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TO: Garrick Percival
Chair, Political Science

FROM: Magdalena Barrera
Vice Provost for Faculty Success

DATE: 10 May 2023

SUBJECT: Approved Department RTP Guidelines

On behalf of Provost Vincent Del Casino, I am pleased to report that the Political Science departmental RTP Guidelines (dated March 17, 2023) have been renewed. Per University Policy S15-7, these guidelines have been reviewed by the Professional Standards Committee of the Academic Senate, the College of Social Sciences, and the Office of the Provost. The implementation date for these approved guidelines is August 17, 2023, and the document will come up for review again in five years.

A copy of these guidelines must be included in the dossier of all RTP candidates from the Department of Political Science.

C: Heather Lattimer, Interim Dean, Social Sciences
Laxmi Ramasubramanian, Interim Associate Dean for Research
James Lee, Senior Director, UP-Faculty Services
Rachael French, Chair, Professional Standards Committee of the Academic Senate

Effective Date: August 17, 2023
Review Cycle: AY 27-28
Expiry: Fall Semester 2028* (1st Duty Day)

**Per S15-7, 4.3.3, Guidelines that display a date more than five years old calculated from the time of the submission of the dossier shall be considered invalid, except as provided below in "Continuity of guidelines throughout review period."*

James Lee, Senior Director, Faculty Services

RTP Scholarly/Artistic/Professional Achievement Guidelines
Department of Political Science

(Approved by Political Science Faculty 9-0) with 1 Abstention
March 17, 2023

Preamble

The Department of Political Science exercises its prerogative under S15-7 to create department guidelines to "assist committees and administrators outside the department" to understand "standards appropriate to the … profession" (4.1.5.) Political Science has determined that the standard criteria for teaching and service will serve the needs of our department, but that the great diversity and range of scholarly achievements appropriate within our discipline does warrant the elaboration of department specific guidelines.

Scholarship must support broad range of teaching and service assignments

The Department of Political Science is a mid-sized department. Approximately 70% of our FTES is derived from general education courses at both the lower division and upper division level. About 30% of our FTES is derived from the Political Science major. These different levels of teaching demand different skill sets and different kinds of professional preparation, and yet all of our permanent faculty teach general education and upper division courses in the major.

Given the extensive and diverse teaching and service assignments within our department, and the important synergies between them, we value the university policy that "scholarship that focuses on teaching and learning within a candidate's discipline, and which appears in peer reviewed publications, is explicitly allowed and encouraged" (S15-8 2.3.5.3). To this we would add that the scholarship of teaching is valuable across all of the subdisciplines in Political Science. We also encourage and value the scholarship of engagement (S15-8 2.3.5.1). This type of work has a strong tradition in the department and can directly benefit students, the university, and the broader community.

Wide range of subdisciplines have implications for scholarship

Political Science is divided into multiple subdisciplines, each of which has very different venues for publication and the dissemination of research.

1. American politics, comparative politics, and international relations have a range of traditional peer reviewed journals available, but beyond a handful of highly selective flagships most journals tend to be specialized and limited by topic areas. Highly specialized journals may not have high levels of "impact" as conventionally measured by

citation indexes, but this does not reduce their true importance within a particular specialty area. While publications in highly selective journals are prized, they are not the norm in our department or the discipline more generally.
2. Public law faculty may publish either in mainstream political science journals or sometimes in law journals. Since law journals have different methods for review than academic journals, we expect publications in law journals to be accompanied with an explanation of the review process.
3. Political theory has a very limited range of specialized journals. It is also rare for political theorists to publish in mainstream political science journals. Instead, they tend to rely on academic books, interdisciplinary journals, and extra-disciplinary journals such as in philosophy, criminology, ethnic studies, education, ethics, and history.
4. Public administration encompasses a range of academic journals, including both specialized publications devoted solely to public administration, as well as interdisciplinary journals from related fields, such as political science, sociology, psychology, economics and computer science, which publish articles with a focus on public administration. Additionally, practitioner journals are also part of this domain.

