

**Asian American Studies Department  
College of Ethnic Studies  
San Francisco State University**

**Retention, Tenure, and Promotion Reviews  
Department Evaluation Criteria**

Approved by the Provost April 2011

The following Asian American Studies Department evaluation criteria for retention, tenure, and promotion, which are consistent with current university policy and the departmental review process, were approved on March 18, 2011 by the department and by the University Provost, Academic Affairs on April 8, 2011.

The Asian American Studies Department expects its faculty to sustain and advance the mission of the department in accordance with the statement adopted on March 12, 2010:

Since Fall 1969, the Asian American Studies Department at San Francisco State University has furthered the understanding of the histories and cultures of Asian Americans and the various identities and experiences of our communities. Through teaching, community service, and research, we use interdisciplinary approaches to address the structural and ideological forces that shape the lives of Asian Americans. We support self-determination by developing the creative expressions, voices, critical pedagogies, and analyses of our communities. Social justice, equity, and activism within Asian American communities, and respect for differences, especially ethnic diversity, are fundamental principles that guide our work.

**TEACHING EFFECTIVENESS**

The main objective of the faculty appointment is to charge the individual faculty with the responsibility to transmit knowledge in Asian American Studies to the students and to infuse new knowledge into the existing Asian American Studies curriculum. This review criterion shall concentrate on the faculty's pedagogical performance and effectiveness as evidenced in (1) classroom instruction, (2) curricular development of existing courses, and (3) student advising on curriculum matters.

**PROFESSIONAL ACHIEVEMENT AND GROWTH**

As a programmatic agenda, it is imperative in the Asian American Studies Department that its faculty members develop credentials and scholarship in the field of Asian American Studies. In reviewing professional achievement and growth, focus shall be on the faculty's scholarly and creative contributions to the Asian American Studies discipline through research and publication, presentations to professional organizations, and through documented pedagogical and curricular innovations such as the creation and implementation of new courses.

**CAMPUS AND COMMUNITY SERVICE**

**Community.** A threshold requirement embedded in the political perspective of Asian American Studies at San Francisco State University is that its faculty members shall manifest the

philosophy of active community involvement as part of their professional development and commitment. In accordance with the mission of San Francisco State University as a preeminent urban university, faculty members of the Asian American Studies Department are expected to participate in the betterment of the Asian American communities. Professional leadership and service in professional organizations of one's discipline(s) is another area of community service for Asian American Studies Department faculty.

**Campus.** It is expected that a faculty member of the university community shall be active in and sensitive to the issues concerning the campus community. However, junior faculty in their early years should focus on teaching, professional growth, and community service, and not become so heavily involved with university non-teaching activities that would hamper their teaching effectiveness, professional growth, and community service. University non-teaching activities at all levels—departmental, college, and university-wide—shall be considered, including student service. In addition, the department recognizes the value and importance of a faculty's ability to maintain collegial relations, both within and outside the department, not only in the area of campus service, but also in the form of collaborative activity in teaching and professional development.