

THE REAPPOINTMENT, TENURE & PROMOTION (RTP) PROCESS

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Expectations

- ▣ New Paltz context
 - High-quality teaching matters
 - Teacher-scholar model: research, scholarship & creative activities inform teaching
 - Balance of teaching, research & service

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- ▣ SUNY Policies of the Board of Trustees: Five Criteria

The SUNY Policies of the Board of Trustees

Five Criteria

- ▣ Mastery of subject matter
- ▣ Effectiveness in teaching
- ▣ Scholarly ability
- ▣ Effectiveness of University service
- ▣ Continuing growth

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- ▣ SUNY Policies of the Board of Trustees: Five Criteria
- ▣ Department- and discipline-specific criteria

Department/Discipline Specific Criteria

- ▣ Stipulate any unique issues related to how mastery of the subject matter is understood in the specific discipline
- ▣ Contextualize teaching excellence
- ▣ Define scholarly expectations and definitions in the specific arena
- ▣ Speak to service needs and expectations in program
- ▣ Indicate the types of growth that might be expected in the subject area (in addition to general development in teaching)

Peer Review

- ▣ Internal and external
- ▣ Scholarly and creative works
- ▣ Teaching assessment

Feedback on Progress

- ▣ Formative assessment
 - Frank, honest and complete feedback
 - Identify strengths
 - Identify areas for improvement
 - ▣ Plan remedies
 - ▣ Goals to achieve
 - ▣ Document the concerns - no surprises
 - Celebrate successes
- ▣ Department mentoring

Feedback on Progress

- ▣ Summative assessment
 - As candidate nears the tenure decision
 - Both from internal and external peers
 - Internal - Based on aggregated formative assessment
 - External – Scholarly/creative activity

Review as Rhetorical Argument

- ▣ Candidate is making an argument
- ▣ Story of past goals, achievement of those goals, and frames future evaluations
- ▣ Reviewers' reports based on evaluation, not summary
- ▣ Evidence based, linked to criteria
- ▣ Include context that will enhance reviewers' understanding of achievements
- ▣ Informed by earlier assessments

In the End...

- ▣ No mystery
- ▣ Supportive process
- ▣ Everyone wins!