**Committee on Faculty Affairs Minutes  
April 23, 2014**

Present: C. Alves, E. Borland, W. Keep, R. McMahan, R. Morin (Chair),

J. Nicasio, G. Pogue, J. Row, S. Schreiner, D. Shaw, J. Stauff, V. Tucci, P. Wiita

Absent: S. Carroll

Minutes: The minutes of April 6, 2014 meeting were approved with minor corrections.

Date of May Meeting: May 14 – 1:30-2:50

Updates:

1. Revision of Modified Reappointment and Tenure Review document and testimony from Open Forum of April 23 held prior to full CFA meeting.

After a discussion of the stigma that could be associated with candidates requesting the modified reappointment and tenure timeline, the decision was made to seek clarification of the Provost’s position on this issue. SS will discuss issue with Provost and report back at May meeting.

1. Tenure at Hire Policy and testimony from Open Forum of April 23 held prior to full CFA meeting.

Discussion topics at the Open Forum included a mechanism by which the home department is involved in the interviewing process and the concerns involved with opportunity or expedited hires.

1. MUSE RFP and testimony from Open Forum of April 16 and e-mail comments.  
   Main issue involves the expansion of MUSE RFP to the entire TCNJ community and the diversity of research proposals that have to be evaluated because of this expansion and the difficulties involved.

Revised Draft Recommendations:

1. Revision to draft recommendation on joining tenure and promotion based on April 16 Open Forum.

The tenure process for librarians contains more steps/ranks than the faculty process. The challenges this would create were raised in both the Open Forum and the e-mail comments. VT provided details on the ranks used in in the library and a chart comparing these ranks to concurrent academic ranks to illustrate the challenges that would be involved in joining tenure and promotion to Associate Professor in the library community. PW submitted a review of comparator institutions and their tenure policies showing that the majority link tenure and promotion. The decision was made to submit a draft of a revised preliminary recommendation to the faculty via e-mail and gather comments by May 7, 2014. This draft recommends the application for tenure and promotion to associate professor be joined into a single process along with the tenure and promotion decision, except in cases when a faculty member chooses to apply for promotion to associated professor before he or she is eligible for tenure.

1. Revision of draft recommendation on interim timeline for 2014 hires incorporating AFT input.

The decision was made to distribute a revised preliminary recommendation on interim timelines for new 2014-2015 faculty via e-mail and request comments by May 7. The revision includes two alternative timelines that could serve as the basis for negotiations between AFT and the College once the AFT Council and the State establish new reappointment notification dates for the union contract based on the new tenure law.

Ongoing Business:

1. CFA Preliminary Recommendation on Faculty Reassigned Time and memo from Steering.  
   Steering provided specific guidance and recommendation that incorporates the issues raised and testimony given by the Council of Deans. Since it is the members of the Council of Deans who will have to implement the recommendations made by CFA on faculty reassigned time, they have voiced concerns about implications of the recommendations on their schools and desire further discussion.

Respectfully submitted,

Valerie Tucci