

# TCNJ PROMOTION AND REAPPOINTMENT DOCUMENT

OCTOBER 2015

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## Introduction

The Promotion and Reappointment document contains standards and procedures for promotion and reappointment for faculty and librarian candidates. This October 2015 version of the Promotions and Reappointment document includes a number of changes relative to the previous (November 2014) version.

These changes to the Promotion and Reappointment document 2014 were approved through the governance process and those relating to processes and timelines have been agreed to by the TCNJFT, Local 2364, AFT.

This document replaces the Promotion and Reappointment 2011 document (<http://academicaffairs.pages.tcnj.edu/files/2012/06/Promotion-Reappointment2011.doc> ) and the Promotion and Reappointment 2014 document (<http://academicaffairs.pages.tcnj.edu/files/2014/12/Promotion-and-Reappointment-Documents-2014-PDF.pdf>).

It should be noted, however, that the reappointment process and timeline could, depending on several factors set forth herein, remain unchanged from the Promotion and Reappointment 2011 document, for faculty and librarians hired on or before July 15, 2014.

For reference, the following chart sets forth the specific document and section that apply to faculty and librarians according to their date of hire, current rank, and desired reappointment or promotion action.

<b>DESIRED ACTION</b>				
<b>HIRE DATE/ CURRENT RANK</b>	<b>REAPPOINTMENT ONLY</b>	<b>REAPPOINTMENT WITH TENURE ONLY</b>	<b>REAPPOINTMENT WITH TENURE AND PROMOTION</b>	<b>PROMOTION ONLY</b>
Prior to 07/16/14  All Faculty and Librarians	Application Process for Reappointment and Tenure in February 2011 Promotion and Reappointment Document	Application Process for Reappointment and Tenure in February 2011 Promotion and Reappointment Document	Not available	Current Promotion and Reappointment Document
Between 07/16/14 and 08/01/15  Assistant Professor or Librarian III	Application Process for Reappointment and Tenure in November 2014 Promotion and Reappointment Document	Application Process for Reappointment and Tenure in November 2014 Promotion and Reappointment Document	<b>OR</b>  Article Two of October 2015 Promotion and Reappointment Document	Current Promotion and Reappointment Document
Between 07/16/14 and 08/01/15  Associate Professor or Librarian II	Application Process for Reappointment and Tenure in November 2014 Promotion and Reappointment Document	Application Process for Reappointment and Tenure in November 2014 Promotion and Reappointment Document	Not available	Current Promotion and Reappointment Document

After 08/01/15  Assistant Professor or Librarian III	Article Three of October 2015 Promotion and Reappointment Document	Not available	Article Two of October 2015 Promotion and Reappointment Document	Current Promotion and Reappointment Document
After 08/01/15  Associate Professor or Librarian II	Article Three of October 2015 Promotion and Reappointment Document	Article Three of October 2015 Promotion and Reappointment Document	Not available	Current Promotion and Reappointment Document

**The major changes are listed below:**

**Merging of Application for the Reappointment to Seventh Year with Tenure and the Promotion to Associate Professor/Librarian II Processes**

Full-time tenure-track Assistant Professors or Librarian III (Instructor in the Library) who commenced their employment with The College of New Jersey on or after August 1, 2015, shall now be considered for promotion from Assistant Professor to Associate Professor or Librarian III to Librarian II concurrently with their consideration for reappointment to a seventh year (with tenure). This process is now set forth in Article Two, The Application Process for Reappointment with Tenure and Promotion to Associate Professor/Librarian II.

**Adjustment of Timeline for Applications for Reappointment and for Reappointment to Seventh Year with Tenure and Promotion**

The timeline for applying for reappointment under Articles Two and Three have been adjusted to allow for sufficient time for consideration by the College Promotions and Tenure Committee (when necessary), as well as to provide candidates adequate time to consider and respond to recommendations made by the Department Promotion and Reappointment Committee, the Dean, or the Provost.

## **ARTICLE ONE**

### **THE APPLICATION PROCESS FOR PROMOTION**

#### **I. OVERVIEW**

The College of New Jersey (TCNJ) affirms that a community of learners and scholars is built around high expectations in which all members use their talents to make the College a better place. The process of promotion at TCNJ functions within this context. The promotion process supports the mission of the College through the recognition of faculty members and librarians who demonstrate continuous exemplary achievement in teaching (or librarianship) and advising, scholarly/creative/professional activity, and service. The standards and procedures for promotion shall be fairly and equitably applied to all candidates, with the goal of supporting a culture in which promotion through the ranks is a regular part of a successful academic career.

The promotion process relies on peer evaluation and recognizes the distinctiveness of academic disciplines. Therefore, the departments (or programs where there are no departments, or units of the library) have the major responsibility for establishing guidelines for promotion, particularly for scholarship, and for making initial promotion recommendations. The applications and departmental recommendations are then further considered first by a Dean and then by the College Promotions and Tenure Committee (CPTC) for the purpose of submitting recommendations to the President of the College.

#### **II. BASES AND STANDARDS FOR PROMOTION: TEACHING OR LIBRARIANSHIP, SCHOLARLY/CREATIVE/PROFESSIONAL ACTIVITY, AND SERVICE**

##### **A. Minimum Eligibility – Faculty**

All faculty, including those not yet tenured, who would meet the minimum requirements at the time the promotion would take effect are eligible to apply for promotion. The minimum qualifications by rank are:

##### **1. Associate Professor**

An earned doctorate or other appropriate terminal degree<sup>1</sup> from an accredited institution in an appropriate field of study and five (5) years of professional experience.<sup>2</sup>

Note that all full-time tenure-track faculty who commenced their employment with the College on or after August 1, 2015, and who hold the rank of Assistant Professor at the time of application for reappointment to a seventh year with tenure are required to simultaneously apply for promotion to Associate Professor pursuant to Article Two (Application Process for Reappointment with Tenure and Promotion to Associate Professor/Librarian II). Full-time tenure-track faculty who commenced their employment with the College on or after July 16, 2014

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<sup>1</sup> If a candidate presents qualifications in terms of education and experience that his or her department and Dean judge to be equivalent to the terminal degree, that candidate meets this requirement. This determination should be made at hiring and be part of the candidate's personnel file.

<sup>2</sup> The determination of the number of years of prior professional experience is an administrative one that should be made at the time of hiring and should then become part of the candidate's personnel file.

and prior to August 1, 2015, and who hold the rank of Assistant Professor at the time of application for reappointment to a seventh year with tenure may apply for promotion to Associate Professor under the process set forth in this Article One (Application Process for Promotion) or under Article Two (Application Process for Tenure and Promotion to Associate Professor/Librarian II). Nothing herein shall prohibit an Assistant Professor from applying for promotion to Associate Professor prior to obtaining tenure.

2. Professor

An earned doctorate or other appropriate terminal degree from an accredited institution in an appropriate field of study and ten (10) years of professional experience, at least two of which must have been at the rank of associate professor at TCNJ.

**B. Minimum Eligibility – Librarians<sup>3</sup>**

All librarians, including those not yet tenured, who meet the minimum requirements set out below are eligible to apply for promotion. The minimum qualifications by rank are:

1. Librarian II (concurrent rank is Assistant Professor in the library)

A Master's degree or its equivalent from an ALA-accredited program in library or information studies and three (3) years professional experience. A second master's degree in another subject area or reading competence in one (1) foreign language is desirable but not required.

Note that all full-time tenure-track librarians who commenced their employment with the College on or after August 1, 2015, and who hold the rank of Librarian III at the time of application for reappointment to a seventh year with tenure are required to simultaneously apply for promotion to Librarian II pursuant to Article Two (Application Process for Reappointment with Tenure and Promotion to Associate Professor/Librarian II). Full-time tenure-track librarians who commenced their employment with the College on or after July 16, 2014 and prior to August 1, 2015, and who hold the rank of Librarian III at the time of application for reappointment to a seventh year with tenure may apply for promotion to Librarian II under the process set forth in this Article One (Application Process for Promotion) or under Article Two (Application Process for Tenure and Promotion to Associate Professor/Librarian II). Nothing herein shall prohibit a Librarian III from applying for promotion to Librarian II prior to obtaining tenure.

2. Librarian I (concurrent rank is Associate Professor in the library)

A Master's degree or its equivalent from an ALA-accredited program in library or information studies and five (5) years professional library experience. Demonstrated or potential administrative and coordinating ability. A second master's or doctoral degree in a relevant subject area, or ABD status in a relevant doctoral program. Reading competence in one (1) foreign language is desirable but not required. A minimum of five (5) additional years of professional library experience may be considered in substitution for the second master's degree or ABD status.

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<sup>3</sup> If a candidate presents qualifications in terms of education and experience that his or her library peers judge to be equivalent to the academic requirements normally required for promotion, although not corresponding to the letter, the candidate may be recommended for promotion. Librarians shall seek the advice of the appropriate outside agency in questions of equivalency. Establishing equivalency is not part of the promotion process per se, and must be accomplished before applying for promotion.

### **C. General Bases for Promotion – Faculty and Librarians**

All decisions regarding promotion are based on teaching/librarianship, scholarly/creative/professional activity, and service. Candidates are expected to demonstrate accomplishments and meet the standards in all three categories. Even so, it should be noted that these three broad areas do not count equally in the promotion process. High quality teaching or librarianship is the most important of the required criteria for promotion at each rank. Scholarly/creative/professional activity is the second most important area; a candidate's service record ranks third. It is the responsibility of the department/program's Department Promotion and Reappointment Committee (PRC) to provide each candidate with a copy of the accepted *Disciplinary Standards* of the department/program and to discuss meaningfully the *Disciplinary Standards* with the candidate. It is the candidate's responsibility to present effectively her/his accomplishments as evidence for promotion.

In the case of candidates with joint appointments or candidates who self-identify their scholarly/creative/professional activity as interdisciplinary, using elements of *Disciplinary Standards* from more than one department or program may be appropriate. The decision to use elements of more than one set of *Disciplinary Standards* will be jointly determined by the PRC and the candidate in consultation with the Dean of the candidate's home department/program. As early as feasible, interdisciplinary scholars should begin considering the use of multiple *Disciplinary Standards*, and discussing such use with their departments/programs and Deans.

Consistent accomplishment over time will be evaluated positively, while recognizing that a candidate's relative contributions to the campus community in terms of teaching/librarianship, scholarly/creative/professional activity, and service normally will vary over time. Therefore, periods of relatively less activity in one area should be complemented by greater activity in the others, producing a consistently high level of accomplishment and balance overall.<sup>4</sup>

Candidates should demonstrate, appropriate to rank, a significant, positive influence on students (in particular), peers, the campus community, and their profession in their teaching/librarianship, scholarly/creative/professional activity, and service. Because promotion recognizes progressive professional accomplishment, each rank requires a more significant level of accomplishment and scope of recognition.

*(Librarians skip to page 8)*

### **D. Faculty**

The following sections address teaching, scholarly/creative/professional activity, and service separately. However, for many teacher-scholars at TCNJ, the activities and accomplishments in the three areas overlap and, as such, often are enhanced, for example when scholarly or creative activity can be connected to student learning. The responsibility of faculty as academic advisors and mentors, which is a central role of all faculty, is outlined and will be considered under the category of teaching. Candidates whose activities in the three areas are integrated are encouraged to highlight this aspect of their work in the application.

#### **1. Teaching**

The College is an exemplary comprehensive institution with the mission of offering a quality education to high achieving students in a residential setting where teaching is an essential priority. Faculty should aspire to be teachers of the first order. High caliber, effective teaching may be characterized by:

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<sup>4</sup> Faculty hired before 1974 can be considered for promotion primarily based on excellence in teaching and service.



1. subject mastery, currency, and ongoing growth in one's discipline and/or across disciplines;
2. the creation of caring and respectful learning environments in which the contributions of students and faculty are valued and recognized;
3. enthusiasm that arouses student interest, curiosity, and motivation;
4. rapport with students;
5. incorporation of one's scholarship into teaching, when appropriate, including the effective supervision of student research and the incorporation of students into one's scholarship, when appropriate;
6. commitment to all levels of the curriculum, including First Seminars, liberal learning, introductory courses, and graduate courses, where appropriate;
7. careful preparation and clear organization of lessons and pedagogical materials that enhance student learning;
8. attention to student learning outcomes that help develop students as successful, ethical, and visionary leaders in a multicultural, highly technological, and increasingly global world;
9. purposeful experimentation with one's pedagogy in ways that foster engaging educational environments that are characterized by academic freedom, creative expressions, critical thinking, intellectual inquiry, and community engagement;
10. the creation and/or revision of courses and curricula in ways that foster a vibrant, intellectual community that is built around a shared commitment to scholarly inquiry;
11. thoughtful mentorship and advising that contribute to students' cultural, social, and intellectual lives;
12. respect for and fair treatment of students as individuals;
13. pride in offering an individualized educational experience to every student;
14. timeliness and professionalism in meeting classes and evaluating student work; and
15. rigor and transparency in evaluating student work.

To help evaluate teaching effectiveness candidates **must** submit:

- (a) All student evaluations from all sections of all courses taught in the time period ranging from not less than three (3) years, but not more than five (5) years prior to the submission of the application.<sup>5</sup>
- (b) Peer reviews of their teaching. The format and content of the peer reviews should conform to the

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<sup>5</sup> Three years of material is normally sufficient. Candidates should only provide additional years of evaluations and syllabi if their teaching load was significantly reduced in the three years prior to the application for promotion due to service as a department chair, grant buy-outs, a sabbatical leave, a leave of absence, etc. Candidates who are eligible to apply for reappointment or promotion within three years of initial appointment should submit required documentation (e.g., student evaluations, peer reviews) for all years of employment at the College.

guidelines set forth in Appendix III.

- (c) Syllabi from all courses taught in the time period ranging from not fewer than three (3) years, but not more than five (5) years prior to the submission of the application.<sup>5</sup> (Note: Only one syllabus per discrete course should be submitted, not multiple copies of syllabi used in different sections or semesters). However, any significant changes to multiple-year syllabi should be documented.
- (d) **Selected** course/curricular materials and other items deemed relevant by the candidate in support of the teaching record. The materials should illustrate efforts and success in developing best practices in teaching; describe the approach to pedagogy and how it fits with College, liberal learning, and/or program goals; show the rigor, comprehensiveness, and depth of assignments; and discuss philosophy of and methods for assessment of student work.

Grade distributions, however, are not to be submitted by the candidate or considered at any level of the promotion or reappointment process.

**Promotion to Associate Professor** requires evidence of continued improvement in teaching in response to feedback from peers and students, and a growing record of teaching excellence.\*

**Promotion to Professor** requires evidence that the candidate has reached a consistent level of teaching excellence\* and serves as an educational leader in the department or program.

(\* The occasional course might be evaluated at less than an excellent level, for example when a new course is being developed. This should be explained in the application.)

## ***2. Scholarly/Creative/Professional Activity***

The best teachers remain devoted learners. TCNJ embraces the model of a professor as *teacher-scholar* and understands that a serious and continuing commitment to scholarship complements and enriches teaching of the first order; therefore, the College values the scholarly and creative enterprise. The College recognizes a range of scholarly modes including:

1. The Scholarship of Discovery – the traditional research model in which new content knowledge is acquired;
2. The Scholarship of Integration – the creation of new knowledge by synthesizing and making connections across disciplines or sub-disciplines;
3. The Scholarship of Application – the bridging of the gap between theory and practice through both research and action;
4. The Scholarship of Pedagogy – the discovery or an evaluative analysis of the ways students learn, and the identification and assessment of methods used to foster learning; and
5. Artistic Expression – the expression of artistry through the visual, performing, or literary arts.

It is recognized that there are faculty members whose scholarly/creative/professional work spans multiple disciplines. The College values scholarship that crosses departmental boundaries and that integrates a variety of approaches, theories, methodologies, and practices.

In keeping with the mission of the College, we also value scholarship that is uniquely suited to our institution, such as projects that involve TCNJ students in a scholarly manner or are connected to our role in the larger community.

Although scholarly/creative/professional activities take many forms, the expectation is that finished works

will be submitted to an appropriate jury of peers for rigorous evaluation. The quality of work is defined by its significance in one's field(s) of inquiry and necessarily requires such peer review to validate the work's significance. Normally, this means that the finished works will be published, presented, or performed in a respected venue consistent with accepted scholarly standards. **This level of accomplishment is required and is the most important evidence for promotion within the scholarly/creative/professional activity area.** Quality is more important than mere quantity, although candidates for promotion are expected to maintain their scholarly/creative/professional activity consistently, and demonstrate the ability to bring significant projects to fruition as defined by the standards of one's discipline(s). The applicant's entire body of scholarly/creative/professional work provides evidence for the pattern of continuing scholarship in support of promotion, but works finished since appointment at the College or since the last promotion are required for promotion and carry greater weight.

There may be some years when the level of scholarly activity is reduced (but not eliminated) due to a significant increase in teaching or service, such as serving as a department chair. In such cases the reduction in scholarship should not be counted against the candidate, but there should be evidence that the candidate's scholarly/creative/professional activity has been maintained to some degree and has promise for full resumption when the other activities return to normal levels.

Professional activities as a consultant or practitioner are considered scholarly when they involve the creation rather than application of knowledge and impact significantly on one's discipline(s). Examples include original research when consulting for a company, creating national standards for an accrediting organization, and designing curricula for national or regional use. Evidence includes but is not limited to written evaluations by peers or professional organizations or some other type of formal and rigorous assessment.

The standards that mark excellence in scholarly/creative/professional activity may differ significantly among disciplines and even sub-disciplines. It is not possible to define in this document what these standards are in every discipline; instead, the accepted *Disciplinary Standards* of the appropriate department(s) or program(s) should be consulted (and made available to every candidate for promotion). It is the responsibility of the Department Promotion and Reappointment Committee (or its equivalent) to consult, when necessary, with the Dean and Provost about reasonable expectations for a given discipline or sub-discipline, based on the *Disciplinary Standards* of the department(s) or program(s). It is the responsibility of the candidate to make clear in the application that the expectations were met. As described above, in the case of candidates with joint appointments or candidates who self-identify their scholarly/creative/professional activity as interdisciplinary, using elements of *Disciplinary Standards* from more than one department or program may be appropriate. The decision to use elements of more than one set of *Disciplinary Standards* will be jointly determined by the PRC and the candidate in consultation with the Dean of the candidate's home department/program. As early as feasible, interdisciplinary scholars should begin considering the use of multiple *Disciplinary Standards*, and discussing such use with their departments/programs and Deans.

**Promotion to Associate Professor** requires continuing scholarly/creative/professional achievement since initial appointment. An external review may be requested by the applicant as one component of this evidence (see Appendix IV).

**Promotion to Professor** requires a sustained pattern of achievement since attaining the rank of Associate Professor, with evidence indicating the maturation of the scholarly/creative/professional record. Beginning with the 2011 promotion cycle, external review is a mandatory component of this evidence for promotion to Professor (see Appendix IV).

The following side-by-side comparison is only a guide to help differentiate between qualifications by rank. It includes some significant examples of scholarly/creative/professional activity in support of promotion, but should not be read as a comprehensive list of requirements; however, some discipline-appropriate form of finished, refereed publication or performed work is required. These particular items will apply to some candidates and not others, and there will be other accomplishments not listed here that candidates might include.

<b>Associate Professor</b>	<b>Professor</b>
Publishing in selective peer-reviewed venues.	Continuing to publish in selective peer-reviewed venues.
Presenting at juried or peer-reviewed local, state, and regional conferences or professional organizations.	Giving invited presentations at juried or peer-reviewed regional, national, and international conferences or professional organizations.
Having book manuscripts under contract for publication.	Having one or more published books.
Writing grant proposals.	Writing and obtaining grants.
Engaging in consulting activities or other professional practice demonstrating recognition of one's scholarly/creative work at least at the local or state level.	Taking a leadership role in consulting activities or other professional practice, demonstrating recognition of one's scholarly/creative work at the regional, national, and/or international level.

### **3. Service**

The College depends on faculty contributions to ensure that it achieves its educational mission through effective and efficient operations. The College's commitment to participatory governance and the needs of academic programs and units necessitate a spirit of service and citizenship. Faculty contributions to the good of the community are expected to increase concomitantly with the institution's commitment to the individual. This means that faculty will be expected to accept more significant service responsibilities at each higher rank. When a faculty member contributes exceptional long-term service, such as chairing a department or program for years, it is recognized that there may be a reduction in the quantity of scholarly/creative/professional activity (see previous section).

**Promotion to Associate Professor** requires service to the department/program, school, and/or the College contributing to the effective operation and growth of the institution; to the community (applying academic skills and experience to the solution of campus, local, national, or international problems); and to the profession (advancing one's academic profession through active participation in professional and scholarly organizations).

**Promotion to Professor** requires **consistent service and leadership**<sup>6</sup> in the department/program, school, and the College, contributing significantly to the effective operation and growth of the institution; in the community (applying academic skills and experience to the solution of campus, local, national, or international problems); and profession (advancing one's academic profession through active participation in professional and scholarly organizations).

The following side-by-side comparison is only a guide to help differentiate between qualifications by rank. It includes some significant examples of service in support of promotion but should not be read as a comprehensive list of requirements. These particular items will apply to some candidates and not others, and there will be other accomplishments not listed here that candidates might include:

<b>Associate Professor</b>	<b>Professor</b>
Advising student organizations or clubs.	Chairing a department or program.
Participating actively in department/program, school, and/or college-wide committees, organizations, or task forces.	Holding elected office in or chairing department/program, school, and/or college-wide committees, organizations, or task forces.
Actively participating in student programs.	Creating or significantly revising entire department/program curricula.
Actively participating in on- or off-campus programs or workshops.	Taking a leadership role in on- or off-campus programs or workshops.
Actively participating in charitable, civic, and cultural organizations related to the candidate's professional expertise.	Holding office in charitable, civic, and cultural organizations related to the candidate's professional expertise.
Acting as a resource person for educational organizations, government, business, or industry.	Consulting in a leadership role for educational organizations, government, business, or industry; serving on governing boards, chairing meetings.
Participating in appropriate professional organizations.	Holding office in appropriate professional organizations.

*(Faculty skip to page 13)*

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<sup>6</sup> Leadership is not exclusively defined by one's position in a hierarchical structure, but rather is something that can be demonstrated at all levels by influencing, motivating, and enabling others to contribute toward the effectiveness and success of the group in which they serve. Effective leaders create results, attain goals, realize vision, and guide others by modeling more quickly and at a higher level of quality than do ineffective leaders.

## **E. Librarians**

The following sections address librarianship, scholarly/creative/professional activity, and service separately. However, for many librarians at TCNJ the activities and accomplishments in the three areas overlap and as such often are enhanced, for example when scholarly or professional activity can be connected to student learning. Candidates whose activities in the three areas are integrated are encouraged to highlight this aspect of their work in the application.

### **1. Librarianship**

Library faculty should aspire to be librarians of the first order. High caliber, effective librarianship is characterized by:

1. mastery, currency and ongoing growth in one's specialty(ies);
2. careful preparation and clear organization;
3. fair and sensitive response to student needs, concerns, individual differences, and cultural backgrounds;
4. purposeful experimentation in the practice of one's professional specialty(ies);
5. incorporation of one's scholarship into the practice of librarianship, where appropriate;
6. incorporation of one's professional service into the practice of librarianship;
7. timeliness and professionalism in carrying out professional responsibilities;
8. consistency in developing, implementing, and/or updating services;
9. respect and fair treatment of all library users as individuals; and
10. an ability to successfully interact with and/or supervise staff at various levels.

Librarians perform in one or all of the following capacities: reference, information literacy, systems development, access services, collection development, collection management, information retrieval, and bibliographic control. Responsibilities of individual candidates will vary according to their positions; therefore, not every candidate will have accomplishments in all the areas described below. The following descriptions are not intended to be exhaustive or prescriptive, but rather to reflect the spirit behind the promotion process.

Examples of skills and characteristics that mark effective performance include:

1. Providing library users with effective access to information.
2. Being well informed about trends, practices, and changing technologies in the profession.
3. Contributing to the initiation and development of new programs and policies and preparing information materials for other staff and library users.
4. Establishing and maintaining good communication and working relationships with faculty, administration, and students.
5. Working effectively with student groups, outside agencies and with the general public.
6. Demonstrating adaptability and flexibility and showing an awareness of individual differences

and a sensitivity to the various cultures and heritages within the College community.

