

To: Steering

From: CFA

Memo: Regarding RPD updates, Final Recommendation on RPD

Date: May 16, 2017

Background:

In August 2016, CFA received a memo from Provost Taylor with considerations to the draft of the RPD submitted to Steering. CFA has completed the review of the RPD in light of suggestions from Provost Taylor.

CFA continued its work to fulfill an open charge it had received from the Steering Committee on October 24, 2011. That charge asked CFA to review the Reappointment, Tenure and Promotion Document, considering a) the definition of teacher-scholar, b) the policy on Disciplinary Standards and c) the March 2011 memo from the Faculty Senate.

Testimony:

Given the nature of the changes, we hosted an open forum in April 2017 and solicited feedback through email and Faculty Senate during Spring 2017. We have incorporated the changes and are submitting a final draft which was reviewed and approved by CFA.

Recommendation:

Attached to this memo are the RPD draft from May 13, 2016 that was submitted previously to Steering and the updated draft with track changes and a few remaining comments for Steering and the Provost. There is also an additional document which overviews the main changes that were made to the document to address the comments from Provost Taylor.

Please let us know if you have further questions,

Abby and Matt (CFA co-chairs)

TCNJ ~~PROMOTION AND~~ REAPPOINTMENT AND PROMOTION DOCUMENT  
2016

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## INTRODUCTION

The ~~Promotion and~~ Reappointment ~~and~~ Reappointment Document (RPD) contains standards and procedures for promotion and reappointment for faculty and librarian candidates. This document replaces the 2011 PRD (<http://academicaffairs.pages.tcnj.edu/files/2012/06/Promotion-Reappointment2011.doc>), the 2014 PRD (<http://academicaffairs.pages.tcnj.edu/files/2014/12/Promotion-and-Reappointment-Documents-2014-PDF.pdf>), and the 2015 PRD (<https://academicaffairs.tcnj.edu/files/2015/11/Promotion-and-Reappointment-Documents-2015-FINAL1.pdf>). This ~~2016 version of the PRD~~ document includes a number of changes relative to the October 2015 ~~PRD~~ version. These changes were approved through the governance process and those relating to processes and timelines have been agreed to by the TCNJFT, Local 2364, AFT. 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 Part Two, The Application Process for Reappointment and Tenure.

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

The timeline for applying for reappointment 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.

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 table sets forth the specific document and section that apply to faculty and librarians according to their date of hire, their rank at time of application, and desired reappointment or promotion action.

<b>HIRE DATE</b>	<b>RANK (at time of application)</b>	<b>DESIRED ACTION</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	Years 1-3 Reappointment application: 2011 PRD	Year 4 Application to 6 <sup>th</sup> year: 2011 PRD	Not available	Promotion Application: 2016 <del>RPRD</del>
Between 07/16/14 and 08/01/15	Assistant Professor or Librarian III	Years 1-4 Reappointment application: 2014 PRD	Year 5 Application to 7 <sup>th</sup> year: 2014 PRD	Year 5 Application to 7 <sup>th</sup> year: 2015 PRD	Promotion Application: 2016 <del>RPRD</del>
	Associate Professor, Professor or Librarian II	Years 1-4 Reappointment application: 2014 PRD	Year 5 Application to 7 <sup>th</sup> year: 2014 PRD	Not available	Promotion Application: 2016 <del>RPRD</del>
After 08/01/15	Assistant Professor or Librarian III	Years 1-4 Reappointment application: 2016 <del>RPRD</del>	Not available	Year 5 Application to 7 <sup>th</sup> year: 2016 <del>RPRD</del>	Promotion Application: 2016 <del>RPRD</del>
	Associate Professor, Professor or Librarian II	Years 1-4 Reappointment application: 2016 <del>RPRD</del>	Year 5 Application to 7 <sup>th</sup> year: 2016 <del>RPRD</del>	Not available	Promotion Application: 2016 <del>RPRD</del>

## PART ONE – BASES AND STANDARDS FOR EVALUATION

The College of New Jersey affirms that a community of learners and scholars is built around high expectations in which all members use and develop their talents to make the College a better place. The College expects exemplary achievement, and it strives to hire teachers-scholars who will be successful in the initial evaluation process and continued professional growth.

