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## *Work, Productivity and Acknowledgement in American Higher Education*

*Leslie E. Wong, President  
San Francisco State University*

JUNBA Summit  
January 9, 2014

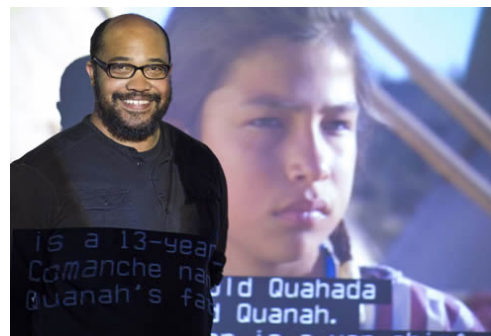


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## Faculty Tenure System

- Three Tiers
  - Assistant Professor
  - Associate Professor
  - Full Professor



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# Tenure Criteria

- Teaching Effectiveness
- Research & Professional Achievement
- Service to Campus & Community



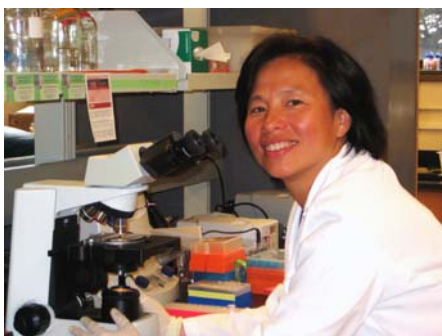
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# Tenure Timeline

- Probationary Term (Typically 6 years)
  - Annual Retention Reviews
  - Third Year Review
  - Sixth Year Review



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# Tenure Review Process

- Departmental Review
- Dean Review
- University Level Faculty Review
- Provost Review
- Presidential Review & Decision



# Student Community Service

- Community Engagement is a Core SF State Value
  - More than 450 Community Service Learning (CSL) courses offered per year
  - Nearly 1/3<sup>rd</sup> of our student population participates in CSL each year
  - SF State students contribute approximately 250,000 hours of service to our community each year



# Community Service at SF State



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## Community Service Learning Incentives

- *Service hours recorded on Student Transcripts*
- *Hands on work experience*
- *Contact with potential employers*
- *Apply academic coursework in real-world settings*
- *Learn to collaborate and work in teams*
- *Make a difference in your community*

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