THE REAPPOINTMENT, TENURE & PROMOTION (RTP) PROCESS

Mary Stella Deen
Interim Provost/Vice President
for Academic Affairs
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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- Department- and discipline-specific criteria
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 concerns - no surprises
    - Celebrate successes
Feedback on Progress

- Summative assessment
  - As candidate nears the tenure decision
  - Based on aggregated formative assessment
Reviewers’ Recommendations

- Based on evaluation, not summary, of candidate’s documentation of progress
- Evidence based, linked to criteria
- Include context that will enhance reviewers’ understanding of achievements
- Informed by interpretations and judgments of earlier assessments