessary to ensure and enhance the quality of*
2. *programs and activities at the university, in the community, and in the profession.*

# 2.3.1 Range and Depth of Service Commitments

1. All HCA faculty members are required to participate collegially, constructively, and respectfully
2. in the process of faculty governance through service to the HCA Department, the college, and
3. the University. Additionally, faculty members are expected to provide quality service and
4. leadership in the community and/or to the profession.
5. **2.3.1.a. Department meetings:** The HCA Department requires that all probationary and tenured
6. faculty participate in monthly faculty meetings and contribute to the faculty governance of the

# department. 2.3.1.b. Service to the University, College and Department

1. A. All faculty members are expected to serve the Department of Health Care
2. Administration as demonstrated by any of the following:
3. 1) advising student and alumni organizations, clubs, and/or honor societies;
4. 2) participating actively and meaningfully in departmental committees;
5. 3) authoring documents, reports, and other materials pertinent to the
6. Department;
7. 4) attending and meaningfully participating in departmental faculty meetings;
8. 5) attending and meaningfully participating in professional development
9. opportunities sponsored by the Department, the College, the University,
10. and professional organizations; and

556 6) actively participating in student and alumni programs.

557

558 B. Probationary faculty may but are not required to participate in College service

559 activities after the first year of appointment Participation in college committees is decided

560 in consultation with the department chair, taking into account other faculty commitments

561 in teaching and research.

562

563

1. C. For tenure and promotion to the rank of Associate Professor, faculty members are
2. required to make quality service contributions to both the Department of Health Care
3. Administration (as discussed above) and to service contributions to the effective
4. operation and growth of the College of Health and Human Services, such as serving
5. on college-wide committees and/or authoring documents, reports, and other materials
6. pertinent to the College. Similarly University-level service is desirable, but not
7. required.
8. D. For promotion to the rank of full Professor, faculty members are required to
9. demonstrate a sustained pattern of consistent service and leadership at the
10. Department, College, and University levels. In doing so, they must contribute
11. significantly to the effective operation and growth of the institution, including, but not
12. limited to:
13. 1) chairing the Department, serving as the Graduate Advisor, or directing the
14. Department’s certificate or distance-learning degree programs;
15. 2) chairing major departmental committees;
16. 3) holding elected or appointed office in or chairing college-wide and/or
17. university-wide committees, organizations, or task forces;
18. 4) authoring documents, reports, and other materials pertinent to the
19. University, College, or Department;
20. 5) creating or significantly revising entire department/program curricula.

# 2.3.1.c. Service to the Community and/or the Profession

1. All faculty members are expected to provide quality service and leadership in the community
2. and/or to the profession.
3. A. Community Service – If a faculty member engages in service to the community, this
4. service must directly involve the academic expertise of the faculty member such that
5. he or she applies academic skills and experience to the solution of local, regional,
6. national, or international problems.
7. (1) For reappointment, tenure, and promotion to the rank of Associate 600 Professor, such community service may include but is not limited to: 601

602 (a) consulting with schools; health and human services agencies and

603 organizations; local, state, federal, or foreign governments;

604 and/or community organizations.

605

606 (b) helping to organize or facilitate events for charities, civic

607 organizations, cultural organizations, and/or agencies related to

608 the candidate's professional expertise; and/or

609

610 (c) acting as a resource person (including performing evaluations) 611 for educational organizations, government, business, or industry. 612

613 (2) For promotion to the rank of full Professor, such community service is

614 expected to include a record of meaningful service in the community

615 (applying academic skills and experience to the solution of campus,

616 local, national, or international problems), such as, but not limited to:

617

618 (a) taking leadership roles in community-oriented programs or

619 workshops;

620

621 (b) holding office in charitable, civic, and cultural organizations

622 related to the candidate's professional expertise;

623

624 (c) consulting in a leadership role for educational organizations,

625 government, business, industry, or community service

626 organizations;

627

628 (d) serving on governing boards, chairing meetings, etc.; and/or

629

1. (e) engaging in activities such as giving speeches related to Health
2. Care Administration; serving as a media consultant (by giving
3. interviews or otherwise) for health care related events or news
4. stories; assisting civic or non-profit organizations with justice-
5. related missions; writing justice-relevant editorials in
6. newspapers, magazines, or newsletters; and/or by holding
7. professional or civil office.
8. B. Professional Service – Service to the profession may include leadership positions, 639 workshops, speeches, media interviews, articles, and/or editorials; and/or elected 640 offices in a health care management, administrative, policy or other related

641 professional organization.