7. Participating in planning, initiating, and codifying or coordinating library operations and services.
8. Assisting in training new colleagues.
9. Assisting in coordinating the work of colleagues and supervising the work of support staff.

**Promotion to Librarian II** requires evidence that one has begun to grow in the mastery of one's specialty.

**Promotion to Librarian I** requires evidence of continuing growth and mastery in one's specialty.

## ***2. Scholarly/Creative/Professional Activity***

The best librarians remain devoted learners. TCNJ embraces the model of a librarian as *librarian-scholar*; therefore, the College values scholarly, creative, and professional activity. A serious and continuing commitment to scholarship complements and enriches librarianship of the first order. The College recognizes a range of scholarly modes including disciplinary and interdisciplinary research, applied research, pedagogical research, and artistic expression (see above). Although these modes take many forms, the expectation is that finished works will be submitted to an appropriate jury of peers for rigorous evaluation. Normally, this means that the finished works will be published in a respected venue such as a refereed journal or press or presented in a juried show. The quality of work is defined by its significance in one's field(s) of inquiry and necessarily requires such peer review to validate the work's significance. It is recognized that there are librarians whose scholarly/creative/professional work spans multiple disciplines. The College values scholarship that crosses departmental boundaries and that integrates a variety of approaches, theories, methodologies, and practices. In keeping with the mission of the College, we also value work that is uniquely suited to our institution, such as projects that involve TCNJ students in a scholarly manner or are connected to our role in the larger community.

Professional activities as a consultant or practitioner are considered scholarly when they involve the creation rather than application of knowledge and impact significantly on one's discipline. Examples include original research when consulting for a company, creating national standards for a professional organization, and creating authoritative records for national or regional use. Evidence includes but is not limited to written evaluations by peers or professional organizations.

Quality is more important than mere quantity, although candidates for promotion are expected to maintain their scholarly/creative/professional activity consistently, and demonstrate the ability to bring significant projects to fruition as defined by the standards of one's discipline or across disciplines. There may be periods when the level of activity is reduced (but not eliminated) due to a concomitant increase in librarianship or service, such as serving as an area or divisional coordinator. In such cases there should be evidence that the scholarly/creative/professional activity has been maintained to some degree and has promise for full resumption when the other activities return to normal.

The applicant's entire body of scholarly/creative/professional work is considered as evidence for promotion. The work accomplished during the period of employment at TCNJ is evidence of the continuing nature of the applicant's scholarly/creative/professional activity.

The standards that mark excellence in scholarly/creative/professional projects may differ markedly among disciplines and even sub-disciplines. It is not possible to define in this document what these standards are in every discipline. It is the responsibility of the Department Promotion and Reappointment Committee (or its equivalent) to consult, when necessary, with the Dean and Provost about reasonable expectations for a given discipline or sub-discipline, based on the *Disciplinary Standards* of the relevant department(s).

or program(s). It is the responsibility of the candidate to make clear in the application that the expectations were met. As described above, in the case of candidates with joint appointments or candidates who self-identify their scholarly/creative/professional activity as interdisciplinary, using elements of *Disciplinary Standards* from more than one department or program may be appropriate. The decision to use elements of more than one set of *Disciplinary Standards* will be jointly determined by the PRC and the candidate in consultation with the Dean of the candidate's home department/program. As early as feasible, interdisciplinary scholars should begin considering the use of multiple *Disciplinary Standards*, and discussing such use with their departments/programs and Deans.

**Promotion to Librarian II** requires a record of achievement since initial appointment, with evidence of continuing scholarly/creative/professional endeavors. An external review may be requested by the applicant as one component of this evidence (see Appendix IV).

**Promotion to Librarian I** requires continued achievement since attaining the rank of Librarian II, with evidence of previous and continuing scholarly/creative/professional endeavors. An external review may be requested by the applicant as one component of this evidence (see Appendix IV).

The following side-by-side comparison is only a useful guide to help differentiate between qualifications by rank. It includes some significant examples of scholarly/creative/professional activity in support of promotion, but should not be read as a comprehensive list of requirements. These particular items will apply to some candidates and not others, and there will be other accomplishments not listed here that candidates might include as evidence of scholarly activity.

<b>Librarian II</b>	<b>Librarian I</b>
Publishing in peer-reviewed venues.	Continuing publications in peer-reviewed venues.
Presenting at juried or peer-reviewed local, state, and regional conferences or professional organizations.	Presenting at juried or peer-reviewed regional, national, and international conferences or professional organizations.
	Having book manuscripts under contract for publication.
Attending courses, seminars, and workshops related to one's academic discipline or the work of the library.	Taking courses toward or completing additional academic degrees. Attending courses, seminars, and workshops related to one's academic discipline or the work of the library.
	Writing grant proposals.
Engaging in consulting activities or other professional practice demonstrating recognition of one's scholarly/professional work at least at the local or state level.	Taking a leadership role in consulting activities or other professional practice, demonstrating recognition of one's scholarly/professional work at the regional, national, and/or international level.



### 3. Service

The College depends on librarian contributions to ensure that it achieves its educational mission through effective and efficient operations. The College's commitment to participatory governance and the needs of academic programs and units necessitate a spirit of service and citizenship. Librarian contributions to the good of the College and library professional community are expected to increase concomitantly with the institution's commitment to the individual. This means that librarians will be expected to accept more significant service responsibilities at each higher rank. When a librarian contributes exceptional long-term service, such as coordinating a library operation for years, it is recognized that there may be an acceptable reduction in the quantity of scholarly/creative/professional activity (see above).

**Promotion to Librarian II** requires evidence of contribution to the effective operations and growth of the library and the College. Active participation in the library profession outside the College is also expected.

**Promotion to Librarian I** requires continuing growth in service and leadership in the library and the College. Ongoing service to the profession, including leadership roles.

The following side-by-side comparison is only a useful guide to help differentiate between qualifications by rank. It includes some significant examples of service in support of promotion but should not be read as a comprehensive list of requirements. These particular items will apply to some candidates and not others, and there will be other accomplishments not listed here that candidates will include:

<b>Librarian II</b>	<b>Librarian I</b>
Maintaining active membership in library committees, organizations, or task forces.	Maintaining active membership in library or College committees, organizations, or task forces.
Actively participating in student programs.	Creating or significantly revising departmental programs/services.
Actively participating in on- or off-campus programs or workshops.	Taking a leadership role in on- or off-campus programs or workshops.
Actively participating in appropriate professional organizations and associations.	Assuming leadership roles in professional organization and association committees, task forces, etc.
Actively participating in charitable, civic, and cultural organizations related to the candidate's professional expertise.	Holding office in charitable, civic, and cultural organizations related to the candidate's professional expertise.
	Acting as a resource person for educational organizations, government, business, or industry.
	Advising student organizations or clubs.

### III. ROLES AND RESPONSIBILITIES

#### A. The Candidate:

1. Verifies with **Human Resources** and the Office of Academic Affairs that s/he meets the minimum qualifications for the desired rank, before beginning the promotion process.
2. By February 15th, notifies the department/program of his or her tentative plan to apply for promotion in the next semester. Candidates who wish to self-identify as interdisciplinary, and to have the option to use elements of more than one set of *Disciplinary Standards*, submit the Intention to Use Multiple Disciplinary Standards (see Appendix V), declaring their intention and identifying the disciplines that are relevant to the evaluation of their work. The form is signed by the candidate, the chair of the PRC, and the Dean of the candidate's home department/program. This initiates the collaborative process of determining the specific elements of the multiple *Disciplinary Standards* that will be used in evaluation of the candidate's activities, and informs decisions regarding the selection of outside members of the PRC and external reviewers, where appropriate. The final collaboratively-determined set of *Disciplinary Standards* and a descriptive cover letter (see Section IV and Appendix I), written by the candidate in collaboration with the PRC and Dean, are submitted along with the complete application on September 15.
3. Arranges for peer review of teaching after consultation with the **Department Promotion and Reappointment Committee (PRC)**, during the relevant time frame prior to the application as set forth in Appendix III.
4. By September 1, complete and submit notice of intent to file for promotion (<http://academicaffairs.pages.tcnj.edu/faculty/promotions-reappointment/>).
5. By September 15th, presents and explains a **clear, complete, and compelling** case for promotion, organizing and focusing the application in order to convey the information that is most relevant in the record of achievement (see Appendix I). The candidate needs to establish the exemplary nature of his or her record of achievement, and to identify how his or her accomplishments meet specific expectations as described in the *Disciplinary Standards*. The candidate completes the Checklist to indicate that the major components of the *Standard Application for Reappointment and Promotion* are included in the dossier. Applications that are missing any required section noted in the Checklist, or that do not adhere to the timeline established herein, will not be considered by both the PRC and the **College Promotion and Tenure Committee (CPTC)**. Applications that are missing elements within sections will be evaluated by the CPTC, although such omissions are likely to lower the candidate's likelihood of promotion. Nonetheless, the CPTC will use its discretion in evaluating such applications, and will consider any omissions in light of the application as a whole. The candidate may choose to have a conference with a member of the PRC to confirm the completeness of the application and may appear before the CPTC to amplify and explain documentation submitted with the application. If the candidate is re-applying for promotion, the candidate must include the report of the prior CPTC(s) and explain how the applicant has addressed whatever shortcomings were identified by the earlier CPTC(s).
6. Coordinates with the chair of the department (or the chair of the PRC, if there is no department chair or the department chair is a candidate) to ensure that the materials from the department are added to the portfolio in a timely manner.
7. Indicates by signature that s/he has read the entire PRC recommendation and has been afforded an opportunity for comment and response. If the candidate chooses to file a response, it is due to the PRC by October 30.

8. Responds to any written recommendations according to the procedures and timeline described in section IV. Procedures for Applying for Promotion.

**B. The Department Promotion and Reappointment Committee (PRC):**

1. If a department/program elects members to its PRC, such elections must occur by February 1. The names of the people who will serve on the PRC and the person who will chair the PRC must be submitted to the relevant Dean no later than May 1.
2. Consults with the candidate and, when necessary, the Dean about reasonable expectations for scholarship/creative/professional activity in the candidate's discipline, based on the accepted *Disciplinary Standards* of the department(s) or program(s), as well as the expectations for teaching and service. This consultation, which may be accomplished by a subcommittee of the PRC in large departments or programs, must occur in the first year of appointment and should then be revisited periodically, including early in the spring semester prior to the submission of an application for reappointment, tenure, or promotion. Such meetings are not meant to produce a document which is binding on the PRC or the candidate, but rather should provide mentorship to faculty so that they may better navigate the reappointment, tenure, and promotion processes.
3. Works with the candidate to ensure that the candidate has had at least two peer reviews of teaching during the three years prior to applying for promotion. (Note: According to the guidelines set forth in Appendix III, these reviews must have occurred, at the latest, in the spring semester prior to the submission of the candidate's application since promotion materials are due to PRCs by September 15th.)
4. Evaluates each applicant in terms of the Bases and Standards for Promotion and the relevant *Disciplinary Standards*, with a careful, thorough, and thoughtful analysis that considers the candidates strengths and weaknesses. Recommends for promotion only those candidates who clearly warrant such promotion. Completes the Checklist (see Appendix I) acknowledging that all major parts of the *Standard Application for Reappointment and Promotion* are present in the candidate's dossier.
5. Completes the Department/Program Recommendation for Promotion (see Appendix II) indicating how the application materials demonstrate that the recommended candidates are eligible in terms of the Bases and Standards for Promotion and how the candidate's scholarship/creative/professional activity meets specific expectations described in the *Disciplinary Standards*. Only one recommendation will be forwarded for each candidate. All members of a PRC must sign the recommendation. By signing a recommendation, members of the PRC indicate their participation in the decision-making process and verify that the recommendation accurately reflects the decision of the PRC; signing does not necessarily indicate that that person concurs with the ultimate recommendation.<sup>7</sup> Candidates are to be informed in writing of the PRC's decision by October 16.
6. Provides feedback to all non-recommended candidates that, as set out in the Bases and Standards for Promotion, improvement is needed in one or more of the following: teaching/librarianship; scholarly/professional/creative activity; service. Note: The feedback provided should be given careful attention and consideration in a future PRC's evaluation of a subsequent application for promotion.
7. Limits discussion to the candidate's application, supportive documents and evaluation materials

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<sup>7</sup> Any PRC member who refuses to sign the PRC's report/recommendation is expected to send a written explanation for his/her refusal to sign to the appropriate Dean.

as they apply to the Bases and Standards for Promotion found on pages 1-12 of this document. PRC members do not serve as advocates for any candidate.

8. Gives the candidate a copy of the recommendation for his or her records and forwards any response from the candidate as part of the candidate's application.
9. Forwards the application materials of all recommended candidates and of all non-recommended candidates who indicate that they wish to continue their application, along with the departmental recommendation for each of these candidates, to the Dean for consideration no later than November 3.

**C. The Dean:**

1. Forwards the names of PRC members and chairs from all departments/programs under the Dean's jurisdiction to Academic Affairs no later than September 1.
2. Takes the PRC's report into consideration and prepares a separate written statement for each recommended candidate and each non-recommended candidate wishing to continue. That recommendation must outline the Dean's reasoning for his/her decision by explaining how the application materials demonstrate that the candidate meets or does not meet the Bases and Standards for Promotion (see pages 1-12) and how the candidate's scholarship/creative/professional activity meets the expectations described in the *Disciplinary Standards*. Completes the Checklist acknowledging that all major parts of the *Standard Application for Reappointment and Promotion* are present in the candidate's dossier.
3. Transmits the Dean's recommendation to the candidate for review and response by November 20. The candidate may, within three (3) working days of receiving the recommendation, request a meeting with the Dean to discuss that recommendation. The discussion shall take place within three (3) working days of the request. Within three (3) working days of the discussion, the Dean notifies the candidate in writing of the final recommendation. If there is any response from the candidate, it must be in writing and becomes part of the application and is forwarded to the CPTC.
4. Conveys all promotion materials to the CPTC, including 14 copies of the entire contents of the Documents Envelope (see Section IV below).

**D. The College Promotions and Tenure Committee (CPTC):**

The CPTC evaluates each applicant in terms of the Bases and Standards for Promotion (see pages 1-12) and the relevant *Disciplinary Standards* and recommends promotion only for those candidates who clearly warrant such promotion. In its evaluation of candidates, the CPTC:

1. Reviews and discusses all materials received from each candidate, assessing the quality of the documentation and considering the recommendations made by the PRC and the Dean.
2. Gives consideration to the evaluations of promotion applications made by PRCs and/or CPTCs in the last three (3) years.
3. Restricts its discussions of candidates to the Bases and Standards for Promotion found in this document (pages 1-12) and the relevant *Disciplinary Standards*, referring to the application materials, the PRC's and Dean's recommendations, and the candidate's response(s) only. None of its members acts as an advocate of a discipline, department, program, or school. Members should avoid any conversations about candidates outside of CPTC meetings.

4. Provides candidates and/or their representatives an opportunity to appear before the CPTC to amplify and explain the documentation submitted with the application. A request to appear before the CPTC must be made in writing on or before the second Monday in December.
5. Concludes its deliberations, votes on each candidate, arrives at recommendations, and notifies in writing recommended and non-recommended candidates on or before January 17. The CPTC's feedback letter to non-recommended candidates must indicate that, as set out in the Bases and Standards for Promotion, improvement is needed in one or more of the following: teaching/librarianship; scholarly/creative/professional activity; service. Note: The feedback provided should be given careful attention and special consideration in a future CPTC's evaluation of a subsequent application for promotion.
6. Allows the candidate to examine the CPTC's feedback letter and recommendation. Any comment or response to these from the candidate shall be forwarded to the President as part of the candidate's application.
7. Hears appeals on or before January 27. Candidates for promotion have five (5) business days after receipt of the CPTC's recommendation to submit an appeal. Information on the dates and procedures for making an appeal is included in the CPTC's letter of notification to the candidate. Compelling evidence must be submitted in order to warrant a change in the CPTC's recommendation. After hearing a presentation by the candidate, the CPTC will vote by secret ballot. The Provost must be present for the hearing of appeals.
8. Reports to the President by February 1. Upon completion of the appeal process, the CPTC forwards to the President a list of candidates it recommends for promotion and the promotion materials of the candidates. This recommendation must indicate how the candidate meets the Bases and Standards for Promotion (pages 1-12). The CPTC's final recommendations shall be made known to all applicants within two (2) working days after submission to the President.

**E. The Provost:**

1. Serves *ex officio* as a non-voting member of the CPTC and must be present for all evaluation meetings and for the hearing of appeals by the CPTC.
2. Prepares a written statement indicating concurrence or areas of non-concurrence with the CPTC's recommendations once appeals to the CPTC have been completed and the CPTC's final recommendations have been made. In instances of non-concurrence, the Provost must indicate how the application materials demonstrate that the candidate meets or does not meet the Bases and Standards for Promotion (pages 1-12).
3. Transmits the Provost's report to the candidate, by Feb. 3, for review and response. Should the Provost make a recommendation contrary to that made by the CPTC, the candidate may request a meeting with the Provost. The request must be made within two (2) working days of receiving the recommendation, and the discussion must take place within two (2) working days of receiving the request. Within two (2) working days of the discussion, the Provost notifies the candidate in writing of the final recommendation.
4. Forwards to the President the Provost's report and any response by the candidate to the Provost's final recommendation by February 15.

## **F. The President:**

1. Within two (2) working days after receiving the final recommendations of the CPTC, the President may choose to meet with the CPTC concerning its recommendations.
2. Should the President make a recommendation inconsistent with that of the CPTC and/or Provost, s/he provides the CPTC and the candidate with the reasons for that action.
3. A candidate who has been recommended by the CPTC and/or Provost and not recommended by the President may request and will be granted a meeting with the President to discuss the reasons for non-concurrence within two (2) days of such a request. Recommendations of the President to the Board of Trustees and the decisions of the Board shall be delivered in writing to all candidates no later than March 15, unless changed by local agreement between the College and the Union.

## **IV. PROCEDURES FOR APPLYING FOR PROMOTION**

### **A. Timeline**

NOTE: If the specified date is a non-work day, the deadline will be moved forward to the next work day. In addition, all dates set forth in this section may be subject to adjustment as follows:

1. All dates may be subject to adjustment by up to, but not exceeding, three days in the event the dates conflict with Spring Commencement or the Memorial Day Holiday. In the event any date shall be adjusted for this reason, the Provost shall provide notice to the academic community by September 1 of the academic year in which such adjustment(s) shall be made.
2. All dates may be subject to adjustment in the event of a campus closure due to inclement weather or other emergency during the promotion or reappointment process. The adjustment shall be equal to the number of days of the campus closure. In the event any dates shall be adjusted for this reason, the Provost shall provide notice to the academic community as soon as practicable.

During the first year of a candidate's full-time tenure-track appointment at TCNJ, the PRC is responsible for discussing with the candidate the expectations for scholarly/creative/professional activity based on the *Disciplinary Standards* developed for each department/program, extending from reappointment through tenure and promotion. In the spring semester preceding the application for promotion, the PRC should again review these expectations with the candidate.

February 1      PRCs must be elected by February 1.

February 15      Each candidate tentatively intending to apply for promotion notifies the Department Promotion and Reappointment Committee (PRC) in writing for the purpose of reviewing the *Disciplinary Standards*, determining whether *Disciplinary Standards* from other departments or programs should also be consulted, and ensuring that a member of the PRC has adequate time to observe the applicant's teaching no later than the spring semester prior to the applicant's filing for promotion. The candidate also indicates to the PRC whether external reviews are requested, if applicable. Candidates who self-identify as interdisciplinary submit the Intention to Use Multiple Disciplinary Standards (see Appendix V) if they may opt to use elements of multiple *Disciplinary Standards*.

February 20 to April 10	PRC meets with each candidate to discuss external review process and candidate's list of potential reviewers, if applicable. For interdisciplinary scholars, the use of additional <i>Disciplinary Standards</i> is discussed, with the aim of finalizing the <i>Disciplinary Standards</i> by September 15.
April 15	PRC selects and writes to external reviewers, if applicable.
August 15	External reviewer report due to PRC, if applicable.
September 1	Complete and submit notice of intent to file for promotion ( <a href="http://academicaffairs.pages.tcnj.edu/faculty/promotions-reappointment/">http://academicaffairs.pages.tcnj.edu/faculty/promotions-reappointment/</a> ). Certification of eligibility for promotion is provided by the Office of Academic Affairs to the candidate before September 15th. This includes information indicating the date an applicant commenced service at the College, total number of years of service, and the number of years in present academic rank. It also certifies that a candidate has met the minimum educational requirements (see pages 1-2) through a terminal degree or having established equivalency or that this requirement is waived under the grandfather clause. Any discrepancies with respect to the information supplied must be resolved prior to the start of the promotion process.
September 1	Deans notify Academic Affairs of the names of all PRC members and chairs under the Dean's jurisdiction.
September 15	<p>The candidate submits application and supporting materials to the PRC, including:</p> <ul style="list-style-type: none"> <li>a. Certification of credentials and service.</li> <li>b. Copy of Items A-F of the <i>Standard Application for Reappointment and Promotion</i> (see Appendix I).</li> <li>c. Copies of External Review reports, if applicable.</li> </ul> <p>The following items are added to the candidate's dossier at the appropriate stage:</p> <ul style="list-style-type: none"> <li>d. PRC's recommendation and candidate's written response if applicable (added by PRC).</li> <li>e. Dean's recommendation and candidate's written response if applicable (added by Dean).</li> </ul> <p>The candidate should submit supporting documents (see <i>Standard Application for Reappointment, and Promotion</i>) with tables of contents and identifying tabs marking sections and subsections. The candidate is responsible for identifying all supporting material with her or his name, clearly labeling and organizing the material, and referring to this material in the application itself.</p>
Between September 15 and October 7	At either the request of the candidate or PRC, the candidate shall meet with the PRC to amplify and/or explain the documentation.
October 16	Each candidate is informed in writing of the decision of the PRC. Each candidate shall have an opportunity to examine the PRC's recommendation in its entirety.
October 30	The candidate indicates by signature that he or she has read the entire contents of the

PRC's recommendation and has been afforded an opportunity for comment and response. Such written response is due by October 30 and is forwarded to the College Promotions and Tenure Committee (CPTC) as part of the application.

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| October 30             | A non-recommended candidate may choose to continue an application. To do so, she or he must notify the chair of the CPTC in writing (with copies to the Dean and the chair of the PRC) no later than October 30.  |
| November 3             | PRC forwards recommendation and candidates' documentation materials to the appropriate Dean.  |
| November 20            | The Dean's recommendation (see Part III.C.2. on page 15) is transmitted in writing to the candidate by November 20. The candidate may, within three (3) working days of receiving the recommendation, request a meeting with the Dean to discuss that recommendation. The discussion must take place within three (3) working days of the request. Within three (3) working days of the discussion, the Dean must notify the candidate in writing of the final recommendation. If there is any response from the candidate, it must be in writing within three (3) working days of receiving the final recommendation and shall become a part of the application and forwarded to the CPTC. |
| December 7             | Dean conveys all promotion materials to the CPTC.   |
| 2nd Monday in December | Each candidate and/or representative shall have the opportunity to appear before the CPTC to amplify and explain the documentation submitted with the application. A request to appear before the CPTC must be made in writing on or before the second Monday in December.  |
| January 17             | Each candidate receives written notification of the recommendation of the CPTC by January 17. For non-recommended candidates this letter includes explanation of the CPTC's decision.   |
| January 22             | Candidates have five (5) days after receipt of the CPTC's recommendation to submit an appeal.   |
| January 27             | The CPTC must hear and decide a candidate's appeal within five (5) days of the deadline for submitting an appeal. The candidate or candidate's designee may present the appeal. Information on the dates and procedures for making an appeal is included in the CPTC's letter of notification to the candidate. Compelling evidence must be submitted in order to warrant a change in the CPTC's recommendation.  |
| February 1             | A list of candidates recommended for promotion is forwarded from the CPTC to the President.   |



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| February 3                                 | The Provost transmits to the candidate a written statement of concurrence or non-concurrence with the CPTC. Should the Provost, following the conclusion of the CPTC appeals process, make a negative promotion recommendation contrary to that made by the CPTC, the candidate may request a meeting with the Provost. The request must be made within two (2) working days of receiving the recommendation, and the discussion takes place within two (2) working days of receiving the request. Within two (2) working days of the discussion, the Provost notifies the candidate in writing of the final recommendation. If there is any response from the candidate, it must be in writing within two (2) working days of receiving the final recommendation and is forwarded to the President along with the Provost's final recommendation. |
| February 15                                | The Provost transmits to the President a written statement of concurrence or non-concurrence with the CPTC, along with any response from the candidate.  |
| February 17                                | The President transmits to the candidate a written statement of concurrence or non-concurrence with the CPTC and/or the Provost. Should the President make a negative promotion recommendation contrary to that made by the CPTC and/or the Provost, the candidate may request a meeting with the President to discuss the reasons for nonconcurrence. The request must be made within two (2) working days of receiving the recommendation, and the discussion takes place within two (2) working days of receiving the request.  |
| One week<br>prior to<br>Feb BOT<br>meeting | President transmits recommendations for Promotion to the Board of Trustees   |
| March 15                                   | Recommendations of the President to the Board of Trustees and decisions of the Board are delivered in writing to all candidates.   |

## **B. Withdrawing the Application**

A candidate may, at any time in the process, withdraw the application for promotion without prejudice. An application is withdrawn by submitting a letter to the chair of the PRC or CPTC, depending upon the stage of the application process.