Appropriate venues beyond conventional journals and monographs

1. Common throughout multiple branches of political science are books that collect thematic essays and edited or co-edited special editions of journals. These are welcome, although candidates should document the review process for their contributions.
2. Given the university's need to cultivate ties to the local media and our faculty's natural ability to speak on political topics, we view the dissemination of expertise through national and local media as potentially a valuable exhibition of scholarship. Media appearances, interviews, op-eds, etc. need to go beyond citizen-activism and demonstrate genuine scholarly expertise. Such contributions need to be documented and reviewed and not merely enumerated.
3. Given the extensive ties of our department to local and state government and the surrounding community, we view the application of our scholarship through technical reports and advisory services that benefit elected bodies, government agencies, and non-profit organizations as valuable and scholarly achievements. This may be particularly relevant for our faculty working in American institutions, mass participation, public administration, and/or state and local government. Candidates should request an outside independent review of such achievements.
4. We encourage our faculty to retain publication rights so their scholarly work can be republished in SJSU Scholarworks, an open access repository. Open access journals are also acceptable to the department provided they meet all the same standards for peer review and ethics as traditional journals.
5. Faculty in all subdisciplines sometimes publish in academic books, with political theory making the most common use of this format. The format of the academic book (print, ebook, or open access) is immaterial, although the authorship (sole or multi), length, and importance must be judged and peer review standards met.
6. Research grants, including grants for public engagement scholarship and the scholarship of teaching and learning, especially those which undergo a rigorous review process, are

also highly valued by the university, college, and department.

In brief, the department finds all of these formats and venues to be meritorious, although the weight of any achievement will depend upon the quality of the work and its significance within the discipline, sub-discipline, or community.

Peer Review in our discipline and the need for documentation

Some journals, and books published through academic presses, are conventionally peer reviewed. We fully embrace the policy's requirement that "Published or otherwise completed works that are peer-reviewed or juried will normally receive the greatest weight" (S15-8, 2.3.1.4). However, we also believe that many other forms of scholarship that are not conventionally peer reviewed are valuable and, in some cases, highly appropriate to our mission within a comprehensive, metropolitan university. We encourage our faculty to pursue these alternative forms of scholarship, but require that candidates "request that disciplinary experts provide evaluations of any of their work to be included in the dossier" that is not conventionally peer reviewed. Such "external reviewers must be objective, and any relationships that could compromise objectivity should be disclosed in the evaluation" (S15-8, 2.3.1.3.) For example, a faculty member committed to the scholarship of engagement, including but not limited to extensive media interviews, active engagement with government and/or community partners and organizations, or the publication of technical reports, should seek a review from an independent expert from within the subdiscipline to determine the quality, extent, and impact of the contributions. The department leaves it to the candidate to determine the best person(s) to conduct an independent evaluation, but they may consult with the department chair. Such review is not required for publications approved by review boards or blind referees. However, given the unfamiliarity that many committees will have with the diverse range of outlets appropriate to our multifaceted discipline, candidates are advised to document whether each achievement is peer reviewed, and should also carefully explain any alternative review of the work which was conducted.

Definitions

In the following examples, when the term "highly selective journal" is used we refer to one of the top journals in the relevant field. The burden is on the candidate to provide evidence that a particular journal qualifies for this status, either by documenting a low acceptance rate, or high impact factor, or that it is the leading journal within its subdiscipline. Candidates should discuss this designation with senior colleagues well in advance of dossier submission to be sure that there is agreement that a given journal is accepted as "highly selective" by the department.

When the term "reputable peer reviewed journal" is used we mean any journal (relevant to the subdiscipline) which judges submissions by a blind peer review process and is known to publish strictly on merit.

An "academic book" is a book of substantial length published with an intended audience of academics, whether by a university press or by another publisher that caters to an academic audience.

Hypothetical examples of profiles that would warrant a given level of achievement:

S15-7 requires that guidelines provide "hypothetical examples of profiles that would warrant a given level of achievement" (4.2.1). The Department of Political Science provides these profiles while remaining acutely aware that they should be "inclusive and not exclusive in nature" (4.2.2). If a Political Science candidate has achievements that are roughly parallel with the kinds and levels of achievement we outline below, then these hypothetical profiles "may serve as a fair scale to assist in evaluating the level of achievement attained by the candidate" (4.2.1.) But we anticipate that some of our candidates will have achievements that are not anticipated in these guidelines. When this occurs, then our candidates should "be assessed using the more general language of the policy on Criteria and Standards" (4.2.2.)