642

## 643 2.3.2 Quality of Service Commitments and Participation

644 *The quality of service contributions is fundamental to meeting the requirements specified above*

645 *in section 2.3.1.* Accordingly, the RTP Committee must not merely summarize the breadth

646 and/or quantity of a candidate’s service contributions, but rather must evaluate the depth, quality,

647 and significance of service activities. In doing so, the Committee should consider:

648

649 A. the nature of the service commitment in terms of the time, energy, and dedication it

650 takes to participate meaningfully in the particular service activities;

651

652 B. the degree to which the activity contributes to the mission of the University, the

653 College, and/or to the Department of Health Care Administration;

654

655 C. the significance of contributions to the organizational, academic, intellectual, and 656 social life of the university, college, and/or department, including participation on 657 committees and/or with student organizations;

658

659 D. the depth and quality of activities that enhance the University's ability to serve the

660 needs of a diverse student body, especially multi-ethnic, non-traditional, and

661 prospective students;

662

663 E. the depth and quality of activities that enhance the department’s ability to retain and

664 graduate students, including mentorship and advising;

665

666 F. the depth and quality of activities that enhance the mission of the community and/or 667 professional organization(s) to which the candidate volunteers his/her services; and 668

669 G. the degree of leadership exhibited by the candidate. The RTP Committee must be 670 mindful of the fact that leadership is not exclusively defined by one’s position in a 671 hierarchical structure, but rather is something that can be demonstrated at all levels 672 by influencing, motivating, and enabling others to contribute toward the

673 effectiveness and success of the group in which they serve.

674

# 675 2.4 Evaluation of Service

676

## 677 2.4.1 Candidate’s Responsibility

678 *The candidate must provide a documented narrative of his or her service*

679 *contributions. It is incumbent on the candidate to describe the above evaluative*

680 *criteria in his/her narrative.*

681

682 A. Candidates shall document their contributions to committee and council work and

683 to other processes of faculty governance.

684

685 *B. Candidates shall provide official correspondence from community organizations*

686 *and/or professional societies or associations attesting to the candidates’*

687 *participation and/or any leadership roles in such organizations.*

688

# 689 3.0 RESPONSIBILITIES IN THE RTP PROCESS

690

691 *Participants in the RTP process include the candidate, the academic unit, the academic unit RTP* 692 *committee, the chair or director of the academic unit, the college RTP committee, the Dean, the* 693 *Provost, and the President. In addition, there may be external reviewers participating in the RTP* 694 *process. For details on conducting external evaluations, see the Academic Senate policy on*

695 *external evaluations.*

696

697 *The Collective Bargaining Agreement (CBA) allows faculty, students, academic administrators,*

698 *and the President to provide information concerning the candidate during the open period.*

699

700 *Deliberations on reappointment, tenure, and promotion shall be confidential. Access to materials* 701 *and recommendations pertaining to the candidate shall be limited to the RTP candidate, the RTP* 702 *committee of the academic unit, the chair or director of the academic unit, the college RTP*

703 *committee, the Dean, the Provost, Associate Vice President for Faculty Affairs (as an*

704 *appropriate administrator), and the President (see CBA). In addition, external reviewers, if any,*

705 *shall have access to appropriate materials for evaluation.*

706

707 ***3.1 Candidate***

708 *A candidate for RTP shall make every effort to seek advice and guidance from the chair*

709 *or director of his/her academic unit, particularly regarding the RTP process and*

710 *procedures and how criteria and standards are applied. The candidate has the primary* 711 *responsibility for collecting and presenting the evidence of his or her accomplishments.* 712 *The candidate’s documentation must include all information and supporting materials* 713 *specified in all applicable RTP policies. The candidate must clearly reference and*

714 *explain all supporting materials.*

715

716 *The candidate shall submit a narrative that describes his or her goals and*

717 *accomplishments during the period of review, including a clear description of the quality*

718 *and significance of contributions to the three areas of review: 1) instruction and*

719 *instructionally related activities; 2) RSCA; and 3) service. It is recommended that the* 720 *narrative be between 8 and 25 double-spaced, single-sided pages in 12-point font with* 721 *one-inch margins. The candidate shall provide all required supplemental documentation,* 722 *including summary sheets from student evaluations and an index of all supplementary* 723 *materials. The candidate shall provide all prior RTP reviews and periodic evaluations* 724 *over the full review period, including candidate’s responses or rebuttals, if any.*