## **C. Grievances**

Claims of violation of procedures must be reported to the President of the College by the individual grievant 14 days from the date on which such claimed violation took place or 14 days from the date on which the individual grievant should have reasonably known of its occurrence. In the event of failure to report the occurrence within such 14 day period, the matter may not be raised in any later grievance contesting the validity of the CPTC's recommendation or any action based thereon (Article VII, F.5, State-Union Agreement).

Within seven (7) calendar days of the final recommendation of the CPTC to the President, or by February 8, a candidate may initiate a grievance through the Union based on the allegation that, after timely filing of his or her application, the promotional procedure was violated or that there was breach of the rights of the candidate concerning discrimination or academic freedom. Such a claim, if sustained, will result in a reprocessing of the application on an expedited basis. A final recommendation in such case shall be made to the President no later than March 1 of the year in question (State-Union Agreement, XIV, G).

## V. SUMMARY CHART OF RESPONSIBILITIES AND DEADLINES

AGENT	DUE DATES	THE PROMOTION PROCESS (items in <b>boldface</b> are required)
CANDIDATE	<b>2/15</b> (preceding the application)	<b>Notify department/program of intention to apply for promotion in writing.</b> Submit the Intention to Use Multiple Disciplinary Standards (see Appendix V), if appropriate.
	<b>9/1</b>	<b>Sign form of intent to apply for promotion.</b>
	<b>9/15</b>	<b>Submit application to PRC.</b>
	<b>10/30</b>	<b>Respond to PRC recommendation</b> (non-recommended candidates may notify chair of CPTC of intention to continue the application).
	within 3 days	May request meeting with Dean to discuss Dean's decision within 3 working days of receiving the recommendation.
	within 3 days	May submit written response to Dean's final recommendation within 3 working days of receiving the final recommendation.
	2nd Mon. in Dec.	May request to appear before CPTC in writing on or before the 2nd Monday in December to amplify/explain materials submitted.
	within 5 days	May submit an appeal to CPTC within 5 days of receiving its recommendation.
	within 2 days	May request a meeting with the Provost within 2 working days of receiving the Provost's recommendation.
	within 2 days	May submit written response to Provost's final recommendation within 2 working days of receiving the final recommendation.
	within 2 days	May request a meeting with the President within 2 working days of receiving the President's recommendation.
	within 7 days	May file a grievance through the Union within 7 calendar days of final recommendation of the CPTC to the President.
PRC	<b>2/1</b> (preceding the application)	<b>Departments/Programs that elect a PRC must do so.</b>

	2/20 - 4/10	Meet with candidate to review <i>Disciplinary Standards</i> and external reviewers, if applicable. For interdisciplinary scholars, the use of additional <i>Disciplinary Standards</i> is discussed with the aim of finalizing the <i>Disciplinary Standards</i> by September 15.
	4/15	Select and write to external reviewers, if applicable.
	5/1	Departments/Programs submit names of PRC members and PRC chair to the appropriate Dean.
	End of spring semester-at latest	At least one PRC member observes candidate's teaching.
	8/15	External reviewer reports due, if applicable.
	10/16	Notify the candidate of recommendation in writing.
	11/3	Forward recommendation and application materials to Dean.
DEAN	9/1	File with Academic Affairs the names of all PRC members and chairs under the Dean's jurisdiction.
	11/20	Transmit recommendation to the candidate.
	within 3 days	Meet with candidate to discuss recommendation within 3 working days of receiving the request.
	within 3 days	Notify candidate in writing of final recommendation within 3 days of the discussion with the candidate.
	12/7	Conveys all promotion materials to the CPTC.
CPTC	1/17	Notify candidate of the recommendation in writing.
	1/27	Hear appeals of decisions (if any) on or before 1/27.
	2/1	Forward list of recommended candidates to the President.

PROVOST	<p><b>2/3</b></p> <p>within 2 days</p> <p>within 2 days</p> <p><b>2/15</b></p>	<p><b>Attend (<i>ex officio</i> without vote) all CPTC deliberations and appeal hearings</b></p> <p><b>Transmit report of concurrence or non-concurrence with CPTC to the candidate.</b></p> <p>Meet with candidate to discuss recommendation within 2 working days of receiving the request.</p> <p>Notify candidate of final recommendation in writing within 2 working days of the meeting with the candidate.</p> <p><b>Send final report and candidate's response (if any) to the President.</b></p>
PRESIDENT	<p>Within 2 days of receiving final report</p> <p>within 2 days</p> <p>within 1 week of Feb BOT meeting</p> <p><b>3/15</b></p>	<p>May meet with CPTC concerning its recommendations</p> <p><b>Inform candidate of the President's recommendation.</b></p> <p>Meet with candidate to discuss recommendation within 2 working days of receiving the request.</p> <p><b>Make recommendations to the Board of Trustees and inform candidate of the President's recommendation.</b></p> <p><b>Notify candidate of the Board's decision in writing.</b></p>

## VI. DEPARTMENT PROMOTION AND REAPPOINTMENT COMMITTEE (PRC)<sup>8</sup>

### A. Membership/Eligibility

#### 1. Minimum Number

A department or program of ten (10) or fewer members must have at least three (3) members on its Department Promotion and Reappointment Committee (PRC); a department of more than ten (10) members must have at least five (5) members. In cases where the department chair does not vote, he or she may serve *ex officio* but is not counted among the number of individuals making up the PRC.

<sup>8</sup> Large departments/programs may decide to have a committee for promotion and a second committee for tenure/reappointment in order to distribute the work to more faculty.  
Promotion and Reappointment Document – October 2015

## 2. Eligibility of Members

PRC members must be tenured with the exception of the department chair/program director who, even if untenured, may, at the choice of the department/program, serve *ex officio* with vote. Candidates for promotion are eligible for the PRC, but must absent themselves from all promotion discussions.

## 3. Outside Members

A department/program with insufficient tenured members available to serve on its PRC may elect members of other departments/programs who meet eligibility requirements. Each department/program shall file with the appropriate Dean the names of up to three (3) departments/programs representing related or cognate disciplines from which it may elect members. A department/program with insufficient membership on its PRC will poll the members of the identified departments/programs to determine who is interested in serving. These names shall be placed on a departmental/programmatic ballot, and a sufficient number shall be elected to bring the number on the PRC to the required minimum.

A candidate whose appointment is in a single department or program but who self-identifies the scholarly/creative/professional activity as interdisciplinary may request representation on the PRC by member(s) of other relevant departments or programs. The number of outside members will be based on the size of the PRC, and should not exceed 1/3 of the total PRC membership. The outside member(s) would serve on the PRC only for the evaluation of that candidate. The addition of outside member(s) will be jointly determined by the PRC and the candidate in consultation with the Dean of the candidate's home department/program.

## 4. Service on Multiple Committees

- a. A faculty member or librarian may serve on the PRC of different departments/programs.
- b. Faculty or librarians serving on a PRC who also serve on the College Promotions and Tenure Committee (CPTC) should recuse themselves from the promotion process within their own departments/programs.

## 5. Joint-Appointments

A PRC consisting of members of all departments or programs involved will be formed for each reappointment, tenure, or promotion case involving a joint-appointment. If the department(s) or program(s) with which the candidate is affiliated have ten (10) or fewer members between them, they must elect a PRC of at least three (3) members, with one (1) member drawn from each of the two affiliated department(s) or program(s). Assuming that there exists a sufficient number of tenured faculty in both departments or programs, then the candidate shall have the right to designate from which of the affiliated department(s) or program(s) the third member shall be elected. If there exists an insufficient number of tenured faculty in both departments or programs, then the third member of the PRC must be drawn from whichever department or program has a tenured faculty member who is able to serve on the PRC. If neither department or program has a sufficient number of tenured faculty, then the third member of the PRC must be drawn from a related cognate discipline suggested by the candidate and approved by the Office of Academic Affairs.

If the department(s) or program(s) with which the candidate is affiliated have more than ten (10) members between them, they must elect at least five (5) members to the PRC, with two (2)

members drawn from each of the two affiliated department(s) or program(s). Assuming that there exists a sufficient number of tenured faculty in both departments or programs, then the candidate shall have the right to designate from which of the affiliated department(s) or program(s) the fifth member shall be elected. If there exists an insufficient number of tenured faculty in both departments or programs, then the fifth member of the PRC must be drawn from whichever department or program has a tenured faculty member who is able to serve on the PRC. If neither department or program has a sufficient number of tenured faculty, then the fifth member of the PRC must be drawn from a related cognate discipline suggested by the candidate and approved by the Office of Academic Affairs.

Like other PRCs, members of joint-appointment PRCs must be tenured with the exception of a department chair or program director who, even if untenured, may, at the choice of the department, serve *ex officio* with vote. Candidates for promotion are eligible for the PRC, but must absent themselves from all promotion discussions. In the event that a member must absent himself/herself, then a replacement PRC member must be added to the PRC in accordance with the procedures outlined in the previous two paragraphs.

## **B. Selection of Committee Members**

1. The department may, by simple majority vote of tenured and tenure-track members, designate PRC membership to be comprised of all tenured faculty members in the department or;
2. Where a department chooses to elect its members, it will develop election procedures and conduct elections. Tenured and tenure-track members are eligible to participate in these elections. Elections will be conducted no later than February 1.
3. By September 1, the department will file with Academic Affairs (through the appropriate Dean) the names of its PRC members and chair.
4. All PRC selection procedures will be filed with the Office of Academic Affairs (through the appropriate Dean). Prior to implementation, these will be reviewed jointly by the Union and the College to assure fairness and equity. Once reviewed, departmental selection procedures will be made public.

## **VII. COLLEGE PROMOTIONS AND TENURE COMMITTEE (CPTC)**

### **A. Membership/Eligibility**

1. No candidate for promotion can be a member of the College Promotions and Tenure Committee (CPTC).
2. Members must be tenured faculty and librarians who have reached the rank of Associate Professor, Professor, Librarians II, or I.
3. Faculty or librarians serving on a PRC who also serve on the CPTC should recuse themselves for the promotion process within their own departments/programs.
4. Membership by school/disciplinary category:
  - a. The CPTC should be composed of twelve (12) faculty members and librarians drawn from a cross-section of disciplines in all schools and different departments within schools, at least seven of whom shall be full professors. Thus, an ideally composed CPTC might look as

follows:

Three (3) from the School of Humanities and Social Sciences, each from different departments/programs<sup>9</sup>

Two (2) from the School of Science, each from different departments/programs

Two (2) from the School of Education, each from different departments/programs

One (1) from the School of the Arts and Communication

One (1) from the School of Business

One (1) from the School of Engineering

One (1) from the School of Nursing, Health and Exercise Science

One (1) from the Library

- b. It may not always be possible to assemble a CPTC comprised of twelve (12) people drawn from different departments/programs in each and every school in the proportions set forth in the previous section. It is more important to have a full, twelve (12)-member CPTC than it is to have representation from every school. So, in the event that the distribution set forth in the previous section is not possible in any given year, faculty members from other Schools of similar classification may be substituted for the School lacking representation. In filling such a vacancy, a proportional balance on the CPTC should be maintained such that six (6) members are drawn from different departments or programs in the arts and sciences (i.e., Humanities and Social Sciences, Science, and the Arts and Communication, and six (6) members be drawn from departments or programs in professional schools (i.e., Education; Business; Engineering; Nursing, Health, and Exercise Science; and the Library).

5. No two members from schools with multiple representation can be from the same department.
6. No one may serve more often than four (4) years in a nine (9)-year period.
7. When others are willing to serve, no single department may represent its school for more than two (2) consecutive terms.
8. The Union appoints an observer.
9. The Provost for Academic Affairs serves as an *ex officio* participating member without vote.

## **B. Term of Service**

Except for the completion of another person's uncompleted term, the term of service is three (3) years.

## **C. Nomination and Elections Procedures**

1. College Promotions and Tenure Committee Election Committee

The CPTC Election Committee consists of two (2) appointed representatives from the Union and two (2) from the College administration. This committee's role is to fill vacancies on the College Promotions and Tenure Committee by: issuing the call for nominations; overseeing the preparation of ballots; and establishing election rules and overseeing the conduct of elections.

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<sup>9</sup> If possible, at least one (1) of the three (3) representatives from the School of Humanities and Social Sciences should be from a social science department or program, and at least one (1) should be from a department or program in the humanities.

2. Nominations

The call for nominations (including self-nominations) to the College Promotions and Tenure Committee is to be made on or before the **last Monday in February**. All nominations must be submitted to the College Promotions and Tenure Committee Election Committee in care of the Office of Academic Affairs by 4:30 p.m. on the **first Monday in March**.

3. Ballot Preparation

Voting is by school (or the library). The Office of Academic Affairs prepares the ballots for each school (or the library) in which there is a vacancy with more than one nominee and distributes ballots electronically by 4:30 p.m. on the **second Monday in March**.

4. Conduct of Elections

- a. Voting is to be completed by the third **Monday in March**.
- b. The results of the electronic balloting are reviewed and verified by the College Promotions and Tenure Committee Election Committee, and the person receiving a majority vote in a school or disciplinary category is elected.
- c. Where no one receives a majority of the votes, a runoff election is held between the top two (2) nominees in the category. The Office of Academic Affairs prepares a runoff ballot to be delivered electronically to faculty by 4:30 p.m. on the **fourth Monday in March**, which must be submitted electronically by 4:30 p.m. on the **first Monday in April**. Individuals receiving a majority of votes within a category are elected.
- d. The College Promotions and Tenure Committee Election Committee announces election results by the **second Monday in April**.

**D. Operating Procedures**

1. CPTC membership begins on September 1 of each academic year.
2. The chairperson of the previous year (even if his/her term on the CPTC has expired), calls the first meeting of the CPTC no later than September 15 of the following year for the purposes of electing a new chair who will then represent the CPTC at meetings of the Committee on Faculty Affairs.
3. At the first meeting, a representative from Academic Affairs and/or Human Resources who is designated to review diversity and equity issues shall give an overview of affirmative action concerns and alert the CPTC to affirmative action issues as they relate to the promotion process. The College's diversity and equity designee may be asked, or may choose, to sit *ex officio* (without a vote) with the CPTC during its discussion and review of candidates. All results of CPTC deliberations should be submitted to the Vice-President for Human Resources for ongoing monitoring of trends concerning equity issues.
4. The chairperson is a regular faculty member of the CPTC elected by a majority of the current CPTC members at the first meeting of the academic year.
5. All CPTC members read this promotion document before beginning application review.



## E. Voting Procedures

1. All candidates for one rank are discussed and voted upon before discussion and voting for another rank takes place.
2. Candidates within each rank are discussed in alphabetical order. Discussion may be terminated by a majority vote of the CPTC.
3. After thorough discussion of each candidate, CPTC members will vote "yes" or "no" by secret ballot, with the results of each ballot not announced until all candidates have been voted upon.
4. Candidates receiving eight (8) out of twelve (12) votes are recommended for promotion.
5. Candidates receiving seven (7) positive votes can be recalled once by a CPTC member. After a full discussion, a recall vote is held for these candidates, and those receiving eight (8) or more votes are recommended for promotion.
6. If a candidate appeals a decision of the CPTC, after hearing the relevant information from the candidate filing the appeal, the CPTC shall thoroughly discuss the merits of the appeal. Discussion may be terminated by a majority vote of the CPTC. After discussion is closed, CPTC members will vote to "reaffirm" the CPTC's decision to deny promotion or vote to "overturn" the CPTC's original denial of promotion and thereby recommend the candidate for promotion. Candidates receiving eight (8) out of twelve (12) votes to overturn the initial denial of promotion shall be recommended for promotion.
7. Should there be fewer than twelve (12) voting members of the College Promotions and Tenure Committee at any time, the promotion process will continue according to the following guidelines:

Number of CPTC Members	Number of Votes Necessary to Recommend a Candidate for Promotion	Number of Votes Necessary to Recall a Candidate for Further Consideration	Number of Votes Necessary to Reverse an Initial CPTC Decision on Appeal
12	8	7	8
11	8	7	8
10	7	6	7
9	7	6	7

## **ARTICLE TWO**

### **THE APPLICATION PROCESS FOR TENURE AND PROMOTION TO ASSOCIATE PROFESSOR/LIBRARIAN II**

#### **I. OVERVIEW**

The College of New Jersey (TCNJ) affirms that a community of learners and scholars is built around high expectations in which all members use their unique talents to make the College a better place. The process of tenure and promotion to Associate Professor at TCNJ functions within this context. It recognizes and supports the professional development of the individual faculty member even as it ensures that the faculty of the College as a whole is characterized by exemplary achievement in the areas of teaching or librarianship, scholarly/creative/professional activity, and service. Candidates are expected to demonstrate accomplishments in all three categories; however, it should be noted that these three broad areas do not count equally in the reappointment with tenure and promotion process. High quality teaching or librarianship is the most important of the required criteria for reappointment with tenure and promotion; scholarly/creative/professional activity is the second most important area; and a candidate's service record ranks third. In addition, the responsibility of faculty as advisors, which is a central role of all faculty, is outlined under the category of teaching. The significance of this role is then emphasized in the application itself, where advising and mentoring are assessed separately from and in addition to teaching, scholarly/creative/ professional activity, and service.

Faculty work is reviewed in the first through fifth years and reappointment decisions are made pursuant to Article Three, The Application Process for Reappointment and Tenure. The fifth year review is the basis for reappointment to the seventh year with tenure and for promotion from Assistant Professor to Associate Professor or Librarian III to Librarian II.

#### **II. BASES AND STANDARDS FOR EVALUATION FOR REAPPOINTMENT WITH TENURE AND PROMOTION TO ASSOCIATE PROFESSOR/LIBRARIAN II**

##### **A. Teaching or Librarianship**

The College is an exemplary comprehensive institution with the mission of offering a quality education to high achieving students in a residential setting where teaching is an essential priority. Teaching faculty should aspire to be teachers of the first order. High caliber, effective teaching may be characterized by:

1. subject mastery, currency, and ongoing growth in one's discipline and/or across disciplines;
2. the creation of caring and respectful learning environments in which the contributions of students and faculty are valued and recognized;
3. enthusiasm that arouses student interest, curiosity, and motivation;
4. rapport with students;
5. incorporation of one's scholarship into teaching, when appropriate, including the effective supervision of student research and the incorporation of students into one's scholarship, when appropriate;
6. commitment to all levels of the curriculum, including First Seminars, liberal learning, introductory courses, and graduate courses, where appropriate;

7. careful preparation and clear organization of lessons and pedagogical materials that enhance student learning;
8. attention to student learning outcomes that help develop students as successful, ethical, and visionary leaders in a multicultural, highly technological, and increasingly global world;
9. purposeful experimentation with one's pedagogy in ways that foster engaging educational environments that are characterized by academic freedom, creative expressions, critical thinking, intellectual inquiry, and community engagement;
10. the creation and/or revision of courses and curricula in ways that foster a vibrant, intellectual community that is built around a shared commitment to scholarly inquiry;
11. thoughtful mentorship and advising that contribute to students' cultural, social, and intellectual lives;
12. respect for and fair treatment of students as individuals;
13. pride in offering an individualized educational experience to every student;
14. timeliness and professionalism in meeting classes and evaluating student work;
15. rigor and transparency in evaluating student work; and
16. evidence of continued improvement or sustained excellence in teaching in response to feedback from peers and students, and a growing record of teaching excellence. (The occasional course might be evaluated at less than an excellent level, for example when a new course is being developed. This should be explained in the application.)

To help evaluate teaching effectiveness candidates **must** submit:

- (a) All student evaluations from all sections of all courses taught in the time period ranging from not less than three (3) years, but not more than five (5) years prior to the submission of the application.<sup>10</sup>
- (b) Peer reviews of their teaching. The format and content of the peer reviews should conform to the guidelines set forth in Appendix III.
- (c) Syllabi from all courses taught in the time period ranging from not fewer than three (3) years, but not more than five (5) years prior to the submission of the application.<sup>5</sup> (Note: Only one syllabus per discrete course should be submitted, not multiple copies of syllabi used in different sections or semesters). However, any significant changes to multiple-year syllabi should be documented.
- (d) Selected course/curricular materials and other items deemed relevant by the candidate in support of the teaching record. The materials should illustrate efforts and success in developing best practices in teaching; describe the approach to pedagogy and how it fits with College, liberal learning, and/or program goals; show the rigor, comprehensiveness, and depth of assignments; and discuss philosophy of and methods for assessment of student work.

Grade distributions, however, are not to be submitted by the candidate or considered at any level of the promotion or reappointment process.

Library faculty should aspire to be librarians of the first order. High caliber, effective librarianship is characterized by:

1. mastery, currency and ongoing growth in one's specialty(ies);
2. careful preparation and clear organization;
3. fair and sensitive response to student needs, concerns, individual differences, and cultural backgrounds;
4. purposeful experimentation in the practice of one's professional specialty(ies);
5. incorporation of one's scholarship into the practice of librarianship, where appropriate;
6. incorporation of one's professional service into the practice of librarianship;
7. timeliness and professionalism in carrying out professional responsibilities;
8. consistency in developing, implementing, and/or updating services;

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<sup>10</sup> Three years of material is normally sufficient. Candidates should only provide additional years of evaluations and syllabi if their teaching load was significantly reduced in the three years prior to the application for promotion due to service as a department chair, grant buy-outs, a sabbatical leave, a leave of absence, etc. Candidates who are eligible to apply for reappointment or promotion within three years of initial appointment should submit required documentation (e.g., student evaluations, peer reviews) for all years of employment at the College.

9. respect and fair treatment of all library users as individuals;
10. an ability to successfully interact with and/or supervise staff at various levels; and
11. evidence that one has begun to grow in the mastery of one's specialty.

Librarians perform in one or all of the following capacities: reference, information literacy, systems development, access services, collection development, collection management, information retrieval, and bibliographic control. Responsibilities of individual candidates will vary according to their positions; therefore, not every candidate will have accomplishments in all the areas described below. The following descriptions are not intended to be exhaustive or prescriptive, but rather to reflect the spirit behind the promotion process.

Examples of skills and characteristics that mark effective performance include:

1. Providing library users with effective access to information.
2. Being well informed about trends, practices, and changing technologies in the profession.
3. Contributing to the initiation and development of new programs and policies and preparing information materials for other staff and library users.
4. Establishing and maintaining good communication and working relationships with faculty, administration, and students.
5. Working effectively with student groups, outside agencies and with the general public.
6. Demonstrating adaptability and flexibility and showing an awareness of individual differences and a sensitivity to the various cultures and heritages within the College community.
7. Participating in planning, initiating, and codifying or coordinating library operations and services.
8. Assisting in training new colleagues.
9. Assisting in coordinating the work of colleagues and supervising the work of support staff.

