
Work, Productivity and Acknowledgement in American Higher Education

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

JUNBA Summit
January 9, 2014



SF STATE

Faculty Tenure System

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



SF STATE

Tenure Criteria

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



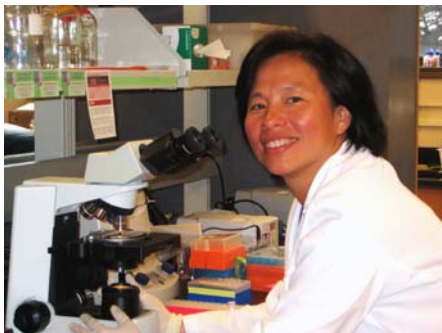
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SF STATE

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 1/3rd 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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SF STATE

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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