725

## 726 3.2 Academic Unit RTP Policy

727 *Each academic unit shall develop and articulate specific standards and criteria to be* 728 *applied in the evaluation of candidates in all three areas of evaluation. Academic unit* 729 *standards shall not be lower than the university- and college-level standards. The RTP* 730 *policy of each academic unit is subject to ratification by a majority of voting tenured and* 731 *probationary faculty members in the specific academic unit and to approval by the*

732 *college faculty council, the Dean, and the Provost. Academic unit RTP policies shall be*

733 *subject to regular review by the academic unit’s tenured and probationary faculty.*

734

## 735 3.3 Academic Unit RTP Committee

736 *The academic unit RTP committee has the primary responsibility for evaluating the* 737 *candidate’s work and makes the initial recommendation to the college RTP committee* 738 *regarding reappointment, tenure, and promotion. Academic unit RTP committee*

739 *members are responsible for critically analyzing the candidate’s performance by*

740 *applying the criteria of the academic unit. The committee shall forward its evaluation* 741 *and recommendation with supporting materials to the college RTP committee for review* 742 *by that committee and the Dean.*

743

## 744 3.3.1 Election of Committee

|  |  |  |
| --- | --- | --- |
| 745 |  | *The tenured and probationary faculty members of an academic unit elect* |
| 746 |  | *representatives to their unit’s RTP committee.* |
| 747 |  |  |
| 748 | *A.* | *The committee must be comprised of at least three (3) tenured, full-time faculty* |
| 749 |  | *members. Committees reviewing applications for reappointment, tenure, and/or* |
| 750 |  | *promotion to the rank of Associate Professor may be comprised of tenured* |
| 751 |  | *Associate and Full Professors. Committees reviewing applications for promotion* |
| 752 |  | *to the rank of Professor must be comprised of tenured Full Professors.* |
| 753 |  |  |
| 754 | *B.* | *Persons on difference-in-pay leave or sabbatical for any part of the academic* |
| 755 | *year* | *may serve on an academic unit RTP committee.* |
| 756 |  |  |
| 757 | *C.* | *Faculty participating in the Faculty Early Retirement Program (FERP) may serve* |
| 758 |  | *on the RTP committees of academic units if elected by a majority vote of tenured* |
| 759 |  | *and probationary faculty members of the academic units and approved by the* |
| 760 |  | *President. However, academic unit RTP committees may not be made up solely* |
| 761 |  | *of faculty participating in the FERP.* |
| 762 |  |  |
| 763 | *D.* | *Chairs or directors of academic units may serve as members of their unit RTP* |
| 764 |  | *committee, if elected. However, if they serve as a member of the academic unit* |
| 765 |  | *RTP committee, they may not make a separate recommendation pursuant to* |
| 766 |  | *Section 3.4 of this document. Moreover, to avoid conflicts of interest, chairs or* |
| 767 |  | *directors of academic units may not sit with an academic unit RTP committee* |
| 768 |  | *during the time that it is considering his or her own materials for reappointment,* |
| 769 |  | *tenure, or promotion.* |

771 **3.3.2 Committee Composition**

772

773 *A. Members of academic unit RTP committees who participate in promotion* 774 *recommendations must not only be tenured, but also must have a higher rank than* 775 *the candidate(s) being considered. Moreover, they must not themselves be* 776 *candidates for promotion.*

777 *B. Within each academic unit, all RTP recommendations shall be considered by the* 778 *same committee. However, there may be different committees for different kinds* 779 *of RTP matters. For example, one committee comprised of three faculty members* 780 *at the rank of Associate Professor might consider all candidates within the*

781 *academic unit who are eligible for reappointment, tenure and promotion to the* 782 *rank of Associate Professor. A second committee comprised of three faculty* 783 *members with the rank of Professor might consider only candidates eligible for* 784 *promotion to the rank of Professor.*

785

# 786 3.3.3 Responsibility and Accountability

787

788 *A. The initial responsibility to ensure compliance with RTP policies and deadlines*

789 *rests with the candidate. Candidates are expected to furnish necessary and*

790 *relevant evidence to support their applications, and to provide this information in*

791 *accordance with established deadlines.*

792 *B. Candidates may request a meeting to review recommendations with both the* 793 *academic unit RTP committee and the chair or director of their academic unit.* 794 *Candidates have the contractual right to respond in writing to these*

795 *recommendations before they are forwarded from the academic unit to the*

796 *college-level RTP committee and/or the Dean.*

797

## 798 3.3.4 Prohibition on Multiple Levels of RTP Review

799 *No one individual may participate in the evaluation of any single candidate in*

