

Cal State East Bay  
College of Education and Allied Studies (CEAS)

**Retention, Tenure, and Promotion: Department Guidelines for  
Professional Achievement**

**April 13, 2017 Revisions**

Approved by the faculties of the following departments at their May 2017 department meetings: Educational Leadership (May 3); Educational Psychology (May 3); Hospitality, Recreation, and Tourism (May 10); Kinesiology (May 3); and Teacher Education (May 3)

**1. Introduction**

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2.1 This set of Guidelines creates two "Paths" to promotion and tenure: Path 1,



8.2 For faculty receiving service credit at the time of appointment, only those accomplishments achieved after appointment to the Cal State East Bay faculty shall be counted in the evaluation of a faculty member.

8.3 Faculty who receive service credit at the time of appointment may include in their dossier a separate section containing evidence of accomplishments for the period of time they received service credit. The preponderance of evidence must substantiate achievements at Cal State East Bay.

**9. Effective Dates**

9.1 These Guidelines shall be applied to all tenure track faculty who begin service on or after the start of the Fall Quarter, 2014.

9.2 Faculty candidates for tenure and /or promotion, who began service before the start of the Fall Quarter, 2014, however, may request that they be evaluated by these Guidelines.

9.3 Department criteria defined as part of section 4.4 shall apply to those faculty who begin service at Cal State East Bay after the department criteria have been approved by the Dean.

**Table 1**

**Path 1: Emphasis on Publication**

	<b>COLUMN 1-1</b>	<b>And</b>	<b>COLUMN 1-2</b>	<b>And</b>	<b>COLUMN 1-3</b>	<b>Totals</b>
	<b>Only from Category A</b>		<b>From Categories A or B</b>		<b>From any Category A-E</b>	
To Associate	1		2-3		2	5-6
For Tenure	1		2-3		2	5-6
To Professor	+2		+2-3		+3	7-8

## Path 2: Emphasis on Professional Community

	<b>COLUMN 2-1</b>	<b>And</b>	<b>COLUMN 2-2</b>	<b>And</b>	<b>COLUMN 2-3</b>	<b>Totals</b>
	<b>Only from Category D</b>		<b>From Categories A or B</b>		<b>From any Category A-E</b>	
To Associate	1-2		2-3		2	5-7
For Tenure	1-2		2-3		2	5-7
To Professor	+2-3		+2-3		+3	7-9

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**Category A: International or National Refereed Journals, Invited Chapters in Book from a National Publisher, or Books**

- \* International or national refereed journals
- \* Invited chapters in books from a national publisher
- \*Book

**Category B: State, Regional Refereed Journals, or Author or Accepted, Refereed Externally Funded Grant Proposal**

- \* State or regional refereed journals
- \* Author of accepted, refereed, externally-funded grant proposal

**Category C: Presentation**

- \* Refereed presentations, whid(e)-1oorratoin

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