3.3.2.3 Baseline. The candidate has, over the course of the period of review, created a body of completed scholarly/artistic/professional achievements and shows the promise of continued growth and success within his/her discipline (S15-8.)

Baseline 1. A sole authored article in a highly selective journal has probably reached this level of achievement, provided that it appears to be part of a promising pattern and is not an isolated achievement.

Baseline 2. Several (2-3) articles, whether sole authored or not, in any reputable peer reviewed journals, or several book chapters provided they are peer reviewed.

Baseline 3. A consistent series of reports and technical documents aimed at an audience of political, governmental, and/or governance professionals, provided these documents contribute to better governance and are linked to the faculty member's disciplinary expertise. Such documents should receive a positive independent review.

Baseline 4. A combination of some peer reviewed work joined with extensive media interviews and/or public testimony, provided these activities have been independently reviewed and found to have a demonstrable benefit to the public and are linked to faculty member's disciplinary expertise.

Baseline 5. A combination of some peer reviewed work joined with the application of a faculty member's disciplinary expertise via collaborative relationships and/or projects with community, government, and/or and campus organizations, provided these scholarship of engagement activities have been independently reviewed and found to have a demonstrable benefit to the public.

Baseline 6. A combination of some peer reviewed work accompanied by research presentations to the campus or community or internal or external research grants smaller than $5000, as part of a regular research program.

3.3.2.4 Good. In addition to the baseline as described above, the candidate has created scholarly/artistic/professional achievements that constitute important contributions to the discipline and that help to enhance the scholarly/artistic/professional reputation of the candidate's department, school, college, SJSU, or the CSU more generally (S15-8.)

Good 1. An academic book that appears to be part of a promising pattern of achievement.

Good 2. A sole authored article in a highly selective journal accompanied by at least two other articles or chapters in any reputable outlets.

Good 3. A consistent pipeline of articles whether sole authored or not (4-6 in total), appearing more or less annually in any reputable peer reviewed journals.

Good 4. Some peer reviewed publications joined with a particularly influential series of reports or technical documents aimed at an audience of political, governmental, and/or governance professionals. These documents must be independently reviewed and found to have a demonstrable benefit to the public and to be linked to faculty member's disciplinary expertise.

Good 5. Some peer reviewed publications, joined with a particularly influential series of media interviews, editorials, and/or public testimony. These activities must be independently reviewed and found to have a demonstrable benefit to the public and to be linked to faculty member's disciplinary expertise.

Good 6. Some peer reviewed publications combined with the extensive application of a faculty member's disciplinary expertise via collaborative relationships and/or projects with community, government, and/or and campus organizations, provided these activities have been independently reviewed and found to have a demonstrable benefit to the public.

Good 7. Some peer reviewed publications accompanied by additional research presentations or other scholarly achievements and at least one external RSCA grant equal to or larger than $5,000.

Excellent. In addition to a good performance as described above, this level requires achievements of both sufficient quality and quantity to establish a significant, important, and growing reputation within the candidate's field. Excellence in scholarly/artistic/professional achievement requires a body of work that is recognized as significant within the discipline (S15- 8.)

Excellent 1. Annual publications (5-6 in total), at least one of which appear in highly selective journals.

Excellent 2. An academic book, accompanied by additional journal articles or other scholarly achievements.

Excellent 3. A portfolio of regular peer reviewed publications such as that described above (Good 3) could be enhanced to qualify as excellent if it is accompanied by a series of reports, technical documents, extensive media contact, public testimony, and/or collaborative relationships and/or projects with community, government, and/or and campus organizations. Such documents/activities must be independently reviewed and found to have been of a significant benefit to the public and to be linked to faculty member's disciplinary expertise.

Excellent 4. A consistent pipeline of articles whether sole authored or not (7 or more), appearing more or less annually in any reputable peer reviewed journals.

Excellent 5. Annual publications (5-6 in total) or an academic book, accompanied by additional research presentations or other scholarly achievements and at least one external RSCA grant equal or larger than $5,000.