**TO:**Committee on Faculty Affairs

**FROM:**Steering  Committee

**RE:**Five-Year Review of Tenured Faculty and Librarians

**DATE:**February 6, 2008

**Background:**

As noted in a memo from Interim Provost Beth Paul (see attached), the recently approved AFT contract calls for tenured faculty members and librarians to perform an in-depth self-study to determine the manner in whichthey may best advance their own professional growth. This review meets the requirements of N.J.S.A. 18A: 60-10. Several benefits result from this practice of self-study and the review that follows.  While for many years such a review process functioned at TCNJ, the institution suspended the practice during the period of curricular transformation.  Now that the new curriculum is in place, the Teacher-Scholar role defined, disciplinary standards for scholarship developed, the Faculty Professional Activities Form (FPAF) implemented through Memorandum of Agreement 62, and the new Reappointment and Promotion Document created, the process needs to be resumed.

**Charge:**

The Steering Committee requests that the Committee on Faculty Affairs examine documents related to past practices, including the Career Development Program Process agreement (November 1997) at<http://www.tcnj.edu/~aft/fyr/fyr-info.htm>.  The review should take into consideration the changes that followed curricular transformation, as listed above.  CFA should recommend policies and procedures appropriate forreinstituting a Five-Year Review process that “is positive in nature and is best achieved in an atmosphere of trust and cooperation.”

**Testimony:**

While the Five-Year Review process most directly affects faculty members, it is essential that the committee also gather testimony from interested students and staff members and summarize the results when making its recommendations.

**Timeline:**

Steering asks that this work be completed by May 2008.