## **B. Scholarly/Creative/Professional Activity**

The best teachers remain devoted learners. TCNJ embraces the model of a professor as *teacher-scholar* and understands that a serious and continuing commitment to scholarship complements and enriches teaching of the first order; therefore, the College values the scholarly and creative enterprise. The College recognizes a range of scholarly modes including:

1. The Scholarship of Discovery – the traditional research model in which new content knowledge is acquired;
2. The Scholarship of Integration – the creation of new knowledge by synthesizing and making connections across disciplines or sub-disciplines;
3. The Scholarship of Application – the bridging of the gap between theory and practice through both research and action;
4. The Scholarship of Pedagogy – the discovery or an evaluative analysis of the ways students learn, and the identification and assessment of methods used to foster learning;

and

5. Artistic Expression – the expression of artistry through the visual, performing, or literary arts.
6. Continuing Achievement
  - a. Promotion to Associate Professor requires continuing scholarly/creative/professional achievement since initial appointment. An external review may be requested by the applicant as one component of this evidence (see Appendix IV).
  - b. Promotion to Librarian II requires a record of achievement since initial appointment, with evidence of continuing scholarly/creative/professional endeavors. An external review may be requested by the applicant as one component of this evidence (see Appendix IV).

It is recognized that there are faculty members and librarians whose scholarly/creative/professional work spans multiple disciplines. The College values scholarship that crosses departmental boundaries and that integrates a variety of approaches, theories, methodologies, and practices.

In keeping with the mission of the College, we also value scholarship that is uniquely suited to our institution, such as projects that involve TCNJ students in a scholarly manner or are connected to our role in the larger community.

Although scholarly/creative/professional activities take many forms, the expectation is that finished works will be submitted to an appropriate jury of peers for rigorous evaluation. The quality of work is defined by its significance in one's field of inquiry and necessarily requires such peer review to validate the work's significance. Normally, this means that the finished works will be published, presented, or performed in a respected venue consistent with accepted scholarly standards. **This level of accomplishment is required and is the most important evidence for reappointment with tenure and promotion to Associate Professor or Librarian II within the scholarly/creative/ professional activity area.** Quality is more important than mere quantity, although candidates are expected to maintain their scholarly/creative/professional activity consistently, and demonstrate the ability to bring significant projects to fruition as defined by the standards of one's discipline.

Publications, creative work, and grant writing are considered as evidence for tenure and promotion if they have been produced during the applicant's period as a member of the faculty at TCNJ. (All published work should be included in the materials presented during the evaluation process, but candidates should make clear which work has been conducted subsequent to appointment at the College.)

Professional activities as a consultant or practitioner are considered scholarly when they involve the creation rather than application of knowledge and impact significantly on one's discipline. Examples include original research when consulting for a company, creating national standards for an accrediting organization, designing curricula for national or regional use. Evidence includes but is not limited to written evaluations by peers or professional organizations.

Throughout the probationary period candidates should show steady progress toward a productive and coherent program of scholarship or creativity. By the time of the reappointment with tenure and promotion decision there should be a record of finished work conducted while at TCNJ and clear promise of ongoing and maturing scholarship.

The standards that mark excellence in scholarly/creative/professional activity may differ significantly among disciplines and even sub-disciplines. It is not possible to define in this document what these standards are in every discipline; instead, the accepted *Disciplinary Standards* of the appropriate department(s) or program(s) should be consulted (and made available to every candidate for promotion). It is the responsibility of the Department Promotion and Reappointment Committee (or its equivalent) to consult, when necessary, with the Dean and Provost about reasonable expectations for a given discipline or sub-discipline, based on the *Disciplinary Standards* of the relevant department(s) or program(s). This should occur during the spring semester of the candidate's first year, and should include expectations for reappointment, tenure, and promotion to Associate Professor, Professor, Librarian II or I. It is the responsibility of the candidate to make clear in the application that these expectations were met.

In the case of candidates with joint appointments or candidates who self-identify their scholarly/creative/professional activity as interdisciplinary, using elements of *Disciplinary Standards* from more than one department or program may be appropriate. The decision to use elements of more than one set of *Disciplinary Standards* will be jointly determined by the PRC and the candidate in consultation with the Dean of the candidate's home department/program. As early as feasible, interdisciplinary scholars should begin considering the use of multiple *Disciplinary Standards*, and discussing such use with their departments/programs and Deans.

### **C. Service**

The College also depends on faculty and librarian contributions to ensure that it achieves its educational mission through effective and efficient operations. The College's commitment to participatory governance and the needs of academic Programs and units necessitate a spirit of service and citizenship. Faculty and librarian contributions to the good of the community are expected to increase concomitantly with the institution's commitment to the individual. Normally, this means that faculty and librarians will be expected to accept more significant service responsibilities once they have earned tenure. Prior to tenure, faculty and librarians should shoulder an equitable portion of the responsibilities in their department or school and may, depending on their interests and other obligations, also choose to become involved in other campus opportunities and events.

**Promotion to Associate Professor** requires service to the department/program, school, and/or the College contributing to the effective operation and growth of the institution; to the community (applying academic skills and experience to the solution of campus, local, national, or international problems); and to the profession (advancing one's academic profession through active participation in professional and scholarly organizations).

**Promotion to Librarian II** requires evidence of contribution to the effective operations and growth of the library and the College. Active participation in the library profession outside the College is also expected.

### **III. ROLES AND RESPONSIBILITIES**

#### **A. The Candidate:**

The College expects exemplary achievement in the areas of teaching or librarianship, scholarly/creative/professional activity, and service. The College strives to hire faculty who will be successful in the evaluation process and will continue to develop professionally. It is the candidate's responsibility to present and explain the case for reappointment with tenure and promotion to Associate Professor/Librarian II. The application materials should be organized and focused in order to convey the information that is most relevant in the record of achievement (see Appendix I). The candidate needs to establish the exemplary nature of his or her record of achievement and to identify how his or her accomplishments meet specific expectations as described in the *Disciplinary Standards*. The candidate completes the Checklist to indicate that the major components of the *Standard Application for Reappointment and Promotion* are included in the dossier. Applications that are missing any required section noted in the Checklist, or that do not adhere to the timeline established herein, will not be considered by the PRC or the Dean. Applications that are missing elements within sections will be evaluated by the PRC and the Dean, although such omissions are likely to lower the candidate's likelihood of reappointment with tenure and promotion. Nonetheless, the PRC will use its discretion in evaluating such applications, and will consider any omissions in light of the application as a whole. The candidate may choose to have a conference with a member of the PRC to confirm the completeness of the application and may appear before the PRC to amplify and explain documentation submitted with the application. In preparing his or her materials, the candidate also needs to coordinate with the chair of the department (or the chair of the PRC if there is no department chair or the department chair is a candidate) to ensure that the materials from the PRC are added to the portfolio in a timely manner.

#### **B. The Department Promotion and Reappointment Committee (PRC):**

1. Consults with the candidate and, when necessary, the Dean about reasonable expectations for scholarship/creative/professional activity in the candidate's discipline, based on the accepted *Disciplinary Standards* of the department(s) or program(s), as well as the expectations for teaching and service. This consultation, which may be accomplished by a subcommittee of the PRC in large departments or programs, must occur in the first year of appointment and should then be revisited periodically, including early in the spring semester prior to the submission of an application for reappointment, tenure, or promotion. Such meetings are not meant to produce a document which is binding on the PRC or the candidate, but rather should provide mentorship to faculty so that they may better navigate the reappointment, tenure, and promotion processes.
2. Works with the candidate to ensure that the candidate has had at least two peer reviews of teaching during the three years prior to applying for reappointment with tenure and promotion. (Note: According to the guidelines set forth in Appendix III, these reviews must have occurred, at the latest, in the fall semester prior to the submission of the candidate's application since promotion materials are due to PRCs by March 20.)



3. Evaluates each applicant in terms of the Bases and Standards for Reappointment with Tenure and Promotion and the relevant *Disciplinary Standards*, with a careful, thorough, and thoughtful analysis that considers the candidates strengths and weaknesses. Recommends for reappointment with tenure and promotion only those candidates who clearly warrant such promotion. Completes the Checklist (see Appendix I) acknowledging that all major parts of the *Standard Application for Reappointment and Promotion* are present in the candidate's dossier.
4. Completes the Department/Program Recommendation for Promotion (see Appendix II) indicating how the application materials demonstrate that the recommended candidates are eligible in terms of the Bases and Standards for Reappointment with Tenure and Promotion and how the candidate's scholarship/creative/professional activity meets specific expectations described in the *Disciplinary Standards*. Only one recommendation will be forwarded for each candidate. All members of a PRC must sign the recommendation. By signing a recommendation, members of the PRC indicate their participation in the decision-making process and verify that the recommendation accurately reflects the decision of the PRC; signing does not necessarily indicate that that person concurs with the ultimate recommendation.<sup>11</sup>
5. Provides feedback to all non-recommended candidates that, as set out in the Bases and Standards for Reappointment with Tenure and Promotion, improvement is needed in one or more of the following: teaching/librarianship; scholarly/professional/creative activity; service. Note: The feedback provided should be given careful attention and consideration in the event of a future PRC's evaluation of a subsequent application for promotion.
6. Limits discussion to the candidate's application, supportive documents and evaluation materials as they apply to the Bases and Standards for Reappointment with Tenure and Promotion found in Article Two of this document. PRC members do not serve as advocates for any candidate.
7. Gives the candidate a copy of the recommendation for his or her records and forwards any response from the candidate as part of the candidate's application.
8. Forwards the application materials of all recommended candidates and of all non-recommended candidates who indicate that they wish to continue their application, along with the departmental recommendation for each of these candidates, to the Dean for consideration.

### **C. The Dean:**

1. Takes the PRC's report into consideration and prepares a separate written statement for each recommended candidate and each non-recommended candidate wishing to continue. That recommendation must outline the Dean's reasoning for his/her decision by explaining how the application materials demonstrate that the candidate meets or does not meet the Bases and Standards for Reappointment with Tenure and Promotion and how the candidate's scholarship/creative/professional activity meets the expectations described in the *Disciplinary Standards*. Completes the Checklist acknowledging that all major parts of the *Standard Application for Reappointment and Promotion* are present in the candidate's dossier.
2. Transmits the Dean's recommendation to the candidate for review and response. The candidate may, within three (3) working days of receiving the recommendation, request a meeting with the Dean to discuss that recommendation. The discussion shall take place within three (3) working

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<sup>11</sup> Any PRC member who refuses to sign the PRC's report/recommendation is expected to send a written explanation for his/her refusal to sign to the appropriate Dean.

days of the request. Within three (3) working days of the discussion, the Dean notifies the candidate in writing of the final recommendation. If there is any response from the candidate, it must be in writing and becomes part of the application and is forwarded to the Provost or the CPTC.

3. Conveys all promotion materials to the Provost or, in the event the PRC and/or the Dean recommend against reappointment for a seventh year with tenure and promotion to Associate Professor or Librarian II, to the CPTC.

#### **D. The College Promotions and Tenure Committee (CPTC):**

In the event that both the PRC and Dean recommend a candidate for reappointment for a seventh year with tenure and promotion to Associate Professor/Librarian II, no consideration or action by the CPTC is required and the process moves from Section III.C. (the Dean) to Section III.E. (the Provost). In the event that either the PRC or the Dean (or both) recommend against reappointment for a seventh year with tenure and promotion to Associate Professor/Librarian II, the CPTC evaluates the applicant in terms of the Bases and Standards for Reappointment with Tenure and Promotion and the relevant *Disciplinary Standards* and recommends tenure and promotion only for those candidates who clearly warrant such promotion. In its evaluation of candidates, the CPTC:

1. Reviews and discusses all materials received from each candidate, assessing the quality of the documentation and considering the recommendations made by the PRC and the Dean.
2. Gives consideration to the evaluations of promotion applications made by PRCs in the last three (3) years.
3. Restricts its discussions of candidates to the Bases and Standards for Reappointment with Tenure and Promotion and the relevant *Disciplinary Standards*, referring to the application materials, the PRC's and Dean's recommendations, and the candidate's response(s) only. None of its members acts as an advocate of a discipline, department, program, or school. Members should avoid any conversations about candidates outside of CPTC meetings.
4. Provides candidates and/or their representatives an opportunity to appear before the CPTC to amplify and explain the documentation submitted with the application.
5. Concludes its deliberations, votes on each candidate, arrives at recommendations, and notifies in writing recommended and non-recommended candidates on or before May 31. The CPTC's feedback letter to non-recommended candidates must explain how, as set out in the Bases and Standards for Reappointment with Tenure and Promotion, the candidate has not met the Standards in one or more of the following: teaching/librarianship; scholarly/creative/professional activity; service.
6. Allows the candidate to examine and respond to the CPTC's feedback letter and recommendation. Any comment or response to these from the candidate shall be forwarded to the Provost as part of the candidate's application.
7. Candidates for promotion have five (5) business days after receipt of the CPTC's recommendation to submit an appeal. Information on the dates and procedures for making an appeal is included in the CPTC's letter of notification to the candidate. Compelling evidence must be submitted in order to warrant a change in the CPTC's recommendation. After hearing a presentation by the candidate, the CPTC will vote by secret ballot. The Provost must be present for the hearing of appeals.

8. Upon completion of the appeal process, the CPTC forwards to the Provost a list of candidates it recommends for tenure and promotion and the promotion materials of the candidates. This recommendation must indicate how the candidate meets the Bases and Standards for Reappointment with Tenure and Promotion. The CPTC shall notify all applicants of its final recommendations within two (2) working days after submission to the President.

**E. The Provost:**

1. In the event both the PRC and Dean recommend a candidate for reappointment for a seventh year with tenure and promotion to Associate Professor/Librarian II, the Provost is responsible for reviewing the complete dossier for such candidates, including the application and all supporting materials, the PRC recommendation, the Dean's recommendation, and any responses of the candidate to the PRC or Dean. The Provost then makes an independent recommendation to the President.
2. In the event either the PRC or the Dean (or both) recommend against a candidate for reappointment for a seventh year with tenure and promotion to Associate Professor/Librarian II, the Provost serves *ex officio* as a non-voting member of the CPTC and must be present for all evaluation meetings and for the hearing of appeals by the CPTC.
3. Prepares a written statement indicating concurrence or areas of non-concurrence with the CPTC's recommendations once appeals to the CPTC have been completed and the CPTC's final recommendations have been made. In instances of non-concurrence, the Provost must indicate how the application materials demonstrate that the candidate meets or does not meet the Bases and Standards for Reappointment with Tenure and Promotion.
3. Transmits the Provost's report to the candidate for review and response. A candidate who has not been recommended by the Provost may request a meeting with the Provost. The request must be made within two (2) working days of receiving the recommendation, and the discussion must take place within two (2) working days of receiving the request. Within two (2) working days of the discussion, the Provost notifies the candidate in writing of the final recommendation.
4. Forwards to the President the Provost's report and any response by the candidate to the Provost's final recommendation.

**F. The President:**

1. Within two (2) working days after receiving the final recommendations of the Provost or the CPTC, the President may choose to meet with the Provost and/or the CPTC concerning its recommendations.
2. Should the President make a recommendation inconsistent with that of the CPTC and/or Provost, s/he provides the CPTC and the candidate with the reasons for that action.
3. A candidate who has been recommended by the CPTC and/or Provost and not recommended by the President may request and will be granted a meeting with the President to discuss the reasons for non-concurrence within two (2) days of such a request. Recommendations of the President to the Board of Trustees and the decisions of the Board shall be delivered in writing to all candidates no later than July 15, unless changed by local agreement between the College and the Union.

#### **IV. PROCEDURES AND TIMELINE FOR APPLYING FOR REAPPOINTMENT WITH TENURE AND PROMOTION TO ASSOCIATE PROFESSOR/LIBRARIAN II<sup>12</sup>**

NOTE: If the specified date is a non-work day, the deadline will be moved forward to the next work day. In addition, all dates set forth in this section may be subject to adjustment as follows:

1. All dates may be subject to adjustment by up to, but not exceeding, three days in the event the dates conflict with Spring Commencement or the Memorial Day Holiday. In the event any date shall be adjusted for this reason, the Provost shall provide notice to the academic community by September 1 of the academic year in which such adjustment(s) shall be made.
2. All dates may be subject to adjustment in the event of a campus closure due to inclement weather or other emergency during the promotion or reappointment process. The adjustment shall be equal to the number of days of the campus closure. In the event any dates shall be adjusted for this reason, the Provost shall provide notice to the academic community as soon as practicable.

##### **A. Ordinary process for reappointment with tenure and promotion to Associate Professor/Librarian II**

During the first year of a candidate's full-time tenure-track appointment at TCNJ the PRC is responsible for discussing with the candidate the expectations for scholarly/creative/professional activity based on the *Disciplinary Standards* developed of the department(s)/program(s), extending from reappointment through tenure and promotion. In the case of candidates with joint appointments or candidates who self-identify their scholarly/creative/professional activity as interdisciplinary, using elements of Disciplinary Standards from more than one department or program may be appropriate. The decision to use elements of more than one set of Disciplinary Standards will be jointly determined by the PRC and the candidate in consultation with the Dean of the candidate's home department/program. As early as feasible, interdisciplinary scholars should begin considering the use of multiple Disciplinary Standards and discussing such use with their departments/programs and Deans.

1. *By March 20.* The candidate may apply for reappointment to a seventh year with tenure and promotion to Associate Professor or Librarian II by submitting a dossier consisting of all the items in the Standard Application for Reappointment and Promotion and all supporting materials (see Appendix I). The candidate completes the Checklist to indicate that the major components of the *Standard Application for Reappointment and Promotion* are included in the dossier.

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<sup>12</sup> Article Two, Section IV.A is applicable to full-time tenure-track Assistant Professors and Librarians III who commenced their employment with The College of New Jersey on or after August 1, 2015. Full-time tenure-track Assistant Professors and Librarians III who commenced their employment on or after July 16, 2014 and before August 1, 2015 shall have the option of following this section (which requires concurrent application for reappointment to a seventh year with tenure and promotion to Associate Professor or Librarian II) or Article Three, The Application Process for Reappointment and Tenure. Full-time tenure-track Assistant Professors and Librarians III who commenced their employment prior to July 16, 2014 shall follow the Application Process for Reappointment and Tenure contained in the February 2011 version of the Promotion and Reappointment Document found at:

<http://academicaffairs.pages.tcnj.edu/files/2012/06/Promotion-Reappointment2011.doc>. Section IV.B applies to all full-time faculty and librarians, regardless of date of hire.

Candidates who self-identify their scholarly/creative/professional activities as interdisciplinary discuss with the PRC the use of *Disciplinary Standards* from other departments or programs, as appropriate.

2. *By April 3.* The documents submitted serve as the basis for a renewed conversation between the candidate and the PRC regarding progress toward reappointment with tenure and promotion. This conversation should be both serious and constructive.

This conversation results in an evaluation report to the Dean from the PRC in which the PRC evaluates the candidate's application in the context of expectations described in this document and in the relevant *Disciplinary Standards* for the candidate. The recommendation for successful candidates in their fifth year will be for reappointment to their seventh year with tenure and promotion. An unsuccessful candidate will not be recommended for reappointment beyond their sixth year.

This report is written by and voted on by members of the department/program, according to approved department/program procedures. All members of a PRC must sign the recommendation. By signing a recommendation, members of the PRC indicate their participation in the decision-making process and verify that the recommendation accurately reflects the decision of the PRC; signing does not necessarily indicate that that person concurs with the ultimate recommendation.<sup>13</sup>

The PRC then gives the recommendation to the candidate for him/her to review. The report shall include either a recommendation for appointment to the seventh year with tenure and promotion or a recommendation to terminate the appointment following a sixth (and final) year.

3. *By April 7.* The candidate has the right to respond formally to the PRC's evaluation report. The PRC will include this response as part of the candidate's application.

The PRC completes the Checklist (see Appendix I) acknowledging that all major parts of the *Standard Application for Reappointment and Promotion* are present in the candidate's dossier and adds the PRC evaluation report and candidate's response (if applicable) to the materials. The PRC forwards these materials to the Dean.

4. *By May 1.* The Dean reviews this complete dossier including the PRC report and meets with the chair of the PRC and chair of the department (where applicable). The Dean also has the option to meet with the candidate.

The Dean writes an independent evaluation report and recommendation to the Provost; the Dean considers the candidate's record in light of the bases for reappointment described in this document and the relevant *Disciplinary Standards*. Before it is forwarded to the Provost, the Dean sends copies of the evaluation report and recommendation to the candidate and the PRC.

5. *By May 6.* The candidate has the right to respond formally to the Dean's evaluation report. The Dean will include this response as part of the candidate's application.

The Dean completes the Checklist acknowledging that all major parts of the *Standard Application for Reappointment and Promotion* are present in the candidate's dossier and adds his or her evaluation report and candidate's response (if applicable) to the materials. The Dean forwards

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<sup>13</sup> Any PRC member who refuses to sign the PRC's report/recommendation is expected to send a written explanation for his/her refusal to sign to the appropriate Dean.

these materials to the Provost.

6. *By May 14 (IF APPLICABLE)*. The CPTC reviews the complete dossier, including the evaluation reports from the PRC and the Dean, and prepares a recommendation concerning reappointment with tenure and promotion to the Provost.
7. *By May 21 (IF APPLICABLE)*. The CPTC conducts appeal hearings for any candidate that requests such a hearing and forwards its recommendation to the Provost.
6. *By June 11*. The Provost reviews the complete dossier, including the evaluation reports from the PRC and the Dean, and prepares a recommendation concerning reappointment with tenure and promotion for the President and the Board of Trustees. The Provost may meet with the candidate, PRC, or Dean as needed in preparing this recommendation.

The Provost notifies the candidate in writing of his/her decision to either recommend or not recommend reappointment to the seventh year with tenure and promotion to Associate Professor or Librarian II to the President.

7. *By June 13*. Candidate has the right to respond formally to the Provost's recommendation. The Provost will include the response as part of the candidate's application.

Provost sends the dossier and recommendation to the President.

8. *By June 30*. The President reviews the dossier, including the evaluation reports from the PRC and the Dean and the recommendation from the Provost, and notifies the candidate of his/her recommendation.
9. *By July 30*. Action is taken by the Board of Trustees on President's recommendation for reappointment to the seventh year with tenure and promotion to Associate Professor or Librarian II. The President notifies the candidate of reappointment or non-reappointment.

#### **B. Modified Reappointment Process for applicants with a Qualifying Life Event<sup>14</sup>**

1. A candidate who experiences a qualifying life event, as defined below, and who takes any combination of leave (i.e., sick, vacation, family, or medical leave) for a period of at least four weeks (20 days) or who experiences the qualifying life event after June 30 but before the commencement of the following fall semester may have the timelines, established in Article Two, Section IV.A., above, modified in accordance with this section.
2. Qualifying life events for purposes of this section are those events entitling the candidate to leave pursuant to the NJFLA and FMLA, which include:
  - The birth or adoption of a child of the candidate, or the foster placement of a child with the candidate to allow the candidate to care for the child;
  - A serious health condition that makes the candidate unable to perform the functions of his/her position;
  - A serious health condition affecting the spouse, child, or parent of the candidate to allow the candidate to provide care;

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<sup>14</sup> This section applies to all full-time tenure-track faculty, regardless of date of hire.

- A serious injury or illness incurred in the line of duty affecting a covered service member who is the spouse, child, parent or next of kin of the candidate to allow the candidate to provide care,
  - A qualifying exigency arising out of the fact that the spouse, child or parent of the candidate is on covered active duty (or has been notified of an impending call or order to covered active duty) in the Armed Forces;
  - An act of domestic violence or a sexually violent offense committed against the candidate or the candidate's spouse, domestic partner, civil union partner, child or parent in accordance with the NJ SAFE Act.
3. A candidate who satisfies the above requirements may be considered for tenure and promotion pursuant to the modified timeline provided in this section. To be eligible for consideration pursuant to the modified tenure and promotion review timeline, a candidate must inform the Office of Human Resources ("HR") of: 1) the occurrence of the qualifying life event; 2) if the event occurs during the contract period the candidate's desire to use some form of accrued leave in accordance with current HR procedures; and 3) his or her desire to be considered pursuant to the modified timeline. The candidate must provide notice of the qualifying life event within twelve (12) months of its occurrence and provide required supporting documentation in accordance with HR procedures.<sup>15</sup> Upon verification of the qualifying life event, approval of requested leave, if applicable, and receipt of the candidate's decision regarding the modified tenure and promotion review timeline, HR will notify the Office of Academic Affairs, the Dean of the candidate's home department/program, and the chair of the candidate's home department/program, with confirmation to the candidate, that the modified tenure and promotion review timelines should apply to the candidate.

