

TO: Steering Committee
FROM: Committee on Faculty Affairs
RE: Final Recommendation on Interim Timeline for New 2014-2015 Hires
DATE: May 7, 2014

Background:

In January, 2014, Governor Christie signed into law a statute changing the tenure process at New Jersey state colleges. According to the statute, the review of candidates for tenure at TCNJ now must take place in the candidate's fifth year, rather than in the fourth year, as is our current practice.

CFA has been working with Academic Affairs on an interim timeline for new hires in 2014 under the new tenure law. The proposed timeline does not take into account a possible merging of the tenure and promotion processes at present. In relation to this proposed timeline, AFT has reiterated that the Council and State need to establish new reappointment notification dates for the contract, based on the new tenure law. Until that is done, the AFT and College cannot negotiate notification dates for TCNJ. At this time, it is not possible to estimate when the new contract notification dates will be established by the Council and State. The proposed interim timeline was distributed to the Faculty List for an open comment period lasting from April 25 through May 7, 2014. The few comments received supported the proposed timeline.

AFT questioned the need to recommend three reappointment cycles when the person to be reviewed had received an initial 3-year appointment prior to hire. Having reappointments required in the 2nd, 3rd and 5th years will require more time and effort from each reappointment committee than if a 3-year reappointment were done almost at the end of their 2nd year of teaching and the tenure reappointment done in the 5th year. AFT also suggested that it would also be possible to reappoint for 1 or 2 years in the first review at the end of the 2nd year if the committee had any reservations about the person's potential to achieve tenure.

CFA is open to this alternative, but favors its original proposal for a number of reasons. First, if the first major review occurs in the third year, greater opportunity is provided for mentoring the applicant. On the point of three review cycles, departmental PRC's are the only committees involved in the process. Fewer contract extension years does not save any work for the PRC since they need to perform an annual review and forward recommendations. In the current timeline, there are four PRC reviews and in the proposed timeline, there are nominally four PRC reviews. However, there are nominally three rather than two BOT actions needed in the proposed timeline.

The review at the end of the second year is the first time that the candidate puts together their complete dossier - first year not required. Often the faculty member is just beginning to be productive with their research - assuming that the research level will be raised to what is the typical associate level - it seems like it is in the best interest of the faculty member to have the "major" review (2 year extension) in the third year.

Below we provide one chart outlining a comparison of the current reappointment/tenure process and the proposed process under new tenure law, and a second chart outlining the proposed timeline for

CFA 5/7/2014

applying for reappointment and tenure (for 2014-15 tt faculty/ librarian hires).

Final Recommendation: CFA recommends that the following interim timeline serve as the basis for negotiations between AFT and the College for establishing reappointment notification dates new 2014 hires under the new tenure law

CFA 5/7/2014

2

Comparison of Current Reappointment/Tenure Process and Proposed Process Under New Tenure Law

	Current Process	Proposed Process Under New Law
Year 1 Review (May-June)	Initial review of progress/constructive feedback	Initial review of progress/constructive feedback
Year 2 Review (April-July)	Determination whether to: a. reappoint for one year (4 th) b. reappoint for two years (4 th and 5 th) c. not reappoint	Determination whether to: a. reappoint for additional year (4 th) b. not reappoint
Year 3 Review (May-June if appointed for 2 years OR April-July if appointed for one year)	If previously reappointed for 2 years (4 th and 5 th) then review of progress and constructive feedback If previously reappointed for only one year (4 th) then determination whether to: a. reappoint for one more year (5 th year) b. not reappoint	Determination whether to: a. reappoint for one more year (5 th) b. reappoint for two more years (5 th and 6 th) c. not reappoint
Year 4 Review (April-July)	Determination whether to reappoint for 6th year with tenure	If previously reappointed for 2 years (5 th and 6 th) then no review If previously reappointed for only one year (5 th) then determination whether to: a. reappoint for one more year (6 th year) b. not reappoint
Year 5 review (April-July)	N/A	Determination whether to reappoint for 7 th year with tenure

Proposed Timeline for Applying for Reappointment and Tenure (for 2014-15 TT faculty/ librarian hires)

Year One	Year Two	Year Three	Year Four	Year Five
Three-year initial appointment	Reappointment to 4 th year	Reappointment to the 5 th or 5 th and 6 th year		Reappointment to 7 th year with tenure
Materials to Department by May 15	Materials to Department by April 1	Materials to Department by April 1	No material submission if appointed to 5 th and 6 th yrs. Otherwise, same as before	Materials to Department by April 1
Department Recommendation by May 25	Department Recommendation by April 15	Department Recommendation by April 15		Department Recommendation by April 15
Dean's Acknowledgement by June 15	Dean's Recommendation by May 15	Dean's Recommendation by May 15		Dean's Recommendation by May 15
	Provost's Recommendation by June 11	Provost's Recommendation by June 11		Provost's Recommendation by June 11
	President's Recommendation June	President's Recommendation June		President's Recommendation June
	Action by Board of Trustees July (reappointment to a fourth year)	Action by Board of Trustees July (reappointment to a fifth or fifth and sixth year)	Action by Board of Trustees July (reappointment to a sixth year if required)	Action by Board of Trustees July (reappointment to a seventh year with tenure).