800 *more than one level of review.*

801

## 802 3.3.5 Ad Hoc Committees

803 *If fewer than the required number of members, as specified in the academic unit* 804 *RTP policy or this document, are eligible from the academic unit, then additional* 805 *members from outside the academic unit shall be selected in accordance with the* 806 *following procedure:*

807

1. *A. Nominees may be from any school or college within the university provided*
2. *that they have some familiarity with the RTP candidate’s discipline or area of*
3. *expertise.*
4. *B. After prospective nominees have granted their permission to stand for election*
5. *to an ad-hoc RTP Committee, the academic unit shall submit the names of all*
6. *candidates for election to the unit’s RTP committee and then conduct an*
7. *election.*

## 3.3.6 Joint Appointments

1. *Joint appointments shall be evaluated by a committee composed of members of each academic*
2. *unit served by the person being evaluated. The joint-appointment RTP committee shall be*
3. *composed of members currently elected to each academic unit's RTP committee. This committee*
4. *shall use the existing criteria of each academic unit to evaluate the individual holding joint*
5. *appointment pursuant to item VI, Academic Senate Policy Statement 94-11.*

## 3.4 Chair or Director of the Academic Unit

1. *The chair or director of the academic unit (hereinafter referred to as “the chair”) is responsible* 825 *for communicating the academic unit, college, and university policies to candidates. The chair* 826 *also provides ongoing guidance to candidates as to whether their performance is consistent with* 827 *academic unit expectations. The chair, in collaboration with college and/or academic unit*

828 *mentors, is responsible for talking with candidates about their overall career development and*

829 *providing professional mentoring.*

830

## 831 3.4.1 Meeting with Committee

832 *The chair shall meet with the academic unit RTP committee prior to the beginning* 833 *of the academic unit evaluation process to review the academic unit, college, and* 834 *university processes and procedures.*

835

## 836 3.4.2 Optional Independent Evaluation by Director or Chair

837 *Directors or chairs of academic units may write independent evaluations of all* 838 *RTP candidates unless the director or chair is elected to the RTP committee of* 839 *their academic unit. However, in promotion considerations, a director or chair* 840 *must have a higher rank than the candidate being considered for promotion in* 841 *order to contribute a review or participate on a review committee. In no case may* 842 *a director or chair participate in the evaluation of any single candidate in more* 843 *than one level of review.*

844

## 845 3.4.3 Candidate’s Rights

846 *At all levels of review, before recommendations are forwarded to a subsequent* 847 *review level, candidates shall be given a copy of the recommendation and the* 848 *written reasons therefore. The candidate may submit a rebuttal statement or* 849 *response in writing and/or request a meeting be held to discuss the*

850 *recommendation within ten (10) days following receipt of the recommendation. A* 851 *copy of the response or rebuttal statement shall accompany the candidate’s file* 852 *and also be sent to all previous levels of review. This section shall not require that* 853 *evaluation timelines be extended.*

854

## 855 3.5 Health Care Administration RTP Policy

856 *This document serves as the official HCA RTP policy. It shall be interpreted to ensure* 857 *consistency of standards across the college to the maximum extent possible in light of the* 858 *breadth of disciplinary diversity and expertise within* the academic unit.

859

860

# 862 4. 0 TIMELINES FOR THE RTP PROCESS

863

864 *All tenured and probationary tenure-track faculty members undergo performance review and* 865 *evaluation. Probationary faculty members are evaluated each year. During years when the* 866 *candidate is not being reviewed for reappointment, tenure, and/or promotion, the candidate will* 867 *undergo periodic review. Tenured faculty members are evaluated every five (5) years.*

868

869 *The following timelines apply to candidates who are appointed at the rank of Assistant Professor* 870 *with no service credit; actual timelines may vary according to level of appointment and service* 871 *credit.*

872

# 873 4.1 Evaluation of Probationary Faculty for Reappointment

874

# 875 4.1.1 Periodic Review (“Mini-Review”)

876 *In the first year and second years of service, as well as in successive probationary* 877 *years during which a candidate is not being reviewed for reappointment, tenure, or* 878 *promotion, the annual evaluation takes the form of a periodic review (“mini-*

879 *review”). The periodic review is conducted by the academic unit RTP committee,* 880 *the chair or director of the academic unit, and the college Dean. The periodic* 881 *review provides guidance for professional development, especially with regard to* 882 *the candidate’s progress toward reappointment and, later, tenure. Thus, periodic* 883 *reviews shall commend probationary faculty member for meeting or exceeding* 884 *expectations in the relevant areas of review, while providing written guidance for* 885 *making improvements in areas which need strengthening*. See Appendix B for the 886 streamlined procedures to be used for mini-reviews.