All decisions regarding faculty and librarian evaluation and development are based on teaching/librarianship, scholarly/creative/professional activity, and service, and f. ~~Faculty are expected to demonstrate accomplishments and meet the standards in all three categories, and although all areas are important, these three broad areas do not count equally in the evaluation process. High quality teaching or librarianship is the most important of the required criteria for reappointment and promotion; scholarly/creative/professional activity is the second most important area; and the candidate's service record ranks third.~~

### I. Faculty

#### 1. Teaching

According to the College's Mission, "TCNJ's exceptional students, teacher-scholars, staff, alumni, and board members constitute a diverse community of learners, dedicated to free inquiry and open exchange, to excellence in teaching, creativity, scholarship, and citizenship, and to the transformative power of education in a highly competitive institution. The College prepares students to excel in their chosen fields and to create, preserve and transmit knowledge, arts, and wisdom." Faculty should aspire to be teachers of the first order. A high caliber, effective teacher:

1. Shows subject mastery, currency, and ongoing growth in one's discipline and/or across disciplines;
2. Carefully prepares organized lessons and pedagogical materials designed to guide and enhance student learning;
3. Demonstrates enthusiasm for the topics under study and models intellectual curiosity, and creates a caring learning environment, safe for students wishing to express contrary or unpopular views and respectful of diverse perspectives;
4. Ensures class meetings and other learning opportunities, including providing student feedback, are conducted in a timely and professional manner;
5. Incorporates 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. Extends teaching commitment to all levels of the curriculum, including First Seminars, liberal learning, introductory courses, graduate courses, and Signature Experiences where appropriate;
7. Articulates and attends to student learning outcomes that help develop students as successful, ethical, and visionary leaders in a multicultural, highly technological, and increasingly global world;
8. Conveys an intellectual and professional interest in individual student learning;
9. Innovates and experiments with pedagogy in ways that foster engaging educational environments that are characterized by academic freedom, creative expressions, critical thinking, intellectual inquiry, and community engagement;
10. Creates and revises courses and curricula in ways that foster a vibrant, intellectual community built around a shared commitment to scholarly inquiry;
11. Provides well-informed, thoughtful mentorship and advising appropriate to the students' personal and professional development;
12. Strives for respectful and fair treatment when interacting with individual students;

- 13. Capable of adjusting the educational experience in response to individual student needs;
- 14. Demonstrates rigor, transparency, and consistency in evaluating student work; and
- 15. Provides evidence of continued improvement and sustained high quality teaching in the form of teaching materials, student evaluations, and peer feedback, resulting in growing a body of work that supports teaching excellence. (The occasional course might be evaluated at less than a high level, for example when a new course is being developed. This should be explained in the application.)

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:

- ~~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;~~
- ~~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.)~~

## Part Two – Reappointment

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

- (a) All formal student feedback 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>1</sup> ~~It is understood that such student course feedback is significantly positively correlated with expected grades and is therefore often not a good measure of teaching effectiveness; in particular, such feedback often produces less positive results for female and minority instructors and cannot be taken as the most important component in the evaluation of teaching effectiveness.~~
- (b) Peer reviews of their teaching. The format and content of the peer reviews should conform to the guidelines set forth in Part IV, Section 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 syllabi of courses taught over multiple years 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.

### **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.

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<sup>1</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.



## Part Two – Reappointment

6. Continuing Achievement - Faculty should demonstrate continuing scholarly/creative/professional achievement since initial appointment. An external review may be requested by the applicant as one component of this evidence (see Part V, Section VII).

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 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. 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 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 reappointment with tenure or of a 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. Therefore, 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 departmental Promotion and Reappointment Committee (PRC) and the candidate in consultation with the Dean of the candidate's home department/program. As early as feasible, interdisciplinary scholars should begin to consider the use of multiple *Disciplinary Standards*, and discussing such use with their departments/programs and Deans.



### **3. *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 undertake 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.

## **II. Librarians**

### **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. 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;

## Part Two – Reappointment

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; and.
9. Assisting in coordinating the work of colleagues and supervising the work of support staff.

### **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.

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 Part Five, Section VII). 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).

## Part Two – Reappointment

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 Promotion and reappointment Committee (PRC) and the candidate in consultation with the Dean of the candidate's home department/program. As early as feasible, interdisciplinary scholars should begin to consider using multiple *Disciplinary Standards*, and discussing such use with their departments/programs and Deans.

### 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 undertake 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).

## PART TWO – THE APPLICATION PROCESS FOR REAPPOINTMENT AND TENURE

### 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 the fifth years (see Figure 1). 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 and sixth year or to a fifth year only. 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. For those faculty members who have the rank of Assistant Professor or Librarian III, the fifth year review is the basis for reappointment to the seventh year and tenure with promotion to Associate Professor or Librarian II,

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respectively. In the fifth year, the reappointment process for reappointment and tenure with promotion has an extra step: when the department PRC and/or the dean do not recommend the candidate's reappointment to the 7<sup>th</sup> and tenure with promotion, the candidate has the option to have the College Promotion and Reappointment Committee (CPTC) evaluate his/her application and make a recommendation.