NOTE: Candidates should be aware that if they elect the modified timeline, they will not receive notice of the reappointment/tenure and promotion decision until the year subsequent to the year for which the candidate is being reviewed. This may result in receiving notice of a reappointment decision in the terminal year of a candidate's employment term, *e.g.*, a candidate could be notified that he/she will not be reappointed (with tenure) in as late as December of the candidate's final year of employment.

4. The procedures and timelines provided in this section are subject to and shall be consistent with *N.J.S.A. 18A:60-6, et seq.* (the "Tenure Law") and the terms and conditions of any applicable binding agreement between the State of New Jersey and the Council of New Jersey State College Locals (the "*Agreement*"). To the extent that any provision of Section IV.B. of Article Two is inconsistent with the Tenure Law, the Tenure Law shall prevail. To the extent that any provision of Section IV.B. of Article Two is inconsistent with the *Agreement* then in effect, the *Agreement* shall prevail.

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<sup>15</sup> A candidate who has entered and is at any stage of the tenure and promotion review process prior to October 8, 2014, who experienced a qualifying life event as defined above during the time of his or her employment at the College and who otherwise qualifies under this section, may elect to be considered for reappointment pursuant to the modified timeline provided in this section. A candidate shall be eligible for the modified timeline regardless of whether the candidate previously took any form of leave in connection with the qualifying life event.

5. A candidate following the modified reappointment with tenure and promotion process shall be held to the same standards of reappointment with tenure and promotion as any similarly situated candidate following the ordinary (non-modified) tenure and promotion process.
6. For the academic year in which the qualifying life event occurs and the candidate is placed on the modified reappointment with tenure and promotion process, the process for a candidate opting to be considered pursuant to the modified tenure and promotion timeline shall be as follows:
  - 1) The deadline to complete Paragraph IV.A.1. of the Application Process is extended to *September 15 of Year 6.*
  - 2) The deadline to complete Paragraph IV.A.2. of the Application Process is extended to *October 1 of Year 6.*
  - 3) The deadline to complete Paragraph IV.A.3. of the Application Process is extended to *October 5 of Year 6.*
  - 4) The deadline to complete Paragraph IV.A.4. of the Application Process is extended to *October 20 of Year 6.*
  - 5) The deadline to complete Paragraph IV.A.5. of the Application Process is extended to *October 24 of Year 6.*
  - 6) The deadline to complete Paragraph IV.A.6. of the Application Process is extended to *November 14 of Year 6.*
  - 7) The deadline to complete Paragraph IV.A.7. of the Application Process is extended to *November 21 of Year 6.*
  - 8) The deadline to complete Paragraph IV.A.8. of the Application Process is extended to *December 1 of Year 6.*
  - 9) The deadline to complete Paragraph IV.A.9.. of the Application Process is extended to *December 21 of Year 6.*



## **ARTICLE THREE**

### **THE APPLICATION PROCESS FOR REAPPOINTMENT AND TENURE<sup>16</sup>**

#### **I. OVERVIEW**

The College of New Jersey (TCNJ) affirms that a community of learners and scholars is built around high expectations in which all members use their unique talents to make the College a better place. The process of reappointment and tenure at TCNJ functions within this context. It recognizes and supports the professional development of the individual faculty member even as it ensures that the faculty of the College as a whole is characterized by exemplary achievement in the areas of teaching or librarianship, scholarly/creative/professional activity, and service. Candidates are expected to demonstrate accomplishments in all three categories; however, it should be noted that these three broad areas do not count equally in the reappointment process. High quality teaching or librarianship is the most important of the required criteria for reappointment and tenure; scholarly/creative/professional activity is the second most important area; and a candidate's service record ranks third. In addition, the responsibility of faculty as advisors, which is a central role of all faculty, is outlined under the category of teaching. The significance of this role is then emphasized in the application itself, where advising and mentoring are assessed separately from and in addition to teaching, scholarly/creative/ professional activity, and service.

Faculty work is reviewed in the first through fifth years. The first year review does not entail a reappointment decision, but provides feedback to the candidate regarding his/her progress. The second year review is used as a basis for a decision on reappointment to a fourth year. The third year review provides the basis for reappointment to a fifth year only or a fifth and sixth year. When reappointment has been made to a fifth and sixth year, the fourth year review provides feedback to the candidate regarding his/her progress. In cases where reappointment was to a fifth year only, the fourth year review requires a separate reappointment decision for a sixth year. The fifth year review is the basis for reappointment to the seventh year with tenure for full-time faculty members already possessing the rank of Associate Professor or Professor and librarians already possessing the rank of Librarian II or Librarian I.

#### **II. BASES AND STANDARDS FOR EVALUATION FOR REAPPOINTMENT AND TENURE**

##### **A. Teaching or Librarianship**

The College is an exemplary comprehensive institution with the mission of offering a quality education to high achieving students in a residential setting where teaching is an essential priority. Teaching faculty should aspire to be teachers of the first order. High caliber, effective teaching may be characterized by:

1. subject mastery, currency, and ongoing growth in one's discipline and/or across disciplines;
2. the creation of caring and respectful learning environments in which the contributions of students and faculty are valued and recognized;

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<sup>16</sup> The fifth-year review for reappointment to the seventh year with tenure set forth in this Article Three is applicable only to those full-time faculty members already possessing the rank of Associate Professor or Professor and librarians already possessing the rank of Librarian II or Librarian I. All other full-time faculty members and librarians will be considered for reappointment to the seventh year with tenure under the process set forth in Article Two, The Application Process for Reappointment with Tenure and Promotion to Associate Professor/Librarian II.

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3. enthusiasm that arouses student interest, curiosity, and motivation;
4. rapport with students;
5. incorporation of one's scholarship into teaching, when appropriate, including the effective supervision of student research and the incorporation of students into one's scholarship, when appropriate;
6. commitment to all levels of the curriculum, including First Seminars, liberal learning, introductory courses, and graduate courses, where appropriate;
7. careful preparation and clear organization of lessons and pedagogical materials that enhance student learning;
8. attention to student learning outcomes that help develop students as successful, ethical, and visionary leaders in a multicultural, highly technological, and increasingly global world;
9. purposeful experimentation with one's pedagogy in ways that foster engaging educational environments that are characterized by academic freedom, creative expressions, critical thinking, intellectual inquiry, and community engagement;
10. the creation and/or revision of courses and curricula in ways that foster a vibrant, intellectual community that is built around a shared commitment to scholarly inquiry;
11. thoughtful mentorship and advising that contribute to students' cultural, social, and intellectual lives;
12. respect for and fair treatment of students as individuals;
13. pride in offering an individualized educational experience to every student;
14. timeliness and professionalism in meeting classes and evaluating student work; and
15. rigor and transparency in evaluating student work.

Likewise, library faculty should aspire to be librarians of the first order. High caliber, effective librarianship is characterized by:

1. mastery, currency and ongoing growth in one's specialty(ies);
2. careful preparation and clear organization;
3. fair and sensitive response to student needs, concerns, individual differences, and cultural backgrounds;
4. purposeful experimentation in the practice of one's professional specialty(ies);
5. incorporation of one's scholarship into the practice of librarianship, where appropriate;
6. incorporation of one's professional service into the practice of librarianship;
7. timeliness and professionalism in carrying out professional responsibilities;

8. consistency in developing, implementing, and/or updating services;
9. respect and fair treatment of all library users as individuals; and
10. an ability to successfully interact with and/or supervise staff at various levels.

## **B. Scholarly/Creative/Professional Activity**

The best teachers remain devoted learners. TCNJ embraces the model of a professor as *teacher-scholar* and understands that a serious and continuing commitment to scholarship complements and enriches teaching of the first order; therefore, the College values the scholarly and creative enterprise. The College recognizes a range of scholarly modes including:

1. The Scholarship of Discovery – the traditional research model in which new content knowledge is acquired;
2. The Scholarship of Integration – the creation of new knowledge by synthesizing and making connections across disciplines or sub-disciplines;
3. The Scholarship of Application – the bridging of the gap between theory and practice through both research and action;
4. The Scholarship of Pedagogy – the discovery or an evaluative analysis of the ways students learn, and the identification and assessment of methods used to foster learning; and
5. Artistic Expression – the expression of artistry through the visual, performing, or literary arts.

It is recognized that there are faculty members whose scholarly/creative/professional work spans multiple disciplines. The College values scholarship that crosses departmental boundaries and that integrates a variety of approaches, theories, methodologies, and practices.

In keeping with the mission of the College, we also value scholarship that is uniquely suited to our institution, such as projects that involve TCNJ students in a scholarly manner or are connected to our role in the larger community.

Although scholarly/creative/professional activities take many forms, the expectation is that finished works will be submitted to an appropriate jury of peers for rigorous evaluation. The quality of work is defined by its significance in one's field of inquiry and necessarily requires such peer review to validate the work's significance. Normally, this means that the finished works will be published, presented, or performed in a respected venue consistent with accepted scholarly standards. **This level of accomplishment is required and is the most important evidence for reappointment and tenure within the scholarly/creative/professional activity area.** Quality is more important than mere quantity, although candidates are expected to maintain their scholarly/creative/professional activity consistently, and demonstrate the ability to bring significant projects to fruition as defined by the standards of one's discipline.

Publications, creative work, and grant writing are considered as evidence for reappointment and tenure if they have been produced during the applicant's period as a member of the faculty at TCNJ. (All published work should be included in the materials presented during the evaluation process, but candidates should make clear which work has been conducted subsequent to appointment at the College.)

Professional activities as a consultant or practitioner are considered scholarly when they involve the

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creation rather than application of knowledge and impact significantly on one's discipline. Examples include original research when consulting for a company, creating national standards for an accrediting organization, designing curricula for national or regional use. Evidence includes but is not limited to written evaluations by peers or professional organizations.

Throughout the probationary period candidates should show steady progress toward a productive and coherent program of scholarship or creativity. By the time of the tenure decision there should be a record of finished work conducted while at TCNJ and clear promise of ongoing and maturing scholarship.

The standards that mark excellence in scholarly/creative/professional activity may differ significantly among disciplines and even sub-disciplines. It is not possible to define in this document what these standards are in every discipline; instead, the accepted *Disciplinary Standards* of the appropriate department(s) or program(s) should be consulted (and made available to every candidate for promotion). It is the responsibility of the departmental Promotion and Reappointment Committee (or its equivalent) to consult, when necessary, with the Dean and Provost about reasonable expectations for a given discipline or sub-discipline, based on the *Disciplinary Standards* of the relevant department(s) or program(s). This should occur during the spring semester of the candidate's first year, and should include expectations for reappointment, tenure, and promotion to Associate Professor, Professor, Librarian II or I. It is the responsibility of the candidate to make clear in the application that these expectations were met.

In the case of candidates with joint appointments or candidates who self-identify their scholarly/creative/professional activity as interdisciplinary, using elements of *Disciplinary Standards* from more than one department or program may be appropriate. The decision to use elements of more than one set of *Disciplinary Standards* will be jointly determined by the PRC and the candidate in consultation with the Dean of the candidate's home department/program. As early as feasible, interdisciplinary scholars should begin considering the use of multiple *Disciplinary Standards*, and discussing such use with their departments/programs and Deans.

### **C. Service**

The College also depends on faculty contributions to ensure that it achieves its educational mission through effective and efficient operations. The College's commitment to participatory governance and the needs of academic Programs and units necessitate a spirit of service and citizenship. Faculty contributions to the good of the community are expected to increase concomitantly with the institution's commitment to the individual. Normally, this means that faculty will be expected to accept more significant service responsibilities once they have earned tenure. Prior to tenure, faculty should shoulder an equitable portion of the responsibilities in their department or school and may, depending on their interests and other obligations, also choose to become involved in other campus opportunities and events.

### **III. ROLES AND RESPONSIBILITIES**

#### **A. The Candidate**

The College expects exemplary achievement in the areas of teaching or librarianship, scholarly/creative/professional activity, and service. The College strives to hire faculty who will be successful in the evaluation process and will continue to develop professionally. It is the candidate's responsibility to present and explain the case for reappointment and tenure. The application materials should be organized and focused in order to convey the information that is most relevant in the record of achievement (see Appendix I). The candidate needs to establish the exemplary nature of his or her record of achievement. In preparing his or her materials, the candidate also needs to coordinate with the chair of the department (or the chair of the PRC if there is no department chair or the department chair is a candidate) to ensure that the materials from the PRC are added to the portfolio in a timely manner.

#### **B. The Department/Program**

Departments (and programs) must strive to appoint faculty who will contribute directly to the College's mission of offering a quality educational experience to high achieving students in a residential setting. Departments must share the College's commitment to exemplary achievement in the areas of teaching or librarianship, scholarly/creative/professional activity, and service. Departments have a special responsibility to encourage and guide untenured faculty throughout their probationary period and to assist in their professional development specifically through an articulation of expectations and standards, mentoring and performance assessment.

To this end, it is the department's responsibility to:

1. Inform new faculty about the expectations for performance. The standards that mark excellence in scholarly/creative/professional activity may differ significantly among disciplines and even sub-disciplines. It is not possible to define in this document what these standards are in every discipline; instead, the accepted *Disciplinary Standards* of the appropriate department(s) or program(s) should be consulted (and made available to every candidate for promotion). It is the responsibility of the PRC (or its equivalent) to consult when necessary with the Dean and Provost about reasonable expectations for a given discipline or sub-discipline, based on the *Disciplinary Standards* of the department(s) or program(s). And, ultimately, it is the responsibility of the PRC to make clear to each candidate what these reasonable expectations are.
2. Discuss with new faculty progress toward these performance expectations.
  - a. In probationary years one (1) and four (4), this discussion will normally result in a letter summarizing the feedback and advice from the PRC to the candidate with a copy sent to the Dean;
  - b. In probationary years two (2), three (3) and five (5), this discussion will result in an evaluation report from the PRC to the Dean;
3. Establish an active program of systematic support (helpful mentoring related to teaching or librarianship; scholarly/creative/professional activity; department/program/school service; and application for external support). The mentoring program should be explained in a document that is given to each candidate upon appointment.
4. Prior to application process, implement the College's procedures for collecting and analyzing student evaluations of teaching.

5. Observe and review the teaching of new faculty twice each year. The format and content of the peer reviews should conform to the guidelines set forth in Appendix III.
6. Read and evaluate carefully the candidate's *Standard Application for Reappointment and Promotion* (see Appendix I) and all supporting materials.
7. Prepare a constructive evaluation report that characterizes and assesses:
  - a. the quality of the candidate's teaching, academic advising, and student mentoring, including an analysis of student and peer reviews, teaching materials, curricular and course development (for librarians, a comparable analysis of relevant materials);
  - b. the quality and quantity of the candidate's scholarship, with an indication that the expectations described in the *Disciplinary Standards* were met, and with special attention to its significance in its particular field and sub-field;
  - c. the candidate's contribution to the health and vitality of the department/program as well as the campus community; and
  - d. efforts made by the department/program to mentor the candidate.

### **C. The Dean**

The Dean is responsible for working with departments to fulfill their obligations in an exemplary manner. The Dean is responsible for reviewing the departmental evaluation materials (letters, reports, etc.). The Dean is also responsible for reviewing departmental processes and procedures to ensure that they function both to assist candidates in their professional development and to advance the College's mission through the process of reappointment and tenure. The Dean considers institutional and school needs as well as departmental needs. For candidates undergoing the full review process (i.e., review beyond the level of the Dean), the Dean issues an independent recommendation to the Provost.

### **D. The College Promotions and Tenure Committee (CPTC):**

In the event that both the PRC and Dean recommend a candidate for reappointment for a seventh year with tenure, no consideration or action by the CPTC is required and the process moves from Section III.C. (the Dean) to Section III.E. (the Provost). In the event that either the PRC or the Dean recommend against reappointment for a seventh year with tenure, the CPTC evaluates the applicant in terms of the Bases and Standards for Reappointment and Tenure and the relevant *Disciplinary Standards* and recommends tenure only for those candidates who clearly warrant such promotion. In its evaluation of candidates, the CPTC:

1. Reviews and discusses all materials received from each candidate, assessing the quality of the documentation and considering the recommendations made by the PRC and the Dean.
2. Gives consideration to the evaluations of reappointment and promotion applications made by PRCs in the last three (3) years.
3. Restricts its discussions of candidates to the Bases and Standards for Reappointment and Tenure and the relevant *Disciplinary Standards*, referring to the application materials, the PRC's and Dean's recommendations, and the candidate's response(s) only. None of its members acts as an advocate of a discipline, department, program, or school. Members should avoid any conversations about candidates outside of CPTC meetings.

4. Provides candidates and/or their representatives an opportunity to appear before the CPTC to amplify and explain the documentation submitted with the application.
5. Concludes its deliberations, votes on each candidate, arrives at recommendations, and notifies in writing recommended and non-recommended candidates on or before May 14. The CPTC's feedback letter to non-recommended candidates must explain how, as set out in the Bases and Standards for Reappointment and Tenure, the candidate has not met the Standards in one or more of the following: teaching/librarianship; scholarly/creative/professional activity; service.
6. Allows the candidate to examine and respond to the CPTC's feedback letter and recommendation. Any comment or response to these from the candidate shall be forwarded to the Provost as part of the candidate's application.
7. Candidates for reappointment with tenure have five (5) business days after receipt of the CPTC's recommendation to submit an appeal. Information on the dates and procedures for making an appeal is included in the CPTC's letter of notification to the candidate. Compelling evidence must be submitted in order to warrant a change in the CPTC's recommendation. After hearing a presentation by the candidate, the CPTC will vote by secret ballot. The Provost must be present for the hearing of appeals.
8. Upon completion of the appeal process, the CPTC forwards to the Provost a list of candidates it recommends for tenure and the promotion materials of the candidates. This recommendation must indicate how the candidate meets the Bases and Standards for Reappointment and Tenure. The CPTC shall notify all applicants of its final recommendations within two (2) working days after submission to the President.

#### **E. The Provost**

The Provost is responsible for reviewing the complete dossier for candidates undergoing the full review process (i.e., review beyond the level of the Dean), including the application and all supporting materials, the PRC recommendation, the Dean's recommendation, and any responses of the candidate to the PRC or Dean. The Provost then makes an independent recommendation to the President.

#### **F. The President**

The President is responsible for making a recommendation to the Board of Trustees.

#### IV. PROCEDURES AND TIMELINE FOR APPLYING FOR REAPPOINTMENT<sup>17</sup>

NOTE: If the specified date is a non-work day, the deadline will be moved forward to the next work day. In addition, all dates set forth in this section may be subject to adjustment as follows:

1. All dates may be subject to adjustment by up to, but not exceeding, three days in the event the dates conflict with Spring Commencement or the Memorial Day Holiday. In the event any date shall be adjusted for this reason, the Provost shall provide notice to the academic community by September 1 of the academic year in which such adjustment(s) shall be made.
2. All dates may be subject to adjustment in the event of a campus closure due to inclement weather or other emergency during the promotion or reappointment process. The adjustment shall be equal to the number of days of the campus closure. In the event any dates shall be adjusted for this reason, the Provost shall provide notice to the academic community as soon as practicable.

##### Ordinary reappointment process for 6-year tenure for both 5 and 6-year tenure cycles

###### A. In the First Year

During the first year of a candidate's full-time tenure-track appointment at TCNJ the PRC is responsible for discussing with the candidate the expectations for scholarly/creative/professional activity based on the *Disciplinary Standards* developed of the department(s)/program(s), extending from reappointment through tenure and promotion. In the case of candidates with joint appointments or candidates who self-identify their scholarly/creative/professional activity as interdisciplinary, using elements of Disciplinary Standards from more than one department or program may be appropriate. The decision to use elements of more than one set of Disciplinary Standards will be jointly determined by the PRC and the candidate in consultation with the Dean of the candidate's home department/program. As early as feasible, interdisciplinary scholars should begin considering the use of multiple Disciplinary Standards and discussing such use with their departments/programs and Deans.

Faculty are hired with an initial three (3)-year appointment, so the review during the first year is not the basis for any decision about reappointment; rather it is an opportunity for constructive feedback.

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<sup>17</sup> Article Three, Sections IV.A through IV.D are applicable to full-time tenure-track faculty members and librarians who commenced their employment with The College of New Jersey on or after July 16, 2014. Article Three, Section IV.E. is applicable to full-time tenure-track faculty members and librarians already holding the rank of Associate Professor or Professor or Librarian II or Librarian I at the time of consideration for reappointment to a seventh year and tenure. Full-time tenure-track faculty members and librarians employed by the College prior to July 16, 2014 shall follow the Application Process for Reappointment and Tenure contained in the February 2011 version of the Promotion and Reappointment Document found at: [<http://academicaffairs.pages.tcnj.edu/files/2012/06/Promotion-Reappointment2011.doc>] Section IV.F applies to all full-time faculty, regardless of date of hire.



1. *By May 15.* The candidate submits to the Department Promotion and Reappointment Committee (PRC) the *Standardized Curriculum Vita*, Student Evaluations, and Peer Reviews of Teaching (see Appendix I). Candidates do not need to include all of the supporting materials, although they should submit any supporting materials that they want to review with the PRC (e.g. reprints or pre-prints of scholarly articles, or the syllabus and course materials for a new course). Candidates who self-identify their scholarly/creative/professional activities as interdisciplinary should begin to discuss with the PRC the use of *Disciplinary Standards* from other departments or programs, as appropriate.
2. *By May 25.* The documents submitted serve as the basis for a serious conversation between the candidate and the PRC regarding progress toward reappointment and tenure. The purpose of this face-to-face conversation is to encourage the candidate in his or her professional development, to offer honest feedback and constructive advice, and to provide structure to the department's/program's responsibility to mentor its untenured faculty members.

This conversation is then summarized in the form of a letter to the candidate from the PRC. Chairs should note that the discussion should be a meaningful one, and that the letter – about one (1) to two (2) pages – should not be a repeat of the application, but rather, it should truly characterize the conversation, and address both strengths and weaknesses of the application. This letter shall include the phrase, "*by signing this letter, I agree that its contents summarize the discussion between the PRC and the candidate*" and should be signed by all members of the PRC and the candidate. By signing the letter, members of the PRC indicate their participation in the conversation and verify that the letter accurately summarizes the conversation between the candidate and the PRC; signing does not necessarily indicate that that person concurs with all of the points raised in the letter.<sup>18</sup>

3. *By May 29.* The candidate has the right to respond formally to the PRC's letter. This response will be included as part of the candidate's application. The PRC sends the Dean a copy of all correspondence, the *Standardized Curriculum Vita*, Student Teaching Evaluations, and Peer Reviews of Teaching.
4. *By June 15.* The Dean reviews the PRC letter and candidate's materials. Should the Dean have concerns about the content of the letter or its clarity, the Dean may elect to meet with the PRC or the candidate for additional conversation. The Dean issues a written acknowledgment to the candidate and the PRC, with a copy to the Provost.

## **B. In the Second Year**

1. *By March 20.* The candidate may apply for reappointment to a fourth year by submitting a dossier consisting of all items in the *Standard Application for Reappointment and Promotion* and all supporting materials (see Appendix I). The candidate completes the Checklist to indicate that the major components of the *Standard Application for Reappointment and Promotion* are included in the dossier. Candidates who self-identify their scholarly/creative/professional activities as interdisciplinary discuss with the PRC the use of *Disciplinary Standards* from other departments or programs, as appropriate.
2. *By April 3.* The documents submitted serve as the basis for a renewed conversation between the candidate and the PRC regarding progress toward reappointment and tenure. This conversation

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<sup>18</sup> Any PRC member who refuses to sign the PRC's report/recommendation is expected to send a written explanation for his/her refusal to sign to the appropriate Dean.

should be both serious and constructive.

This conversation results in an evaluation report to the Dean from the PRC that summarizes the candidate's progress toward reappointment and tenure in the context of expectations described in this document and in the relevant *Disciplinary Standards* for the candidate. This report is written by and voted on by members of the department/program, according to approved department/program procedures. All members of a PRC must sign the recommendation. By signing a recommendation, members of the PRC indicate their participation in the decision-making process and verify that the recommendation accurately reflects the decision of the PRC; signing does not necessarily indicate that that person concurs with the ultimate recommendation.<sup>19</sup>

The PRC then gives the recommendation to the candidate for him/her to review. If the report is generally positive, it should include a recommendation for appointment to the fourth year. If the report is substantially negative, it may include a recommendation to terminate the appointment following a third (and final) year.