887

# 4.1.2 Reappointment Review

1. *In the third year of service, the annual evaluation takes the form of a reappointment*
2. *review. Successful candidates are reappointed for one, two, or three years.* If
3. reappointed for three years, probationary faculty shall continue to be evaluated
4. annually using the periodic review process. If, however, candidates are reappointed
5. for a shorter period of time, then they are to be evaluated annually using the
6. periodic review process until such time as they undergo another formal
7. reappointment review.

# 4.2 Evaluation of Probationary Faculty for Tenure and Promotion

1. *In the first and second years of reappointment (or fourth and fifth years of continuous* 899 *service), the annual evaluation takes the form of a periodic or reappointment review, as* 900 *appropriate. In the third year of reappointment (or the sixth year of continuous service)* 901 *the annual evaluation takes the form of a tenure review, which may also be a review for* 902 *promotion. A probationary faculty member may request consideration for early tenure* 903 *and promotion prior to the scheduled sixth year review. This process is discussed under* 904 *Section 5.5* of the College of Health and Human Services RTP Policy.

905

906

907

# 908 4.3 Evaluation of Tenured Faculty for Promotion

909 *An Associate Professor becomes eligible for promotion review to the rank of Professor in* 910 *the fifth year at the rank of Associate Professor. A tenured Associate Professor, however,* 911 *may opt to seek early promotion to the rank of Professor prior to the fifth year in rank in* 912 *accordance with the provisions of Section 5.5* of the College of Health and Human

913 Services RTP Policy.

914

915 *A tenured faculty member may choose not to be evaluated for promotion in a given year;*

916 *however, the faculty member will still be required to undergo the five-year periodic* 917 *evaluation of tenured faculty as outlined in relevant Academic Senate policy documents.* 918

# 919 5.0 APPOINTMENT AND PROMOTIONAL LEVEL CRITERIA

920

921 Section 5 of the university and CHHS RTP policies outline the general standards for

922 reappointment, tenure, and promotion. This RTP Policy elaborates on those policies by

923 providing the specific criteria under which RTP candidates from the Department of Health Care

924 Administration will be reviewed.

# 925 6.0 STEPS IN THE RTP PROCESS

926

## 927 6.1 Academic Affairs Sets Dates

928 *The Division of Academic Affairs determines the timelines for the RTP process, including*

929 *deadlines for the submission of the candidate’s materials, dates for the open period,* 930 *completion of all RTP reviews by all review levels, and final decision notification to the* 931 *candidate. The deadlines for notification of final actions shall be consistent with the* 932 *requirements of the CSU-CFA Collective Bargaining Agreement (CBA).*

933

## 934 6.2 Academic Affairs Notifies Candidates of Eligibility

935 *The Division of Academic Affairs notifies all faculty members of their eligibility for*

936 *review and specifies items required to be provided by all candidates.*

937

## 938 6.3 Posting of Notice of Open Period

939 *Academic units shall post in their offices a list of candidates being considered for*

940 *reappointment, tenure, or promotion, following timelines and guidelines for the open*

941 *period provided by the Office of Academic Affairs and consistent with the requirements of*

942 *the CBA. A copy of all information submitted shall be provided to the candidate. The* 943 *chairperson of the academic unit RTP committee prepares an index of the materials* 944 *submitted during the open period to be included in the candidate’s file.*

945

## 946 6.4 Preparation and Submission of RTP File

947 *Candidates prepare materials for review and deliver them to the academic unit RTP*

948 *committee by the deadline.*

949

## 950 6.5 Review by Department RTP Committee

951 *The RTP Committee of the Department of Health Care Administration reviews the* 952 *candidate’s materials and, using the standard university form, provides a written* 953 *evaluation and recommendation to the next level of review by the deadline.*

954

## 955 6.6 Review by Department Chair

956 *The chair or director of the academic unit, if eligible and if not an elected member of the* 957 *academic unit RTP committee, may review the candidate’s materials and may provide an* 958 *independent written evaluation and recommendation to the next level of review by the* 959 *deadline.*

960

## 961 6.7 Review College RTP Committee

962 *The college RTP committee reviews the candidate’s materials and provides an*

963 *independent written evaluation and recommendation to the next level of review by the*

964 *deadline.*

965

## 966 6.8 Review by Dean

967 *The Dean reviews the candidate’s materials and provides an independent written review*