### Process Flow

- Year 1 – Formative<sup>2</sup> review by Department PRC and Dean:** feedback to all new faculty members, as every new faculty member or librarian is appointed to the first three years
- Constructive feedback about strengths and weaknesses of the candidate by the Department and the Dean only
- Year 2 – Summative<sup>3</sup> review and recommendation by Department PRC, Dean, and Provost to the President and the Board of Trustees;** application for reappointment to the 4<sup>th</sup> year; all can apply
- Possible decisions, at each level: 1) yes to 4<sup>th</sup> year; or 2) no to 4<sup>th</sup> year, that is, Year 3 will be the final year
- Year 3 – Summative review and recommendation by Department PRC, Dean, and Provost to the President and the Board of Trustees;** application for reappointment to the 5<sup>th</sup> and 6<sup>th</sup> years; only those who got decision 1) in Year 2 can apply
- Possible decisions (at each level): a) yes to 5<sup>th</sup> and 6<sup>th</sup> years; b) yes to 5<sup>th</sup> year plus need to apply for 6<sup>th</sup> year in Year 4; or, c) no to 5<sup>th</sup> and 6<sup>th</sup>, that is, 4<sup>th</sup> year is the final year
- Year 4 – Only one of following two processes applies, depending on the situation of the candidate:**
- 1. Formative review by the Department PRC and the Dean** for those candidates who got decision a) in Year 3
    - Constructive feedback about strengths and weaknesses of the candidate by the department and the dean only
  - 2. Summative review and recommendation by Department PRC, Dean, and Provost to the President and the Board of Trustees;** application for reappointment to the 6<sup>th</sup> year for candidates who got decision b) in year 3
    - Possible decisions (at each level): i) yes to 6<sup>th</sup> year; or ii) no to 6<sup>th</sup> year, that is, Year 5 will be the final year
- Year 5 – Summative review and recommendation by Department PRC, Dean, CPTC if applicable, and Provost to the President and the Board of Trustees;** application for reappointment to 7<sup>th</sup> year and tenure; only those candidates who got decision a) in year 3 and those who got decision i) in Year 4 can apply
- Possible decisions (at each level): A) yes to 7<sup>th</sup> year (tenure); or B) no to 7<sup>th</sup> year, that is, year 6 is the final year
  - **Extra step:** when the Department PRC and/or the Dean do not recommend the candidate's reappointment to the 7<sup>th</sup> year and tenure, the candidate has the option to have the CPTC evaluate his/her application and make a recommendation.