3. *By April 7.* The candidate has the right to respond formally to the PRC's evaluation report. The PRC will include this response as part of the candidate's application.

The PRC completes the Checklist (see Appendix I) acknowledging that all major parts of the *Standard Application for Reappointment and Promotion* are present in the candidate's dossier and adds the PRC evaluation report and candidate's response (if applicable) to the materials. The PRC forwards these materials to the Dean.

4. *By May 1.* The Dean reviews this complete dossier including the PRC report and meets with the chair of the PRC and chair of the department (where applicable). The Dean also has the option to meet with the candidate.

The Dean writes an independent evaluation report and recommendation to the Provost; the Dean considers the candidate's record in light of the bases for reappointment described in this document and the relevant *Disciplinary Standards*. Before it is forwarded to the Provost, the Dean sends copies of the evaluation report and recommendation to the candidate and the PRC.

5. *By May 6.* The candidate has the right to respond formally to the Dean's evaluation report. The Dean will include this response as part of the candidate's application.

The Dean completes the Checklist acknowledging that all major parts of the *Standard Application for Reappointment and Promotion* are present in the candidate's dossier and adds his or her evaluation report and candidate's response (if applicable) to the materials. The Dean forwards these materials to the Provost.

6. *By June 11.* The Provost reviews the complete dossier, including the evaluation reports from the PRC and the Dean, and prepares a recommendation concerning reappointment for the President and the Board of Trustees. The Provost may meet with the candidate, PRC, or Dean as needed in preparing this recommendation.

The Provost notifies the candidate in writing of his/her decision to either recommend or not recommend reappointment to the President.

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<sup>19</sup> Any PRC member who refuses to sign the PRC's report/recommendation is expected to send a written explanation for his/her refusal to sign to the appropriate Dean.

7. *By June 13.* Candidate has the right to respond formally to the Provost's recommendation. The Provost will include the response as part of the candidate's application.

Provost sends the dossier and recommendation whether to reappoint to the fourth year or not to the President.

8. *By June 30.* The President reviews the dossier, including the evaluation reports from the PRC and the Dean and the recommendation from the Provost, and notifies the candidate of his/her recommendation.
9. *By July 30.* Action is taken by the Board of Trustees on President's recommendation for reappointment to the fourth year. The President notifies the candidate of reappointment or non-reappointment.

### C. In the Third Year

NOTE: In addition to candidates in their third year, the process below is used by those candidates in their fourth year whose third year review resulted in appointment only for the fifth year. In such cases, this comprehensive review can result in a recommendation for an additional appointment for the sixth year (to include a comprehensive review for reappointment to the seventh year with tenure during the fifth year) or it can result in a recommendation to terminate the appointment following a sixth (and final) year.

1. *By March 20.* The candidate may apply for reappointment to a fifth and sixth year by submitting a dossier consisting of all items in the *Standard Application for Reappointment and Promotion* and all supporting materials (see Appendix I). The candidate completes the Checklist to indicate that the major components of the *Standard Application for Reappointment and Promotion* are included in the dossier. Candidates who self-identify their scholarly/creative/professional activities as interdisciplinary discuss with the PRC the use of *Disciplinary Standards* from other departments or programs, as appropriate.
2. *By April 3.* The documents submitted serve as the basis for a renewed conversation between the candidate and the PRC regarding progress toward reappointment and tenure. This conversation should be both serious and constructive.

This conversation results in an evaluation report to the Dean from the PRC that summarizes the candidate's progress toward reappointment and tenure in the context of expectations described in this document and in the relevant *Disciplinary Standards* for the candidate. This report is written by and voted on by members of the department/program, according to approved department/program procedures. All members of a PRC must sign the recommendation. By signing a recommendation, members of the PRC indicate their participation in the decision-making process and verify that the recommendation accurately reflects the decision of the PRC; signing does not necessarily indicate that that person concurs with the ultimate recommendation.<sup>20</sup>

The PRC then gives the recommendation to the candidate for him/her to review. If the report is generally positive, it should include a recommendation for appointment to the fifth and sixth years. If the report identifies areas of significant concern, it may instead result in a recommendation for appointment to the fifth year with an additional comprehensive review (for

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<sup>20</sup> Any PRC member who refuses to sign the PRC's report/recommendation is expected to send a written explanation for his/her refusal to sign to the appropriate Dean.

reappointment to the sixth year) to occur at the end of the fourth year. If the report is substantially negative, it may include a recommendation to terminate the appointment following a fourth (and final) year.

3. *By April 7.* The candidate has the right to respond formally to the PRC's evaluation report. The PRC will include this response as part of the candidate's application.

The PRC completes the Checklist (see Appendix I) acknowledging that all major parts of the *Standard Application for Reappointment and Promotion* are present in the candidate's dossier and adds the PRC evaluation report and candidate's response (if applicable) to the materials. The PRC forwards these materials to the Dean.

4. *By May 1.* The Dean reviews this complete dossier including the PRC report and meets with the chair of the PRC and chair of the department (where applicable). The Dean also has the option to meet with the candidate.

The Dean writes an independent evaluation report and recommendation to the Provost; the Dean considers the candidate's record in light of the bases for reappointment described in this document and the relevant *Disciplinary Standards*. Before it is forwarded to the Provost, the Dean sends copies of the evaluation report and recommendation to the candidate and the PRC.

5. *By May 6.* The candidate has the right to respond formally to the Dean's evaluation report. The Dean will include this response as part of the candidate's application.

The Dean completes the Checklist acknowledging that all major parts of the *Standard Application for Reappointment and Promotion* are present in the candidate's dossier and adds his or her evaluation report and candidate's response (if applicable) to the materials. The Dean forwards these materials to the Provost.

6. *By June 11.* The Provost reviews the complete dossier, including the evaluation reports from the PRC and the Dean, and prepares a recommendation concerning reappointment for the President and the Board of Trustees. The Provost may meet with the candidate, PRC, or Dean as needed in preparing this recommendation.

The Provost notifies the candidate in writing of his/her decision to either recommend or not recommend reappointment to the fifth and sixth years to the President.

7. *By June 13.* Candidate has the right to respond formally to the Provost's recommendation. The Provost will include the response as part of the candidate's application.

Provost sends the dossier and recommendation to the President.

8. *By June 30.* The President reviews the dossier, including the evaluation reports from the PRC and the Dean and the recommendation from the Provost, and notifies the candidate of his/her recommendation.

9. *By July 30.* Action is taken by the Board of Trustees on President's recommendation for reappointment to the fifth and sixth years. The President notifies the candidate of reappointment or non-reappointment.

#### **D. In the Fourth Year**

NOTE: The process described below is followed when the review in the third year results in

reappointment for the fifth and sixth year. Should the third year review result in appointment just for the fifth year, then the process in the fourth year review follows the pattern of the third year. (See Note above under “In the Third Year.”)

1. *By May 15.* The review at the end of the fourth year follows the pattern of the review in the first year. The candidate submits the *Standardized Curriculum Vita*, Student Teaching Evaluations, and Peer Reviews of Teaching. Candidates do not need to include all of the supporting materials, although they should submit any supporting materials that they want to review with the PRC (e.g. reprints or pre-prints of scholarly articles, or the syllabus and course materials for a new course).
2. *By May 25.* The candidate meets with the PRC to review his or her continuing progress. The purpose of this face-to-face conversation is to encourage the candidate in his or her professional development, to offer honest feedback and constructive advice, and to provide structure to the department's/program's responsibility to mentor its untenured faculty members. Because this is the year preceding the tenure review, it is important for the department/program to offer advice to the candidate that is both straightforward and constructive.

This conversation is then summarized in the form of a letter to the candidate from the PRC. Chairs should note that the discussion should be a meaningful one, and that the letter – about one (1) to two (2) pages – should not be a repeat of the application, but rather, it should truly characterize the conversation, and address both strengths and weaknesses of the application. This letter shall include the phrase, “*by signing this letter, I agree that its contents summarize the discussion between the PRC and the candidate*” and should be signed by all members of the PRC and the candidate. By signing the letter, members of the PRC indicate their participation in the conversation and verify that the letter accurately summarizes the conversation between the candidate and the PRC; signing does not necessarily indicate that that person concurs with all of the points raised in the letter.<sup>21</sup>

3. *By May 29.* The candidate has the right to respond formally to this letter. This response will be included as part of the candidate's application. The PRC sends the Dean a copy of all correspondence, the *Standardized Curriculum Vita*, Student Teaching Evaluations, and Peer Reviews of Teaching.
4. *By June 15.* The Dean reviews PRC letter and *Standard Application*. Should the Dean have concerns about the content of the letter or its clarity, the Dean may elect to meet with the PRC or the candidate for additional conversation. The Dean issues a written acknowledgment to the candidate and the PRC, with a copy to the Provost.

#### **E. In the Fifth Year**

1. *By March 20.* The candidate may apply for reappointment to a seventh year with tenure by submitting a dossier consisting of all the items in the Standard Application for Reappointment and Promotion and all supporting materials (see Appendix I). The candidate completes the Checklist to indicate that the major components of the *Standard Application for Reappointment and Promotion* are included in the dossier. Candidates who self-identify their scholarly/creative/professional activities as interdisciplinary discuss with the PRC the use of *Disciplinary Standards* from other departments or programs, as appropriate.

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<sup>21</sup> Any PRC member who refuses to sign the PRC's report/recommendation is expected to send a written explanation for his/her refusal to sign to the appropriate Dean.

2. *By April 3.* The documents submitted serve as the basis for a renewed conversation between the candidate and the PRC regarding progress toward reappointment and tenure. This conversation should be both serious and constructive.

This conversation results in an evaluation report to the Dean from the PRC in which the PRC evaluates the candidate's application in the context of expectations described in this document and in the relevant *Disciplinary Standards* for the candidate. The recommendation for successful candidates in their fifth year will normally be for reappointment to their seventh year and tenure. An unsuccessful candidate will not be recommended for reappointment beyond their sixth year.

This report is written by and voted on by members of the department/program, according to approved department/program procedures. All members of a PRC must sign the recommendation. By signing a recommendation, members of the PRC indicate their participation in the decision-making process and verify that the recommendation accurately reflects the decision of the PRC; signing does not necessarily indicate that that person concurs with the ultimate recommendation.<sup>22</sup>

The PRC then gives the recommendation to the candidate for him/her to review. If the report is generally positive, it should include a recommendation for appointment to the seventh year with tenure. If the report is substantially negative, it may include a recommendation to terminate the appointment following a sixth (and final) year.

3. *By April 7.* The candidate has the right to respond formally to the PRC's evaluation report. The PRC will include this response as part of the candidate's application.

The PRC completes the Checklist (see Appendix I) acknowledging that all major parts of the *Standard Application for Reappointment and Promotion* are present in the candidate's dossier and adds the PRC evaluation report and candidate's response (if applicable) to the materials. The PRC forwards these materials to the Dean.

4. *By May 1.* The Dean reviews this complete dossier including the PRC report and meets with the chair of the PRC and chair of the department (where applicable). The Dean also has the option to meet with the candidate.

The Dean writes an independent evaluation report and recommendation to the Provost; the Dean considers the candidate's record in light of the bases for reappointment described in this document and the relevant *Disciplinary Standards*. Before it is forwarded to the Provost, the Dean sends copies of the evaluation report and recommendation to the candidate and the PRC.

5. *By May 6.* The candidate has the right to respond formally to the Dean's evaluation report. The Dean will include this response as part of the candidate's application.

The Dean completes the Checklist acknowledging that all major parts of the *Standard Application for Reappointment and Promotion* are present in the candidate's dossier and adds his or her evaluation report and candidate's response (if applicable) to the materials. Dean forwards these materials to the Provost.

6. *By May 14 (IF APPLICABLE).* The CPTC reviews reviews the complete dossier, including the evaluation reports from the PRC and the Dean, and prepares a recommendation concerning

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<sup>22</sup> Any PRC member who refuses to sign the PRC's report/recommendation is expected to send a written explanation for his/her refusal to sign to the appropriate Dean.

reappointment with tenure and promotion to the Provost.

7. *By May 21 (IF APPLICABLE).* The CPTC conducts appeal hearings for any candidate that requests such a hearing and forwards its recommendation to the Provost.
8. *By June 11.* The Provost reviews the complete dossier, including the evaluation reports from the PRC and the Dean, and prepares a recommendation concerning reappointment for the President and the Board of Trustees. The Provost may meet with the candidate, PRC, or Dean as needed in preparing this recommendation.

The Provost notifies the candidate in writing of his/her decision to either recommend or not recommend reappointment to the seventh year and tenure to the President.

9. *By June 13.* Candidate has the right to respond formally to the Provost's recommendation. The Provost will include the response as part of the candidate's application.

Provost sends the dossier and recommendation to the President.

10. *By June 30.* The President reviews the dossier, including the evaluation reports from the PRC and the Dean and the recommendation from the Provost, and notifies the candidate of his/her recommendation.
11. *By July 30.* Action is taken by the Board of Trustees on President's recommendation for reappointment to the seventh year. The President notifies the candidate of reappointment or non-reappointment.

#### **F. Modified Reappointment Process for applicants with a Qualifying Life Event<sup>23</sup>**

1. A candidate who experiences a qualifying life event, as defined below, and who takes any combination of leave (i.e., sick, vacation, family, or medical leave) for a period of at least four weeks (20 days) or who experiences the qualifying life event after June 30 but before the commencement of the following fall semester may have the timelines, established in Paragraphs A-E., above, modified in accordance with this section.
2. Qualifying life events for purposes of this section are those events entitling the candidate to leave pursuant to the NJFLA and FMLA, which include:
  - The birth or adoption of a child of the candidate, or the foster placement of a child with the candidate to allow the candidate to care for the child;
  - A serious health condition that makes the candidate unable to perform the functions of his/her position;
  - A serious health condition affecting the spouse, child, or parent of the candidate to allow the candidate to provide care;
  - A serious injury or illness incurred in the line of duty affecting a covered service member who is the spouse, child, parent or next of kin of the candidate to allow the candidate to provide care,
  - A qualifying exigency arising out of the fact that the spouse, child or parent of the candidate is on covered active duty (or has been notified of an impending call or order to covered active duty) in the Armed Forces;

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<sup>23</sup> This section applies to all full-time faculty, regardless of date of hire.  
Promotion and Reappointment Document – October 2015

- An act of domestic violence or a sexually violent offense committed against the candidate or the candidate's spouse, domestic partner, civil union partner, child or parent in accordance with the NJ SAFE Act.
3. A candidate who satisfies the above requirements may be considered for reappointment pursuant to the modified timeline provided in this section. To be eligible for reappointment pursuant to the modified reappointment and tenure review timeline, a candidate must inform the Office of Human Resources ("HR") of: 1) the occurrence of the qualifying life event; 2) if the event occurs during the contract period the candidate's desire to use some form of accrued leave in accordance with current HR procedures; and 3) his or her desire to be considered pursuant to the modified timeline. The candidate must provide notice of the qualifying life event within twelve (12) months of its occurrence and provide required supporting documentation in accordance with HR procedures.<sup>24</sup> Upon verification of the qualifying life event, approval of requested leave, if applicable, and receipt of the candidate's decision regarding the modified reappointment and tenure review timeline, HR will notify the Office of Academic Affairs, the Dean of the candidate's home department/program, and the chair of the candidate's home department/program, with confirmation to the candidate, that the modified reappointment and tenure review timelines should apply to the candidate. Once the candidate is placed on the modified reappointment and tenure review timeline, he/she will be subject to the modified timelines for all years subsequent to the occurrence of the qualifying life event through the decision to grant or deny tenure. If the candidate does not wish to have the modified process applied for all subsequent years, the candidate shall notify HR and the Office of Academic Affairs no later than April 1 of the year in which the candidate wishes to return to the ordinary timelines established in Sections IV.A.-D., above, for the remaining years of review.

NOTE: Candidates should be aware that if they elect the modified timeline, they will not receive notice of the reappointment decision until the year subsequent to the year for which the candidate is being reviewed. This may result in receiving notice of a reappointment decision in the terminal year of a candidate's employment term, *e.g.*, a candidate could be notified that he/she will not be reappointed (with tenure) in as late as December of the candidate's final year of employment.

4. The procedures and timelines provided in this section are subject to and shall be consistent with *N.J.S.A. 18A:60-6, et seq.* (the "Tenure Law") and the terms and conditions of any applicable binding agreement between the State of New Jersey and the Council of New Jersey State College Locals (the "*Agreement*"). To the extent that any provision of Section IV.F. of The Application Process for Reappointment and Tenure is inconsistent with the Tenure Law, the Tenure Law shall prevail. To the extent that any provision of Section IV.F. of The Application Process for Reappointment and Tenure is inconsistent with the *Agreement* then in effect, that the *Agreement* shall prevail.

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<sup>24</sup> A candidate who has entered and is at any stage of the reappointment and tenure review process prior to October 8, 2014, who experienced a qualifying life event as defined above during the time of his or her employment at the College and who otherwise qualifies under this section, may elect to be considered for reappointment pursuant to the modified timeline provided in this section. A candidate shall be eligible for the modified timeline regardless of whether the candidate previously took any form of leave in connection with the qualifying life event.



5. A candidate following the modified reappointment process shall be held to the same standards of reappointment as any similarly situated candidate following the ordinary (non-modified) reappointment process.
6. For the academic years in which the qualifying life event occurs and the candidate is placed on the modified reappointment process and in subsequent academic years subject to the reappointment process, the process for a candidate opting to be considered pursuant to the modified reappointment timeline shall be as follows:

**First Year Review (which occurs in the second year):**

- 1) The deadline to complete Paragraph IV.A.1. of the Application Process for Reappointment and Tenure section of this document (“Application Process”) is extended to *September 15 of Year 2.*
- 2) The deadline to complete Paragraph IV.A.2. of the Application Process is extended to *October 1 of Year 2.*
- 3) The deadline to complete Paragraph IV.A.3. of the Application Process is extended to *October 7 of Year 2.*
- 4) The deadline to complete Paragraph IV.A.4. of the Application Process is extended to *October 16 of Year 2.*

**Second Year Review (which occurs in the third year):**

- 1) The deadline to complete Paragraph IV.B.1. of the Application Process is extended to *September 15 of Year 3.*
- 2) The deadline to complete Paragraph IV.B.2. of the Application Process is extended to *October 1 of Year 3.*
- 3) The deadline to complete Paragraph IV.B.3. of the Application Process is extended to *October 5 of Year 3.*
- 4) The deadline to complete Paragraph IV.B.4. of the Application Process is extended to *October 20 of Year 3.*
- 5) The deadline to complete Paragraph IV.B.5. of the Application Process is extended to *October 24 of Year 3.*
- 6) The deadline to complete Paragraph IV.B.6. of the Application Process is extended to *November 14 of Year 3.*
- 7) The deadline to complete Paragraph IV.B.7. of the Application Process is extended to *November 21 of Year 3.*
- 8) The deadline to complete Paragraph IV.B.8. of the Application Process is extended to *December 1 of Year 3.*
- 9) The deadline to complete Paragraph IV.B.9. of the Application Process is extended to *December 21 of Year 3.*

**Third Year Review (which occurs in the year subsequent to the year for which the candidate is being reviewed; i.e., the fourth year, if the candidate is being reviewed for the first time for performance through Year 3 and has thus not yet been renewed beyond Year 4, or the fifth year if, as a result of a prior Third Year Review, the candidate was renewed for only a fifth year):**

- 1) The deadline to complete Paragraph IV.C.1. of the Application Process is extended to *September 15 of the subsequent year (Year 4 or 5, as applicable).*
- 2) The deadline to complete Paragraph IV.C.2. of the Application Process is extended to *October 1 of the subsequent year (Year 4 or 5, as applicable).*
- 3) The deadline to complete Paragraph IV.C.3. of the Application Process is extended to *October 5 of the subsequent year (Year 4 or 5, as applicable).*
- 4) The deadline to complete Paragraph IV.C.4. of the Application Process is extended to *October 20 of the subsequent year (Year 4 or 5, as applicable).*
- 5) The deadline to complete Paragraph IV.C.5. of the Application Process is extended to *October 24 of the subsequent year (Year 4 or 5, as applicable).*
- 6) The deadline to complete Paragraph IV.C.6. of the Application Process is extended to *November 14 of the subsequent year (Year 4 or 5, as applicable).*
- 7) The deadline to complete Paragraph IV.C.7. of the Application Process is extended to *November 21 of the subsequent year (Year 4 or 5, as applicable).*
- 8) The deadline to complete Paragraph IV.C.8. of the Application Process is extended to *December 1 of the subsequent year (Year 4 or 5, as applicable).*
- 9) The deadline to complete Paragraph IV.C.9. of the Application Process is extended to *December 21 of the subsequent year (Year 4 or 5, as applicable).*

**Fourth Year Review (which occurs in the fifth year for candidates who, as a result of the Third Year Review, were reappointed to a fifth and sixth year):**

- 1) The deadline to complete Paragraph IV.D.1. of the Application Process is extended to *September 15 of Year 5.*
- 2) The deadline to complete Paragraph IV.D.2. of the Application Process is extended to *October 1 of Year 5.*
- 3) The deadline to complete Paragraph IV.D.3. of the Application Process is extended to *October 7 of Year 5.*
- 4) The deadline to complete Paragraph IV.D.4. of the Application Process is extended to *October 16 of Year 5.*

**Fifth Year Review (which occurs in the sixth and terminal year):**

- 1) The deadline to complete Paragraph IV.E.1. of the Application Process is extended to *September 15 of Year 6.*

- 2) The deadline to complete Paragraph IV.E.2. of the Application Process is extended to *October 1 of Year 6.*
- 3) The deadline to complete Paragraph IV.E.3. of the Application Process is extended to *October 5 of Year 6.*
- 4) The deadline to complete Paragraph IV.E.4. of the Application Process is extended to *October 20 of Year 6.*
- 5) The deadline to complete Paragraph IV.E.5. of the Application Process is extended to *October 24 of Year 6.*
- 6) The deadline to complete Paragraph IV.E.6. of the Application Process is extended to *November 14 of Year 6.*
- 7) The deadline to complete Paragraph IV.E.7. of the Application Process is extended to *November 21 of Year 6.*
- 8) The deadline to complete Paragraph IV.E.8. of the Application Process is extended to *December 1 of Year 6.*
- 9) The deadline to complete Paragraph IV.D.E. of the Application Process is extended to *December 21 of Year 6.*

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*The table presented here includes the normal reappointment dates for probationary faculty under the six-year tenure process as well as those dates proposed by the College for faculty with a qualifying life event.*

	Six-year tenure process			QLE Process
Item #	Date of Action		Action **	Date of Action
IV. A 1	Year 1 – May 13		Candidate submits materials for review	Year 2 – Sep 15
IV. A 2	Year 1 – May 25		Conversation between candidate and PRC	Year 2 – Oct 1
IV. A 3	Year 1 – May 29		Candidate has right to respond to PRC letter	Year 2 – Oct 7
IV. A 4	Year 1 – June 15		Dean reviews PRC letter and candidate's materials	Year 2 – Oct 16
IV. B 1	Year 2 – March 20		Candidate applies for reappointment to <b>fourth year</b>	Year 3 – Sep 15
IV. B 2	Year 2 – April 3		Conversation between candidate and the PRC	Year 3 – Oct 1
IV. B 3	Year 2 - April 7		Candidate has right to respond to PRC letter	Year 3 – Oct 5
IV. B 4	Year 2 – May 1		Dean reviews complete dossier	Year 3 – Oct 20
IV. B 5	Year 2 – May 6		Candidate has right to respond to Dean	Year 3 – Oct 24
IV. B 6	Year 2 – June 11		Provost reviews complete dossier and makes recommendation	Year 3 – Nov 14
IV. B 7	Year 2 – June 13		Candidate has right to respond to Provost	Year 3 – Nov 21
IV. B 8	Year 2 – June 30		President reviews dossier and makes recommendation	Year 3 – Dec 1
IV. B 9	Year 2 – July 30		Action is taken by Board of Trustees to reappoint to <b>fourth year</b>	Year 3 – Dec 21

IV. C 1	Year 3 – March 20	The candidate applies for reappointment to <b>fifth and sixth year ***</b>	Year 4 - Sep 15
IV. C 2	Year 3 – April 3	Conversation between candidate and the PRC	Year 4 - Oct 1
IV. C 3	Year 3 – April 7	Candidate has right to respond to PRC	Year 4 - Oct 5
IV. C 4	Year 3 – May 1	Dean reviews dossier	Year 4 - Oct 20
IV. C 5	Year 3 – May 6	Candidate has right to respond to Dean	Year 4 - Oct 24
IV. C 6	Year 3 – June 11	Provost reviews complete dossier and makes recommendation	Year 4 - Nov 15
IV. C 7	Year 3 – June 13	Candidate has right to respond to Provost	Year 4 - Nov 21
IV. C 8	Year 3 – June 30	President reviews dossier and makes recommendation	Year 4 - Dec 1
IV. C 9	Year 3 – July 30	Action is taken by Board of Trustees to reappoint to <b>fifth and sixth years</b>	Year 4 - Dec 21
IV. D 1	Year 4 – May 15	Candidate submits materials	Year 5 - Sep 15
IV. D 2	Year 4 – May 25	Candidate meets with PRC	Year 5 - Oct 1
IV. D 3	Year 4 – May 29	Candidate has right to respond to PRC	Year 5 - Oct 7
IV. D 4	Year 4 – June 15	Dean reviews PRC letter	Year 5 - Oct 16
IV. E 1	Year 5 - March 20	Candidate applies for reappointment to <b>seventh year with tenure</b>	Year 6 - Sep 15
IV. E 2	Year 5 – April 3	Conversation between candidate and PRC	Year 6 - Oct 1
IV. E 3	Year 5 – April 7	Candidate has right to respond to PRC	Year 6 - Oct 5
IV. E 4	Year 5 – May 1	Dean reviews complete dossier	Year 6 - Oct 20
IV. E 5	Year 5 – May 6	Candidate has right to respond to Dean	Year 6 - Oct 24
IV. E 6	Year 5 – May 14	(IF APPLICABLE) CPTC reviews complete dossier and prepares recommendation	
IV. E 7	Year 5 – May 21	(IF APPLICABLE) CPTC completes appeal hearings	
IV. E 8	Year 5 – June 11	Provost reviews complete dossier and makes recommendation	Year 6 - Nov 14
IV. E 9	Year 5 – June 13	Candidate has right to respond to Provost	Year 6 - Nov 21
IV. E 10	Year 5 – June 30	President reviews dossier and makes recommendation	Year 6 - Dec 1
IV. E 11	Year 5 – July 30	Action taken by Board of Trustees to reappoint to <b>seventh year with tenure</b>	Year 6 - Dec 21

\*\* - Abbreviated descriptions of actions.