968 *and recommendation to the Provost by the deadline.*

969

## 970 6.9 Review by Provost

971 *The Provost reviews the candidate’s materials and provides an independent written* 972 *review and recommendation to the President. The President has the authority to make* 973 *final decisions for the university with respect to reappointment, tenure, and promotion.* 974 *The President (or Provost as designee) notifies the candidate of the final decision*

975 *regarding reappointment, tenure, and/or promotion by the deadline.*

976

# 977 7.0 ADDITIONAL PROCESSES

978

979 ***7.1 Withdrawal***

980 *Prior to the final decision, candidates for promotion may withdraw without prejudice* 981 *from consideration at any level of review (see CBA). This provision also applies to* 982 *candidates for early tenure.*

983

## 984 7.2 Missing Documentation

985 *If, at any time during the review process, the absence of required evaluation documents is*

986 *discovered, the RTP package shall be returned to the level at which the requisite*

987 *documentation should have been provided. Such materials shall be provided in a timely*

988 *manner.*

989

990 ***7.3 Rebuttal***

991 *At each level of review, the candidate shall be given a copy of the recommendation,*

992 *which shall state in writing the reasons for the recommendation, before the*

993 *recommendation is forwarded to the next review level. The candidate shall have the right*

994 *to provide a rebuttal/response in writing no later than ten (10) calendar days following*

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*receipt of the recommendation. A copy of all of the candidate’s rebuttal/responses shall be forwarded to the next level of review, as well as to any previous review levels.*

## 7.4 External Review

*The candidate or evaluators at each level of review may request an external evaluation, consistent with Academic Senate policy on external evaluations (see Policy 86-07 or its successor).*

## APPROVAL OF AND CHANGES TO THIS RTP POLICY

* 1. ***Ratification***

*This RTP policy is subject to ratification by a majority of voting tenured and probationary faculty members in the Department of Health Care Administration and to approval by the CHHS Faculty Council, the Dean, and the Provost.*

## Amendments

*Amendments to this Policy may be initiated by a petition signed by fifteen percent (15%) of the entire full-time tenured and tenure-track faculty of the Department of Health Care Administration. Upon receiving a petition so initiated, the Dean of the College (either directly or through the Department Chair as the Dean’s designee) shall communicate the proposed amendment(s) to the faculty members in the Department of Health Care Administration at least two weeks (i.e., 14 calendar days) prior to voting.*

## Voting on Amendments

*Voting on amendments shall be by ballot prior to the close of the preceding academic year of adoption, and shall comply with the policy as identified in the CSU/CFA Collective Bargaining Agreement.*

## Majority Needed to Adopt

*To become effective, all proposed amendments shall require a majority of the ballots cast by eligible voters and the approval of the Faculty Council, Dean and the Provost/Vice President for Academic Affairs.*

## Voting Rights

*All tenured and tenure-track faculty members in the Department of Health Care Administration – including those on leave, sabbatical, and FERP – are eligible to vote on RTP policy matters.*

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APPENDIX A: PEER EVALUATION OF TEACHING FORM



**COLLEGE OF HEALTH AND HUMAN SERVICES DEPARTMENT OF HEALTH CARE ADMINISTRATION**

EVALUATION REPORT FROM

PEER-OBSERVATION OF CLASSROOM TEACHING

PART- TIME

FULL- TIME

Number of

WTUs

INSTRUCTOR'S NAME INSTRUCTOR'S RANK COURSE OBSERVED

OBSERVATION DATE

NUMBER OF STUDENTS PRESENT

TIMEBASE

# A. Summary of Key Teaching Performance Indicators

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **The class session began with an overview of the lesson's objectives and then proceeded to meet those objectives through the delivery of instruction.** | | | | |
| Excellent | Satisfactory | Needs Improvement | Unsatisfactory | Not applicable or insufficient opportunity to observe in the particular  lesson |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **The lesson was well-organized.** | | | | |
| Excellent | Satisfactory | Needs Improvement | Unsatisfactory | Not applicable or insufficient opportunity to observe in the particular  lesson |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **The methods used to deliver the lesson during the observed class session were appropriate for meeting the learning objectives.** | | | | |
| Excellent | Satisfactory | Needs Improvement | Unsatisfactory | Not applicable or insufficient opportunity to  observe in the particular lesson |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **The instructor was well-prepared for class.** | | | | |
| Excellent | Satisfactory | Needs Improvement | Unsatisfactory | Not applicable or insufficient opportunity to observe in the particular  lesson |

