

Library Retention, Tenure and Promotion (RTP) Criteria

COVID-19 Addendum

Approved by Library Faculty 3/23/2022

Revised by University Librarian 9/9/2022

Library faculty endorse the Rationale in Academic Senate Policy #S22-287 Temporary Modification of Academic Senate Policy #S20-241: Policy Resolution on Retention, Tenure and Promotion (<https://senate.sfsu.edu/policy/temporary-modification-academic-senate-policy-s20-241-policy-resolution-retention-tenure-1>) regarding the disruption of tenure-line faculty work, including, teaching, research/scholarship/creative activities (RSCA), and service as a result of the COVID-19 pandemic.

The Library recognizes the professional as well as personal health tolls that the COVID-19 global pandemic takes on faculty. The move to emergency remote work in March 2020 impacted all faculty with its increased technical challenges and preparation time requirements. Furthermore, the current and ongoing crises mean that many faculty are engaged in high levels of emotional labor, beyond normal expectations, in support of students and colleagues. Research has demonstrated that this emotional labor disproportionately affects faculty who identify as Black, indigenous, and people of color (BIPOC) as well as women, queer, and trans faculty (these identities often intersect and overlap). The Library RTP committee, chair, and administrators will take into consideration the structural conditions of this time, including:

- As provided in the Academic Senate policy, tenure-track faculty members who were probationary in 2020-2021 and/or 2021-2022 and would normally be eligible for tenure review in a fall semester but wish an additional probationary year can notify all levels of review in writing that they do not wish to be considered that year. Their review for tenure will automatically take place the following academic year. There will be no corresponding rise in expectations as a result of extending the tenure clock by an additional year. This decision is entirely at the discretion of the faculty member in question, and the decision to take or not take that extra year will in no way affect the evaluation of that faculty member.
- The work involved in converting from face-to-face to online or remote work is significant, as are certifications in online education or provision of online library services. These shall count towards the candidate's demonstration of professional development and, in some cases, innovation in library assignment.
- Some Library, university, professional, and community service activities have been postponed, and others made more difficult. The Library's RTP criteria (<https://facaffairs.sfsu.edu/sites/default/files/documents/RTPCriteriaLibrary2019.pdf>), Standards for Tenure and/or Promotion shall be amended as follows:

- Tenure and/or Promotion to Associate Librarian (pg. 16, Standards for Tenure and/or Promotion to Associate Librarian, Professional Achievement and Growth, bullets 1-2): the total number of required activities shall be reduced by two, although the requirement for at least two completed peer-reviewed activities shall remain.
- Promotion to Librarian (pg. 17, Standards for Associate Librarians Seeking Promotion to Librarian, Professional Achievement and Growth, bullets 1-2): the total number of required activities shall be reduced by one, and the requirement for at least four peer-reviewed activities shall be reduced by one.

This Addendum to the Library's RTP Criteria applies to all tenure-track and tenured faculty who held positions in the SF State Library in Spring 2020, 2020-2021 (inclusive of Summer 2020) and/or 2021-2022 (inclusive of Summer 2021). It will be in effect for three years, 2022-2025. The Academic Senate policy states, "Departments shall review addenda three years after their approval to determine their continued relevance. After this period, it will be assumed that any addenda approved as a result of this resolution will have expired unless they are updated."