\*\*\* - In some cases, a faculty member may only be reappointed in their third year to the fifth year instead of the fifth and sixth years. This would mean they could apply for reappointment to the sixth year the following year, year four. If that were done, the same notification dates would be used in the year fourth year process as in the third year.

## APPENDIX I:

### Standard Application for Reappointment and Promotion

#### General Instructions:

The *Standard Application* includes the following items: (A) the Cover Page, (B) the Checklist/Table of Contents, (C) the *Professional Development Essay*, (D) the *Disciplinary Standards*, (E) Evaluation Letters/Reports, (F) the *Standardized Curriculum Vita*, (G) External Reviews of Scholarship (if applicable), (H) Student Teaching Evaluations, (I) Peer Reviews of Teaching, (J) Course Syllabi, (K) Scholarly/creative/professional work, and all selected supporting documentation. The specific contents of all of these sections are described in the text that follows.

Candidates may select and include additional supporting documentation to support the application. For guidelines, see the *Selected Supporting Documentation* section and the descriptions of Sections L-N on the last two pages of this appendix.

Applications for promotion and for reappointment in the Second, Third and Fifth years must include all elements as described here. Applications for informal reappointment review (in the First and Fourth Year) include the following items: (A) the Cover Page, (F) Standardized Curriculum Vita, (H) Student Teaching Evaluations, and (I) Peer Reviews of Teaching; the candidate may submit any other documents to support the application.

#### A. Cover Page

This document provides basic identifying information for the dossier. Use the following format:

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#### Cover Page

Name \_\_\_\_\_

Department(s)/Program(s) \_\_\_\_\_

Current Rank \_\_\_\_\_

Submitting Application for:

☐ Informal Review at end of the First or Fourth Year of Employment

☐ Formal Reappointment to: ☐ Fourth Year, ☐ Fifth and Sixth Year, ☐ Sixth Year, or ☐ Seventh Year (with tenure)

☐ Promotion to: ☐ Associate Professor, ☐ Professor, ☐ Librarian II (Assistant Professor in the library),  
or ☐ Librarian I (Associate Professor in the library)

Date of initial appointment at TCNJ \_\_\_\_\_

Date of appointment to current rank at TCNJ \_\_\_\_\_

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End of Cover Page

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## B. Checklist/Table of Contents:

It is essential that all the *Standard Application* items that comprise the candidate's dossier be available for each level of review. To aid in the assembly and tracking of these materials, the Checklist/Table of Contents document should be prepared by the candidate and appear after the cover page. The candidate must initial in the appropriate places on the checklist prior to submitting the materials to the Promotion and Reappointment Committee (PRC). The chair of the PRC must initial the checklist prior to forwarding the materials to the Dean, and the Dean must initial the checklist before forwarding the materials to the Provost (for reappointment applications) or College Promotion and Tenure Committee (CPTC; for promotion applications and for applications for reappointment to a seventh year with tenure and promotion to Associate Professor or Librarian II if the PRC and/or the Dean recommend against reappointment). If the chair of the PRC or the Dean discovers that any required section is missing or empty, the PRC Chair or Dean will immediately notify the candidate, who must provide the missing materials within two (2) working days of notification. If the candidate does not provide the missing materials in this timeframe, the application will not receive further consideration.

**Required items A-K (in the Table of Contents that follows) are tracked by the Checklist. Other items are optional (not required); therefore, they are not part of the checklist.**

### Checklist/Table of Contents

<i>Item</i>	<i>Initials indicating items in the dossier</i>		
	<i>Candidate</i>	<i>PRC</i>	<i>Dean</i>
<b><i>Standard Application</i></b>			
A. Cover page.....	_____	_____	_____
B. Checklist/Table of Contents.....	_____	_____	_____
C. Professional Development Essay.....	_____	_____	_____
D. Disciplinary Standards.....	_____	_____	_____
E. Evaluation Letters/Reports.....	_____	_____	_____
F. Standardized Curriculum Vita.....	_____	_____	_____
G. External Reviews of Scholarship (if applicable).....	_____	_____	_____
<b>Supporting Documentation</b>			
H. Student Teaching Evaluations.....	_____	_____	_____
I. Peer Reviews of Teaching..... _____	_____	_____	_____
J. Course Syllabi..... _____	_____	_____	_____
K. Scholarly/creative/professional work....	_____	_____	_____

## Selected Supporting Documentation

### L. Teaching Materials

[Include items under L to support teaching in your particular dossier. One example of a teaching support material that is not required appears below. Follow this format for any other additions. The checklist does not apply to these optional materials.]

L1. Teaching Philosophy.....

### M. Scholarly/creative/professional Materials

[Include items under M to support scholarly/creative/professional work in your particular dossier. One example of a scholarly support material that is not required appears below. Follow this format for any other additions. The checklist does not apply to these optional materials. You may also include copies of External Reviews of Scholarship, if desired.]

M1. Citation counts.....

### N. Service Materials

[Include items under N to support service work in your particular dossier. One example of a service support material that is not required appears below. Follow this format for any other additions. The checklist does not apply to these optional materials.]

N1. Statement of Major Service.....

O. [Other materials – add categories, as needed, to customize your dossier]

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End of Checklist/Table of Contents

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### C. The *Professional Development Essay*

This document appears immediately after the Checklist/Table of Contents and precedes the *Disciplinary Standards* section. Informal review cycles (during first and fourth year of reappointment) omit this item.

The essay allows the candidate to interpret and explain the significance of the record as presented in the application. It enables the candidate to reflect deliberately on his or her professional development in the areas of teaching or librarianship, scholarly/creative/professional activity, and service. It should include specific examples of excellent teaching/librarianship and its effectiveness in achieving learning outcomes, in preparing students for life after college and careers, of the significance of scholarship etc., and the scope of service. The essay should specify how the candidate's record of scholarly/creative/professional achievement meets the expectations described in the *Disciplinary Standards*. The essay should also include a description of how the candidate believes he/she has fulfilled the appropriate qualifications for reappointment, tenure, or promotion, as well as a discussion of future goals and aspirations. An effective presentation is clear, concise, accurate, and balanced. The *Professional Development Essay* should range from three (3) to five (5) single-spaced pages in 12-point font with one-inch margins. Essays must not exceed six (6) single-spaced pages.

#### D. The *Disciplinary Standards*

This section appears after the *Professional Development Essay* and before Evaluation Letters/Reports. Both the PRC's and the Dean's assessments of the application should explicitly address how the candidate's scholarly/creative/professional activities meet the expectations described in the *Disciplinary Standards* in this section. For candidates who have chosen to use elements of multiple *Disciplinary Standards* as the basis for evaluating their scholarly/creative/professional activities, this section includes each applicable *Disciplinary Standards* document as well as a cover letter outlining the ways in which elements of the included *Disciplinary Standards* apply to their activities. Candidates for Promotion wishing to use elements of multiple *Disciplinary Standards* must have obtained the signatures of the PRC chair and the Dean on the Intention to Use Multiple Disciplinary Standards form (Appendix V) by the February 15 deadline.

#### E. Evaluation Letters/Reports

This section appears after the *Disciplinary Standards* and before the *Standardized Curriculum Vita*. This section contains copies of previous reappointment or promotion letters/reports and candidate's responses (if applicable). Candidates for reappointment should include all letters from previous reappointments. Candidates for promotion should include only letters from previous promotion applications during the last three (3) years.

If the candidate is reapplying for promotion, then the *Professional Development Essay* must clearly address how weaknesses in the unsuccessful application were remedied.

#### F. Standardized Curriculum Vita

The format that follows standardizes candidate applications for reappointment or promotion. Standardization is particularly important for those who review application materials outside of the candidate's department (e.g., Dean, CPTC, Provost). Not every category below will be relevant for every candidate. Include only those categories that are significant in conveying your record of achievement and that will assist others in understanding the nature and importance of your professional work.

**Retain the heading for any omitted category and type "N/A" to indicate that this category is not relevant to your professional work.**

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### STANDARDIZED CURRICULUM VITA

#### I. Academic and Professional Employment

Indicate dates, employer, title, and brief job description as appropriate, beginning with the most recent experience. Indicate whether full-time or part-time experience.

#### II. Educational Background

A. Degrees and diplomas, including dates, institutions and areas of specialization.

B. Title of dissertation and name of supervisor.

C. Post-doctoral fellowships or advanced professional certifications.



### **III. Academic or Professional Honors, Prizes, and Awards**

Provide type of honor, conferring authority/organization, and date of honor. Do NOT include honors, prizes, and awards received by your (the candidate) students or mentees.

### **IV. Teaching Record**

#### **A. Delivery of instruction for courses taught at TCNJ.**

1. List by course, noting which semesters each was offered and course enrollments (based on final class roster).
2. Discuss the quality of your teaching effectiveness. Summarize and refer to supporting documentation, such as Student Teaching Evaluations (*Standard Application* section H), Peer Reviews of Teaching (*Standard Application* section I), Course Syllabi (*Standard Application* section J), and other supporting evidence (*Standard Application* section L). Candidates for reappointment (including tenure) should provide supporting documentation for all of the years during which they have taught at TCNJ. Candidates for promotion should limit their supporting documentation to the past three (3) to five (5) years. (For additional details, see the descriptions of Sections H, I, J, and L in the *Standard Application for Reappointment and Promotion* document.)
3. Discuss your contributions to the liberal learning program such as First Seminar Program (FSP).

#### **B. New courses, curricula, or pedagogies developed at TCNJ.**

#### **C. Independent research, independent studies, and other non-classroom modes of instruction.** Provide evidence of success in an appendix (or appendices).

#### **D. External curricular grants, including those awarded, those resubmitted with revision, and those submitted but declined.**

#### **E. TCNJ curricular grants awarded.**

#### **F. Participation in professional conferences or workshops related to teaching in your discipline.** Indicate sponsoring group, topic, date, place, and extent of participation. Discuss the impact on the candidate's teaching.

### **V. Librarianship Record**

#### **A. Areas of responsibility at TCNJ**

List by service or activity. Provide applicable examples and documentation such as:

1. Accomplishments in performance of daily activities.
2. Work on new Programs and policies.
3. Liaison services to campus community.
4. Peer letters.

#### **B. Materials prepared for colleagues or library users.**

- C. New programs, policies, or services developed at TCNJ.
- D. Library reading programs or other individual instructional activities.
- E. Administrative, coordinating or supervisory activities.
- F. Participation in professional conferences or workshops related to librarianship or (for departmental liaisons) to your area of subject specialization. Indicate sponsoring group, topic, date, place, and extent of participation. Discuss the impact on the candidate's librarianship.

## **VI. Academic Advising and Student Mentoring Record**

Describe academic advising and student mentoring contributions.

- A. Describe advising roles and advising load.
- B. Describe mentoring activities.
- C. Discuss the quality of the candidate's effectiveness as a mentor and advisor.
- D. While not required, a candidate is free to add any supporting documentation that the candidate feels may be relevant to explaining their advising and mentoring record (e.g., letters of support from students mentored by the candidate explaining the impact of said mentorship).

## **VII. Scholarly Record**

List items under each category in reverse chronological order, with most recent publications and accepted work listed first. Use a standard bibliographic format used in one of the academic disciplines. Where there are co-authors, indicate order of authorship and explain the degree and nature of collaboration with special attention paid to your contributions. All published work should be included in the materials presented during the evaluation process, but candidates should make clear (1) which work has been conducted subsequent to appointment at the College, and (2) which scholarly accomplishments have been achieved since the last promotion. Provide evidence of the quality of the scholarly venue and explain all measures used to provide evidence of quality scholarship (e.g., journal impact factors, journal acceptance rates, etc.)

- A. Books and monographs authored.
- B. Books edited or compiled.
- C. Books and monographs in progress. Specify extent of progress and nature of volume (authored or edited), including especially any contracts with publishers.
- D. Journal articles (published or in press in scholarly, refereed journals).
- E. Journal articles completed and "under review" for publication. Indicate date, place, and status of submission.
- F. Articles published in refereed conference proceedings.
- G. Chapters and essays published or in press in edited volumes (note manner of invitation or selection).
- H. Papers, lectures, posters, abstracts, and/or presentations at professional conferences (note

significance of the conference within the discipline; whether it was national, regional, or local; and whether refereed).

- I. Published software, audio, multimedia, and so on (note whether refereed).
- J. External peer-reviewed scholarly grants, including those awarded, those resubmitted with revision, and those submitted but declined.
- K. TCNJ scholarly grants awarded.
- L. Reviews of books, software, creative performances, and so on.
- M. Reports from grant or contract work.
- N. Essays or other written work in trade magazines without scholarly referees.
- O. Additional research projects or scholarly works in progress. Specify nature of the work and provide evidence of the extent of progress.
- P. Editorships of scholarly journals or volumes.
- Q. Invited reviews of scholarly journals, volumes, works, or proposals.

#### **VIII. Creative Record**

- A. Creative works completed. Indicate type of work, date of completion, collaborators, if any, and nature of and extent of collaboration, and current location of work. If there is a sponsoring organization, provide information about its significance within the discipline.
- B. Juried shows, exhibitions, and performances (note whether national, regional, or local).
- C. Unjuried shows, exhibitions, and performances.
- D. Creative works commissioned or sold.
- E. Performances by others of music, poetry, plays, etc. that you have authored.
- F. External peer-reviewed creative grants, including those awarded, those resubmitted with revision, and those submitted but declined.
- G. TCNJ creative grants awarded.
- H. Creative works in progress. Specify extent of progress and nature of the work.

#### **IX. Professional Activity Record**

Professional services as a consultant or practitioner are considered scholarly activity when they involve the creation rather than application of knowledge and impact significantly on one's discipline. Work that involves the application of knowledge should be included in the Record of Service. Indicate type of work, name of institution/organization, dates, description of activity.

- A. Original research performed while serving as a consultant. If results from these activities were published in referred journals, then the activity should be listed here if it involved contract research.

- B. Standards created for a national or regional accreditation agency.
- C. Curricula designed for national or regional use.

**X. Professional, Intellectual, Creative Development**

- A. Current matriculation in a degree program. Submit in the supporting documentation a letter from the appropriate graduate advisor indicating: student status, nature of study, Program, institution, anticipated date of completion.
- B. Courses completed since highest degree was awarded. Provide photocopy of transcript in the supporting documentation.
- C. Post-doctoral study, internships, personal study, workshops attended, recertification

**XI. Administrative or Coordination Activities**

- A. Administrative or coordination activities of departments or programs.
- B. Training or supervising staff.

**XII. Record of Service to The College Community**

Indicate those assignments which involved significant service, briefly describing your role and the nature of your work.

- A. Departmental committees or formal assignments.
- B. School or library committees or formal assignments.
- C. College committees or formal assignments.
- D. Other forms of significant service. Incidental items (such as talks to campus organizations, lecturing in a colleague's class, participation in campus groups or events) that are a routine part of the life of the College need not be listed unless there is some exceptional aspect.
- E. Mentoring of other colleagues on the faculty.

**XIII. Record of Service to the Profession**

- A. Leadership roles in or significant contributions to a professional organization, including formal office, membership in a task force or accrediting team, and so on.
- B. Service as a referee or consulting editor for a scholarly journal or press.
- C. Contributions as a consultant to another institution.

**XIV. Record of Service to the Surrounding Community**

Indicate contributions that involved significant service related to your professional expertise, briefly describing your role and the nature of your work. Include community grants or contracts that reach out and connect the College to its surrounding communities.

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End of Standardized Curriculum Vita

## Supporting Documentation (required)

### G. External Reviews of Scholarship (if applicable)

Letters in this section should be based upon the processes set out in Appendix IV.

### H. Student Teaching Evaluations

This section contains all original op-scan forms completed by the students and the College student feedback form results (the op-scan summary report). Alternately, candidates may submit photocopies of all completed student response forms in order to save space (creating double-sided copies) and must keep the original forms in a secure place. For reappointment applications, include evaluations and reports for every course taught at TCNJ. For promotion applications, include evaluations and reports for every course taught in the three (3) to five (5) years prior to the application.<sup>25</sup>

Order this section in reverse chronological order (most recent courses taught appear first in this section).

### I. Peer Reviews of Teaching

This section contains **all original Peer Reviews of Teaching** (see Appendix III). Order this section in reverse chronological order (most recent reviews appear first in this section).

### J. Course Syllabi

This section contains copies of syllabi for all courses taught in the previous three (3) to five (5) years (including the most recent example of each).

### K. Scholarly, Creative, or Professional Work

This section contains evidence of scholarly/creative/professional work which *may* include:

1. copies of published books, articles, essays, abstracts, reports, grants, grant reviews, and so on, arranged according to the categories listed in section VII. Scholarly Record of the *Standardized Curriculum Vita*.
2. copies of letters indicating acceptance of materials submitted for publication or the status of materials under review

## Selected Supporting Documentation

Materials in support of your application should be arranged in the order described in the Checklist/Table of Contents section. Only include those materials that are significant and that will assist others in understanding the nature and importance of your professional work.

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<sup>25</sup> Candidates who are eligible to apply for reappointment or promotion within three years of initial appointment should submit required documentation (e.g., student evaluations, peer reviews) for all years of employment at the College.

#### L. Teaching Materials

The following are examples of materials you might include to support teaching.

1. Evidence of pedagogical advances and innovations (Faculty) - examples of materials, handouts, assignments, exams, etc., that enhance student learning or expand the curriculum in significant ways.
2. Evidence of advancement of library operations or services (Librarians) - examples of materials, handouts, web pages, etc., created for student or staff use that demonstrate advancement of library operations or services.
3. Independent Research or Study Students - list of student names and a brief abstract of their projects (as appropriate); short description of post-graduation accomplishments of mentored students.
4. Academic Advising and Mentoring - materials developed or used in support of academic advising and mentoring; any supporting documentation that the candidate feels may be relevant to explaining their advising and mentoring record (e.g., letters of support from students mentored by the candidate explaining the impact of said mentorship).

#### M. Scholarly/creative/professional Materials

The following are examples of materials you might include to support scholarly/creative/professional work.

1. Copies of Letters from External Reviewers (see Appendix IV of the *TCNJ Promotion and Reappointment Document*) - external professional peer evaluations of your scholarly/creative/professional work. Original External Reviews should appear in Section G.
2. objective or independent information pertaining to the significance of your work such as copies of professional reviews of your scholarly or creative work, citation counts, and course adoptions.
3. copies, photographic images, audiotapes or videotapes, URL addresses, etc. of creative work produced.

#### N. Service Materials

The following are examples of materials you might include to support scholarly/creative/professional work.

1. copies of significant written material produced (e.g., reports or documents), indicating your specific contribution.
2. a letter from a person in a supervisory capacity citing any special contribution.

## APPENDIX II-A:

### Department/Program Recommendation for Promotion

Candidate \_\_\_\_\_ Department/Program \_\_\_\_\_

*Evaluate the applicant in terms of the Bases and Standards for Promotion, including strengths and weaknesses, with a careful, thorough, and thoughtful analysis for each area listed below:*

- I. Teaching or Librarianship
- II. Scholarly/Creative/Professional Activity
- III. Service

The candidate is \_\_\_\_\_ is not \_\_\_\_\_ (check one) recommended for promotion to:

\_\_\_\_\_ Associate Professor \_\_\_\_\_ Professor \_\_\_\_\_ Librarian II \_\_\_\_\_ Librarian I

Signed:

\_\_\_\_\_ [Insert name of Chair, Department/Program PRC]

\_\_\_\_\_ (Date)

\_\_\_\_\_ [Insert name of Member, Department/Program PRC]

\_\_\_\_\_ (Date)

***All members of the PRC must sign the recommendation.***

#### **To Applicant for Promotion:**

The collective bargaining agreement requires that individuals have an opportunity to read and, if they wish, respond to any documents placed in their personnel files. Please sign below:

I attest that I have read this document.

I do \_\_\_\_\_ do not \_\_\_\_\_ (check one) intend to forward a response by October 30 to the chair of the PRC.

I do \_\_\_\_\_ do not \_\_\_\_\_ (check one) want my application forwarded to the College Promotions and Tenure Committee.

Name \_\_\_\_\_ Date \_\_\_\_\_

**A CANDIDATE WISHING TO APPEAL A DECISION ON PROCEDURAL GROUNDS SHOULD FOLLOW APPEALS PROCEDURE CITED IN THE AGREEMENT BETWEEN THE STATE OF NEW JERSEY AND COUNCIL OF NEW JERSEY STATE COLLEGE LOCALS.**

## APPENDIX II-B:

### Department/Program Recommendation for Reappointment to Seventh Year with Tenure and Promotion to Associate Professor

Candidate \_\_\_\_\_ Department/Program \_\_\_\_\_

*Evaluate the applicant in terms of the Bases and Standards for Evaluation for Reappointment and Tenure, with a careful, thorough, and thoughtful analysis for each area listed below, as well as a discussion of the efforts made by the department/program to mentor the candidate.*

- I. Teaching or Librarianship
- II. Scholarly/Creative/Professional Activity
- III. Service

The candidate is \_\_\_\_\_ is not \_\_\_\_\_ (check one) recommended for formal reappointment to:

\_\_\_\_\_ Seventh year (with tenure)

Signed:

\_\_\_\_\_ [Insert name of Chair, Department/Program PRC]

\_\_\_\_\_ (Date)

\_\_\_\_\_ [Insert name of Member, Department/Program PRC]

\_\_\_\_\_ (Date)

*All members of the PRC must sign the recommendation*

#### To Applicant for Reappointment with Tenure and Promotion:

The collective bargaining agreement requires that individuals have an opportunity to read and, if they wish, respond to any documents placed in their personnel files. Please sign below:

I attest that I have read this document. I do \_\_\_\_\_ do not \_\_\_\_\_ (check one) intend to forward a response by April 7 to the chair of the PRC.