1044

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **The instructor integrated content from sufficiently varied sources to add both breadth and depth to the lesson.** | | | | |
| Excellent | Satisfactory | Needs Improvement | Unsatisfactory | Not applicable or insufficient opportunity to observe in the particular  lesson |
| **Information communicated by the instructor was accurate and up-to-date (i.e., the instructor’s subject mastery and currency were evident).** | | | | |
| Excellent | Satisfactory | Needs Improvement | Unsatisfactory | Not applicable or insufficient opportunity to  observe in the particular lesson |

1045

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **The instructor was effective in presenting subject content and materials in the class session.** | | | | |
| Excellent | Satisfactory | Needs Improvement | Unsatisfactory | Not applicable or insufficient opportunity to observe in the particular  lesson |

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| **The instructor was enthusiastic and/or was able to arouse student interest, curiosity, motivation, and/or participation.** | | | | |
| Excellent | Satisfactory | Needs Improvement | Unsatisfactory | Not applicable or insufficient opportunity to observe in the particular  lesson |

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| **The instructor fostered an effective educational environment that facilitated creative expression, critical thinking, intellectual inquiry, and/or student engagement.** | | | | |
| Excellent | Satisfactory | Needs Improvement | Unsatisfactory | Not applicable or insufficient opportunity to observe in the particular  lesson |

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# 1049 B. Course Syllabus Construction

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| **1. Consistent with CSULB policy, the syllabus adequately sets forth:** | | | |
|  | course meeting times and location | Yes | No |

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|  | the instructor's office location and office hours | | | | | | | Yes | No |
| the instructor's contact information | | | | | | | Yes | No |
| required books and resources | | | | | | | Yes | No |
| an explanation of the instructor's attendance policy | | | | | | | Yes | No |
| an explanation of how the instructor will enforce the university's withdrawal policy | | | | | | | Yes | No |
| course requirements that form the basis of the assessment of student  performance | | | | | | | Yes | No |
| a statement on academic integrity | | | | | | | Yes | No |
| a course outline or schedule | | | | | | | Yes | No |
| **2. Other syllabus evaluation criteria:** | | | | | | | | | |
|  | The learning goals of the course and the relationship of the course to the major and/or to general education are clearly conveyed to students in behavioral terms. | | | | | | | | |
| Excellent | | Satisfactory | | Needs  Improvement | | | Not at  all | |
| Grading practices, standards, and criteria are clearly articulated. | | | | | | | | |
| Excellent | | Satisfactory | | Needs  Improvement | | | Not at  all | |
| Instructional methods used in the course are explained and are appropriate to the course  taught. | | | | | | | | |
| Excellent | | Satisfactory | | Needs  Improvement | | | Not at  all | |
| Course assignments are explained and are appropriate to/for the course taught. | | | | | | | | |
| Excellent | | Satisfactory | | Needs  Improvement | | | Not at  all | |
| Course content appears to be up-to-date, appropriate to the course topic, and enhancing of  student learning. | | | | | | | | |
| Excellent | | Satisfactory | | Needs  Improvement | | | Not at  all | |
| The course appears to integrate materials that are interdisciplinary and/or comparative. | | | | | | | | |
| Excellent | Satisfactory | | Needs Improvement | | Not at all | Not applicable | | |

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1. Qualitative Feedback on Teaching
   1. Describe the lesson taught, including the subject, objectives, and methods used.
   2. Describe the instructor’s teaching as it related to content mastery, currency, breadth, and depth.
   3. How well organized and clear was the presentation?
   4. How effective were the methods of instruction used for this presentation?
   5. Describe the level of student interest and participation.
   6. What were the instructor’s major strengths? Weaknesses?
   7. What specific and constructive recommendations would you make to improve the instructor’s teaching in this class?

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1. Overall Rating of Teaching

On the basis of the evidence provided in Sections A, B, and C, I rate the instructor’s overall teaching as:

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| **Excellent Proficient Satisfactory Needs Improvement Unsatisfactory** | | | | | | | | | | |

SIGNATURE OF PEER-

EVALUATOR:

DATE

TITLE OF PEER EVALUATOR

NAME OF PEER EVALUATOR

|  |  |
| --- | --- |
| SIGNATURE OF EMPLOYEE | |
| I have read the above evaluation. My signature indicates neither agreement nor disagreement with it. | |
| EMPLOYEE SIGNATURE | DATE |
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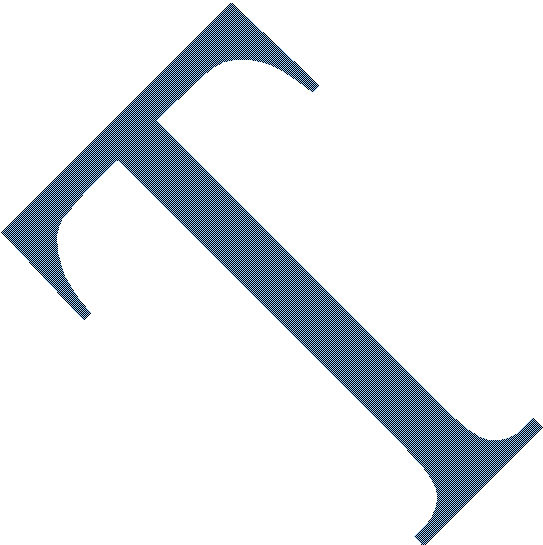
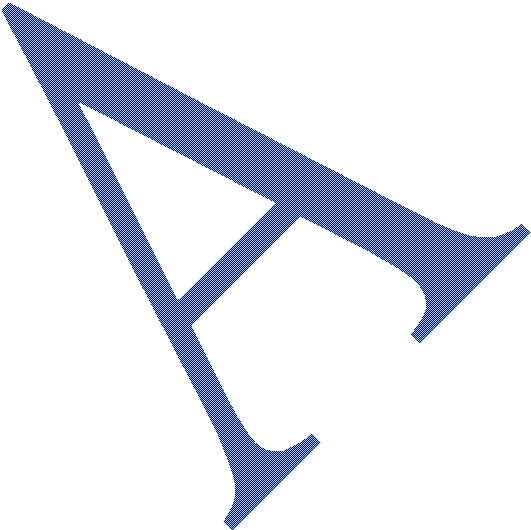
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APPENDIX B: GUIDELINES FOR MINI-REVIEWS

Mini-Reviews of probationary faculty are to be conducted by the Department of Health Care Administration RTP Committee, the Department Chair (optional), and the College Dean. The standard form for evaluation must be used. Pursuant to that form, a candidate's activities are to be evaluated under the categories of: (1) instruction and instructionally-related activities; (2) research and scholarly and creative activities; and (3) department, college, university, community, and professional service. The dossier, however, for a mini-evaluation is not a full RTP evaluation file. Accordingly, candidates for mini-reviews are expected to submit only those materials covering the period since the most recent review (i.e., since their last mini-evaluation or since their last formal RTP review for reappointment).1



To assist the Department RTP Committee in conducting a mini-evaluation of a probationary faculty member, the candidate must submit an updated PDS which addresses: (1) instruction and instructionally-related activities; (2) research and scholarly and creative activities; and (3) department, college, university, community, and professional service. These updates are to be supported with the following documentation:

* 1. Narrative – The narrative for a mini-review should be in the form of a short letter (two to three pages) that reflects on a candidate's accomplishments in all three areas either since initial appointment (for new probationary faculty), since the last mini-review (for candidates in their second or fifth years), or since formal reappointment (for candidates in their fourth year).

In terms of the content of the narrative, two or three paragraphs should be devoted to reflection on one's teaching. Two or three paragraphs should discuss the candidate's scholarly activities; in these paragraphs, in accordance with Section 2.2.2 of the Department RTP Policy (and its subsections), candidates must identify their program of scholarly research. It is important that specific goals and plans – both current and future

– be clearly articulated and documented because mere claims of intent are insufficient. This should include not only a written plan of research activity, but also some indication of how data for empirically-based research may be derived or obtained. Finally, a paragraph or two should explain the candidate's service contributions during the relevant review period.

* 1. Student Evaluations – In accordance with Section 2.1.3(A)(1) of the Departmental RTP Policy, candidates for mini-review are strongly encouraged to submit all student evaluations, both quantitative and qualitative, from all sections of all courses they have had evaluated; In addition, candidates must submit a summary table of their student evaluations from all sections of all courses taught and evaluated since initial appointment. Thus, this table is created in the year of initial appointment and is updated annually by

1 New probationary faculty should therefore submit materials from the date of appointment. However, if service credit was given at the time of appointment, candidates should also include materials for the credited years.

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| 1147 | adding the data from additional courses that are subsequently evaluated by students. | The |
| 1148 | table should be presented using the following format: |  |
| 1149 |  |  |
| 1150 | Table 1: |  |
| 1151 |  |  |
| 1152 |  |  |
| 1153 | RTP Teaching Evaluation Summary Chart |  |
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| Cours | in | respon | . | SD | GPA |
| e No. | clas  s | -ses | Mean |  | for G/U |
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