Name \_\_\_\_\_ Date \_\_\_\_\_

**CANDIDATE WISHING TO APPEAL A DECISION ON PROCEDURAL GROUNDS  
SHOULD FOLLOW APPEALS PROCEDURE CITED IN THE AGREEMENT BETWEEN  
THE STATE OF NEW JERSEY AND COUNCIL OF NEW JERSEY STATE COLLEGE  
LOCALS.**



## APPENDIX II-C:

### Department/Program Recommendation for Reappointment

Candidate \_\_\_\_\_ Department/Program \_\_\_\_\_

*Evaluate the applicant in terms of the Bases and Standards for Evaluation for Reappointment and Tenure, with a careful, thorough, and thoughtful analysis for each area listed below, as well as a discussion of the efforts made by the department/program to mentor the candidate.*

I. Teaching or Librarianship

II. Scholarly/Creative/Professional Activity

III. Service

The candidate is \_\_\_\_\_ is not \_\_\_\_\_ (check one) recommended for formal reappointment to:

\_\_\_\_\_ Fourth Year \_\_\_\_\_ Fifth Year \_\_\_\_\_ Fifth and Sixth Year

\_\_\_\_\_ Sixth Year \_\_\_\_\_ Seventh year (with tenure)

Signed:

\_\_\_\_\_ [Insert name of Chair, Department/Program PRC]

\_\_\_\_\_ (Date)

\_\_\_\_\_ [Insert name of Member, Department/Program PRC]

\_\_\_\_\_ (Date)

***All members of the PRC must sign the recommendation***

#### **To Applicant for Reappointment:**

The collective bargaining agreement requires that individuals have an opportunity to read and, if they wish, respond to any documents placed in their personnel files. Please sign below:

I attest that I have read this document. I do \_\_\_\_\_ do not \_\_\_\_\_ (check one) intend to forward a response by April 7 to the chair of the PRC.

Name \_\_\_\_\_ Date \_\_\_\_\_

**CANDIDATE WISHING TO APPEAL A DECISION ON PROCEDURAL GROUNDS SHOULD FOLLOW APPEALS PROCEDURE CITED IN THE AGREEMENT BETWEEN THE STATE OF NEW JERSEY AND COUNCIL OF NEW JERSEY STATE COLLEGE LOCALS.**

## **APPENDIX III:**

### **Peer Review of Teaching**

#### **I. Introduction**

Peer feedback on teaching serves two purposes. Its primary benefit is to the teacher-scholar, fostering continued development of the faculty member's teaching and thereby enriching students' learning. This benefit is most marked if the feedback identifies both strengths and weaknesses of the teacher and provides specific suggestions for improvement. For this reason it is accepted that peer feedback reports may not always be uniformly positive.

The secondary purpose of peer review of teaching is for the department and the College. The College needs to evaluate the effectiveness and quality of the teacher-scholar's teaching when making decisions about reappointment, tenure and promotion. The College expects faculty members to aspire to be teachers of the first order. Thus, candidates for reappointment and promotion must exhibit high caliber, effective teaching. This implies that teachers must demonstrate outstanding teaching practices as described in the bases and standards for promotion and for reappointment and tenure and must demonstrate a commitment to continued growth as a teacher. The positive feedback in a peer feedback report provides candidates with evidence and validation of their outstanding teaching practices. The suggestions for improvement in the peer feedback report provide candidates with a framework for discussing their growth as teachers in their discussion of teaching effectiveness in Section IV.A.2 of the *Standard Application for Reappointment and Promotion*.

The Department/Program Promotion and Reappointment Committee (PRC), the Dean, the College Promotions Committee (CPTC), and the Provost are expected to use the peer feedback reports as one piece of their evaluation of the candidate's teaching. The peer feedback process provides two important sources of evidence of teaching effectiveness: the reports provide evidence of the teaching practices of the candidate; and the candidate's reflection (as per Section IV.A.2 of the *Standard Application for Reappointment and Promotion*) on the feedback provided by the peer observers demonstrates the candidate's ability and willingness to grow as a teacher.

#### **II. Frequency of Peer Reviews**

So that faculty members seeking reappointment and promotion have regular feedback for professional development and so that the PRC, Dean, CPTC, and Provost have ample information for making decisions about reappointment and promotion, faculty members should follow the guidelines enumerated below. Any faculty member may request more frequent peer observations of their teaching.

##### **II-A. Candidates for Reappointment**

Faculty members who have not yet been granted tenure should be peer-observed by a tenured faculty member twice each year, where an observation also includes both pre- and post-observation meetings as described below. This timeline will usually result in one observation being completed during the spring semester before reappointment materials are due. Ideally, the observations will be appropriately timed to allow the faculty member being observed to demonstrate a response to feedback from prior observations.

##### **II-B. Candidates for Promotion**

Faculty members anticipating promotion should be observed by a peer once every other year, excluding sabbatical years and leaves-of-absence, in order to document their development as teachers. Faculty seeking promotion must have at least two teaching observations during the three years prior to the

application for promotion. Ideally, the observations will be appropriately timed to allow the faculty member being observed to demonstrate a response to feedback from prior observations.

### **III. Reviewer and Course Selection**

To ensure that feedback is most constructive for the candidate, as well as the PRC, Dean, CPTC, and Provost, the choice of reviewers should be made by the candidate in consultation with the PRC and the Dean. Most reviews will be made by members of the candidate's own department, but reviews by members of other departments may be more appropriate at particular times, such as for candidates in interdisciplinary fields, and are encouraged. The selection of the course to be observed should also be made by the candidate in consultation with the PRC and the Dean. The selection of the reviewer and course to be reviewed should occur by the third week of the semester in which the review is to occur. As indicated in Section III. B. 3 of *The Application Process for Promotion*, the peer review of candidates for promotion should occur no later than the spring semester prior to the candidate's submission of his/her application and supporting materials. Peer review of candidates for reappointment should take place early enough in the spring semester so that the observation process is completed before the due dates for submission of reappointment materials, as described in Sections IV. A–D of *The Application Process for Reappointment and Tenure*. This will allow the candidate to have sufficient time to incorporate the peer feedback process into his/her reflection of high caliber, effective teaching as described in Section II.D.1 of *The Application Process for Promotion* and Section II.A of *The Application Process for Reappointment and Tenure*.

### **IV. Process for the Peer Observation of Teaching**

The process for the observation is described below; it includes a pre-observation meeting, the observation itself, and a post-observation meeting. Once the course and reviewer have been selected, the candidate and the reviewer will agree upon a date for and duration of the classroom observation which should occur by week 10 of the current semester. The expectation is that the observation will last for at least one hour. The faculty peers will also agree upon a date for the pre-observation meeting, which should occur during the week prior to the observation; and a date for the post-observation conference, which should occur within a week after the class observation.

Three factors contribute to successful classroom observations:

1. A pre-observation meeting
2. The observation, and
3. The post-observation meeting.

The peer observation/feedback of teaching provides a strong outcome when the process is collaborative. In order to prepare both participants, each observation must follow three phases. In the first step, the observer meets with the faculty member under review to discuss the course and the particular class to be observed. This helps provide context for the observer. It also initiates or strengthens a formative aspect of this review process.

In the second step, the observation occurs and the observer completes a draft of the **Peer Feedback Report**.

In the third and final step, the faculty peers meet to review the observed session and to share their perspectives on the experience. This phase serves as an opportunity for a formative experience, in which

constructive feedback is provided and strategies for continued development are discussed. After this meeting, the observer completes a final version of the **Peer Feedback Report**.

The following guidelines outline the process for the conduct of each of these three activities.

#### **IV-A. Responsibilities of the Candidate/Department/Program**

1. Peer observations for candidates seeking reappointment must be scheduled twice each year.
2. Candidates seeking promotion must ensure that they have been observed at least twice within the last three years.
3. Additional observations may be scheduled at the candidate's request.
4. It is the responsibility of the PRC to ensure that all **Peer Feedback Reports** submitted within the past four years are included in a candidate's application materials for reappointment, tenure and promotion. Therefore, a record of candidates' peer observations will be carefully maintained by the candidate's Department (or primary Department, in the case of joint appointments).
5. By the third week of the semester, an agreement among the PRC, the observee, and appropriate peer observer regarding observation will be finalized.
6. The observer and observee will agree upon a date for and duration of the classroom observation which should occur by week 10 of the current semester. The expectation is that the observation will last for at least one hour. The faculty peers will also agree upon
  - a. a date for the pre-observation meeting, which should occur during the week prior to the observation, and
  - b. a date for the post-observation conference, which should occur within a week after the class observation.

#### **IV-B. Responsibilities of the Dean**

The role of the Dean is to ensure that the peer observation process serves to foster continued development of faculty members' teaching. The Dean should guide the PRC in focusing on the goals and outcomes of the peer observation process, and may periodically review the quality of observation reports to determine whether individual observers are meeting expectations and providing meaningful feedback. The Dean is not expected to manage the peer observation process, or to authorize the selection of peer observers.

#### **IV-C. Responsibilities of Peer Observer and Faculty Member**

##### **Pre-observation Meeting Guidelines**

A. Prior to the pre-observation meeting, the faculty member to be observed prepares the following materials for the observer to review. These materials should be made available far enough in advance of the pre-observation meeting to allow the observer to review them carefully.

1. Syllabus of the course to be observed
2. A summary of the class session to be observed, including
  - a. Content (summarization of the class)

- b. Goals and objectives of the class, including student learning outcomes for the course and how these are related to program goals and/or liberal learning goals
  - c. Intended pedagogical approaches and activities, e.g., cooperative learning, small groups, discussion, student presentations, multimedia, etc.
- B. The pre-observation meeting should focus on how the course will meet the College's expectations for excellence in teaching. The following are suggested topics for the pre-observation meeting:
  - 1. State the expectations for student learning from this session.
  - 2. Describe the activities that will allow students to meet the session's expectations.
  - 3. Specify what the students have been asked to do to prepare for this session.
  - 4. Discuss any specific planned approaches/activities on which the faculty member being observed would like feedback.

### **Observation Meeting Guidelines**

The peer observer will attend the class session on the identified date. After the class observation, the peer observer completes a written **Peer Feedback Report** using the *Guidelines for the Content of the Peer Feedback Report* below. The **Peer Feedback Report** should be completed prior to the post-observation meeting.

### **Post-observation Meeting Guidelines**

In order to provide an entrée into a sincere dialogue about teaching, the observed faculty member should be permitted to begin the conference by speaking about his/her perspective on the class that was observed and the elements of the **Peer Feedback Report**. In addition, the observer should share his/her observations with the faculty member. The peers may use this opportunity to enter into a discussion leading to continued development/improvement in teaching.

After the post-observation meeting the observer will finalize the peer feedback report and submit copies to the candidate and to the PRC. As noted in the introduction to this document, the primary benefit of peer feedback is to foster the continued development of the candidate's teaching. The candidate's reflection on this feedback, especially the suggestions for improvement in teaching, will allow the candidate to demonstrate an ability and willingness to grow as a teacher.

### **Guidelines for the Content of the Peer Feedback Report**

This Report is to be written after the class observation and to be discussed at the post-observation meeting, and should consider the observed class in light of objectives discussed in the pre-observation meeting. Listed below are areas that *may* be appropriate to address in the Report, with suggested prompts for considering each of these categories. These are not requirements, but guidelines; the pre-observation meeting with the candidate will help the observer determine which of these categories could be most relevant to the observation. The Report should identify strengths and areas for improvement, with specific suggestions for improvement. The purpose of this feedback is to foster continued development in teaching.

#### **1. Course Materials**

- a. Course syllabus provides students with needed information, and learning goals are clear

- b. Assignments and workload are consistent with course level and department expectations, and the nature of the assessments is appropriate
- c. Course activities are reasonable strategies to meet learning goals

## **2. Organization of Observed Class**

- a. Instructor is prepared for class
- b. Instructor uses class time effectively
- c. Instructor states the objectives for the class

## **3. Content Knowledge**

- a. Instructor is knowledgeable about the subject matter
- b. Instructor provides appropriate content detail
- c. Instruction is aimed at an appropriate level
- d. Instructor communicates the reasoning process behind concepts

## **4. Clarity**

- a. Instructor explains subject matter clearly (e.g., uses examples, relates course material to practical situations)
- b. Instructor responds effectively to questions
- c. Instructor actively monitors student comprehension

## **5. Instructional Strategies**

- a. Instructor uses reasonable techniques in support of learning goals (e.g., raises stimulating questions, effectively moderates discussion, facilitates group work, uses multimedia effectively)
- b. Learning activities are well-organized

## **6. Presentation Skills**

- a. Instructor is an effective speaker
- b. Instructor uses supplements effectively to support presentation (e.g., board work, handouts, multimedia)
- c. Instructor projects enthusiasm for the subject matter

## **7. Rapport with Students**

- a. Instructor interacts with students effectively
- b. Instructor engages students in the learning process
- c. Instructor welcomes multiple perspectives, where appropriate

## **APPENDIX IV: External Review of Scholarly/Creative/Professional Activity for Promotion to the rank of Professor<sup>26</sup>**

*Effective as of Fall 2011 for applications for promotion to Professor*

### **Background**

External review of scholarly/creative/professional activity provides the Department Promotion and Reappointment Committee (PRC), deans, College Promotion Committee (CPTC), and Provost with a viewpoint on the candidate's scholarly/creative/professional activity provided by an expert in the candidate's field. According to the TCNJ Promotion and Reappointment Document, "Promotion to Professor requires a sustained pattern of achievement since attaining the rank of Associate Professor, with evidence indicating the maturation of the scholarly/creative/professional record" (p. 6). External reviewers are uniquely qualified to describe how the candidate has made scholarly/creative/professional contributions and evaluate how the candidate's scholarly/creative/professional record has matured. The PRC, deans, CPTC, and Provost are expected to use the external reviews as only one piece of their evaluation of the candidate's scholarly/creative/professional activity. The letters are meant to inform, *not determine*, the promotion decision.

### **Process**

1. Selection of two appropriate external reviewers
  - a. Characteristics of appropriate external reviewers

External reviewers are selected by both the candidate and PRC (below) and will have a variety of different characteristics. Although this list is not exhaustive, some appropriate characteristics might include faculty who work at primarily undergraduate institutions, individuals with a distinguished record of scholarship, members of appropriate professional organizations, and individuals with appropriate professional credentials.

Appropriate reviewers should not be in a position to benefit from the promotion of the candidate. In keeping with standard professional principles regarding conflict of interest, no reviews may be made by relatives or household members of the candidate; former thesis advisors or thesis students of the candidate; individuals with whom the candidate has collaborated within the past four years; individuals with whom the candidate has a financial relationship; individuals for whom the candidate's spouse, parents, or dependent children work; or individuals who have employed the candidate within the past 12 months.

- b. Candidate's responsibilities

On or before March 1 of the calendar year in which the faculty member intends to apply for promotion, he or she creates a list of names, titles, affiliations, and the bases for the selection of three to five potential reviewers.<sup>27</sup>

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<sup>26</sup> In special circumstances, candidates may request to use external review for promotion to Associate Professor. See Recommendation 3 of the April 10, 2009 *Report from CFA on the Use of External Review in the Promotions Process*.

<sup>27</sup> Candidates for promotion to Associate Professor, who are requesting use of external review under Promotion and Reappointment Document – October 2015

c. PRC responsibilities

On or before March 1, the PRC creates a list of names, titles, and affiliations of three to five potential reviewers. Reviewers may be found in various ways, for example through conversation with those on the list or with a co-author of the candidate or an appropriate journal editor.

d. Compilation of the final list

The candidate may remove any name on the PRC list if he or she provides a detailed rationale that describes why the particular reviewer could not provide an objective review of the candidate's scholarly/creative/professional activity. The final list used to select external reviewers will therefore be produced through a collaborative process between the candidate and the PRC, although the candidate will not be involved in the ranking of the list.

**Either the PRC or the candidate may ask the Dean to resolve any disputes concerning the composite list (i.e., candidate and PRC lists) of potential reviewers.**

2. Contacting the Reviewers

On or before April 15, the PRC selects and writes to two reviewers from the composite list of potential reviewers to determine whether these individuals are willing to serve as reviewers. The template for the letter to be sent to the reviewer appears later in this section.

If a reviewer declines to perform the evaluation, the PRC will contact another reviewer from the composite list until two reviewers agree to perform the evaluation of the candidate's scholarly/creative/professional activity. If the list of reviewers is exhausted, then the candidate and the PRC will generate additional contacts (following the procedures described earlier) until two reviewers agree to conduct the evaluation. If the PRC is unable to obtain commitments from two reviewers by June 1, then the PRC must ask the Dean to resolve the issue.

3. Sending Materials

On or before June 1, materials will be sent to the reviewers. The candidate's curriculum vita, a brief (two pages maximum) interpretative statement/scholarly description prepared by the candidate (optional), and representative samples of the candidate's scholarly/creative/professional activity will be sent to the external reviewers. The candidate will identify and select the representative samples of his or her scholarly/creative/professional activity.

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special circumstances, must write a letter to the PRC requesting to use external review in the promotion process, on or before February 15 of the calendar year in which the faculty member intends to apply for promotion. The letter should also provide a clear rationale that describes why an external review will inform the evaluation of the candidate's scholarly/creative/professional record. In these cases, the charge to the external reviewer will differ from the charge given to reviewers for promotion to the rank of Professor (see item 4 later in this document).



#### 4. Charge to the External Reviewers

Reviewers will be asked to examine the candidate's scholarly/creative/professional record and describe how the candidate has established a sustained pattern of achievement and evaluate how the candidate's record has matured.<sup>28</sup>

#### 5. Reviewers' Evaluations

Reviewers submit their reports to the chair of the PRC on or before August 15 of the calendar year of the candidate's application (the PRC and candidate can set an earlier deadline if both parties agree that an earlier deadline will facilitate the external review process). If external reviews are not received by that date, the reviewer will be contacted by the PRC to request immediate submission of the report. Copies of reviewers' reports shall have the name and any other information identifying the reviewer removed, after which the report is provided to the faculty candidate for review and response. Should a reviewer fail to submit a report or submits a report too late for the candidate to have 14 days in which to make a response prior to the PRC's meeting to make its recommendation, the PRC will treat the candidate's application as complete and non-submission of the outside review will not be deemed prejudicial to the candidate.

All external reviewer reports dated within a period of three years prior to the application should be included in the candidate's promotion application materials; however candidates may submit more than two external reviews in subsequent promotion cycles.

#### 6. Candidate's Response to the Reviewers' Reports

By September 15<sup>th</sup> or within 14 days of the receipt of each reviewer's report (whichever date is later), the candidate may respond in writing. Any such response becomes part of the candidate's promotion application.

#### 7. Use of Reviewers' Reports

The PRC, deans, CPTC, and Provost must evaluate the entire body of the candidate's scholarly/creative/professional activity. The letters are meant to inform, *not determine*, the evaluation of the candidate's scholarly/creative/professional activity. More specifically, the letters should describe the evidence that suggests the candidate has established a sustained pattern of achievement and evaluate how the candidate's scholarly/creative/professional activity has matured.<sup>29</sup> The PRC, deans, CPTC, and Provost should consider the reviewers' report as only one piece of evidence when determining whether or not the candidate has satisfied the criteria for promotion.

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<sup>28</sup> When using external review for candidates applying to the rank of Associate Professor: Reviewers will be asked to examine the candidate's scholarly/creative/professional record and describe how the candidate has established continued achievement since the initial appointment at the College.

<sup>29</sup> For external review of candidates applying to the rank of Associate Professor, reviewers only describe how the candidate has established continued achievement since his or initial appointment at the College.

## LETTER TO EXTERNAL REVIEWER FOR PROMOTION TO FULL PROFESSOR ONLY

*Note. Text offset by brackets in the letter must be customized for each candidate.*

Dear [external reviewer name]:

[Name] has applied for promotion to the rank of Professor in the Department of [Department name] at The College of New Jersey. The Department Promotion and Reappointment Committee requests your evaluation as a peer reviewer of the scholarly/creative/professional activity of this candidate. The contents of the reports of the peer reviewers are shared with the candidate, although the identity of the reviewer is kept confidential; the candidate has the right to respond to the reports as part of the promotion application. If you are willing to serve as a peer reviewer, your review must be received no later than August 15, [year].

The College of New Jersey (TCNJ) is an exemplary comprehensive institution with the mission of offering a quality education to high-achieving students in a residential setting where teaching and scholarly/ creative/professional activity are essential priorities. The current standard teaching load is three courses per semester; prior to the 2004-2005 academic year, the standard teaching load was four courses per semester. Regarding faculty scholarly accomplishments, TCNJ embraces the model of a professor as *teacher-scholar* in which a serious and continuing commitment to scholarship complements and enriches one's teaching.

For promotion, faculty members are expected to demonstrate accomplishments in the three areas of teaching, scholarly/creative/professional activity, and service. Your review will assist us in evaluating the second area, the candidate's scholarly/creative/professional activity. Promotion to Professor at TCNJ requires that a faculty member "demonstrate a sustained pattern of achievement since attaining the rank of Associate Professor, with evidence indicating the maturation of the scholarly/creative/ professional record." As the external reviewer, please describe how the candidate has established a sustained pattern of scholarly/creative/professional achievement and evaluate how the candidate's record has matured. Please do not indicate your opinion about whether or not the candidate merits promotion to the rank of Professor or if the candidate would be likely to be promoted in your department or institution.

If you are willing to serve as a peer reviewer for the scholarly/creative/professional activity of [name], please let us know by [date]. If you agree to provide a peer review for this candidate's promotion application, we will send you the candidate's relevant application materials.

Thank you.

## **LETTER TO EXTERNAL REVIEWER FOR PROMOTION TO ASSOCIATE PROFESSOR ONLY**

*Note. Text offset by brackets in the letter must be customized for each candidate.*

Dear [external reviewer name]:

[Name] has applied for promotion to the rank of Associate Professor in the Department of [Department name] at The College of New Jersey. The Department Promotion and Reappointment Committee requests your evaluation as a peer reviewer of the scholarly/creative/professional activity of this candidate. The contents of the reports of the peer reviewers are shared with the candidate, although the identity of the reviewer is kept confidential; the candidate has the right to respond to the reports as part of the promotion application. If you are willing to serve as a peer reviewer, your review must be received no later than August 15, [year].

The College of New Jersey (TCNJ) is an exemplary comprehensive institution with the mission of offering a quality education to high-achieving students in a residential setting where teaching and scholarly/ creative/professional activity are essential priorities. The current standard teaching load is three courses per semester; prior to the 2004-2005 academic year, the standard teaching load was four courses per semester. Regarding faculty scholarly accomplishments, TCNJ embraces the model of a professor as *teacher-scholar* in which a serious and continuing commitment to scholarship complements and enriches one's teaching.

For promotion, faculty members are expected to demonstrate accomplishments in the three areas of teaching, scholarly/creative/professional activity, and service. Your review will assist us in evaluating the second area, the candidate's scholarly/creative/professional activity. Promotion to Associate Professor at TCNJ requires that a faculty member demonstrate "continuing scholarly/creative/professional achievement since initial appointment." As the external reviewer, please describe how the candidate has demonstrated continued scholarly achievement. Please do not indicate your opinion about whether or not the candidate merits promotion to the rank of Associate Professor or if the candidate would be likely to be promoted in your department or institution.

If you are willing to serve as a peer reviewer for the scholarly/creative/professional activity of [name], please let us know by [date]. If you agree to provide a peer review for this candidate's promotion application, we will send you the candidate's relevant application materials.

Thank you.

## APPENDIX V:

### Intention to Use Multiple Disciplinary Standards

This form is to be used by candidates for Promotion who self-identify as interdisciplinary and who wish to consider the option of using elements of multiple Disciplinary Standards in the evaluation of their scholarly/creative/professional activities. Deadline for submission of this form is February 15 of the year in which the Promotion application will be filed.

Name:

Department or Program:

Applying for (check one)

☐ Promotion to Associate Professor

☐ Promotion to Professor

For the purposes of evaluating my interdisciplinary work, I propose the use of *Disciplinary Standards* of these disciplines, departments, or programs, in addition to those of my own department(s) or program(s):

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Candidate's Signature

Date

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Signature of Department or Program PRC Chair

Date

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Signature of Department or Program Dean

Date