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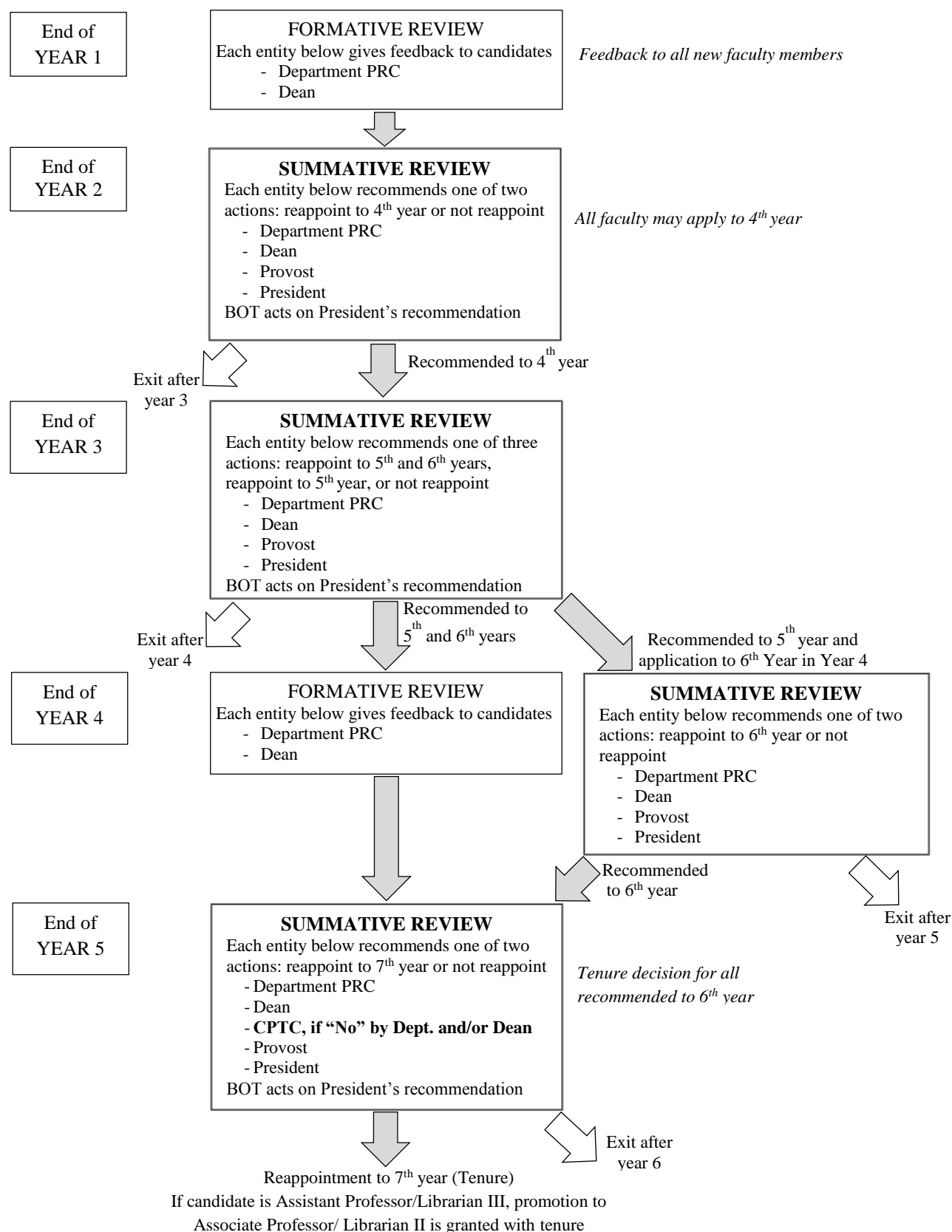
<sup>2</sup> A formative review is designed to provide valuable feedback from the department PRC and the Dean to the candidate.

<sup>3</sup> A summative review is designed to provide complete and accurate information for decision-making and results in a recommendation; this evaluative process spans from the department PRC to the Board of Trustees.

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- Candidates who have the rank of Assistant Professor or Librarian III at the time of the tenure decision will be promoted to Associate Professor or Librarian II, respectively.

**Figure 1 - REAPPOINTMENT PROCESS**



## II. 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 Part Five, Section 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 department chair (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)

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. 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). Ultimately, it is the responsibility of the PRC to make clear to each candidate what these reasonable expectations are.
2. Consult 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



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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 document that 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. 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;
4. 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.
5. Prior to application process, implement the College's procedures for collecting and analyzing student evaluations of teaching.
6. 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 Part Four, Section III.
7. Read and evaluate carefully the candidate's *Standard Application for Reappointment and Promotion* (see Part Five, Section I) and all supporting materials.
8. 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.
9. Completes the Department/Program Recommendation for Reappointment indicating how the application materials demonstrate that the recommended candidates are eligible in terms of the Bases and Standards for Reappointment 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

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necessarily indicate that that person concurs with the ultimate recommendation.<sup>4</sup>

10. 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 Part One of this document. PRC members do not serve as advocates for any candidate.
11. Forwards the application materials of all recommended and non-recommended candidates who indicate that they wish to continue their applications, along with the departmental recommendation for each of these candidates, to the Dean for consideration.

### C. The Dean

The Dean will work with departments to fulfill their obligations in an exemplary manner, and is responsible for reviewing the departmental evaluation materials (letters, reports, etc.). The Dean will oversee all departmental processes and procedures to ensure that they function 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 a summative review process (i.e., review beyond the level of the Dean), the Dean issues an independent recommendation to the Provost. 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 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; it 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

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<sup>4</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.

## Part Two – Reappointment

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**

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.

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.

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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

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

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.

## III. PROCEDURES AND TIMELINE FOR APPLYING FOR REAPPOINTMENT

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 timeline for reappointment**

#### *1. In the First Year: Formative review*

Faculty are hired with an initial three-year appointment, and thus the review during the first year is not the basis for any decision about reappointment; rather it is an opportunity for constructive feedback. This formative review involves the department PRC and the Dean of the School.

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.

Timeline:

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 Part Five, Section II). 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>5</sup>

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<sup>5</sup> Any PRC member who refuses to sign the PRC's report/recommendation is expected to send a written

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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.

### 2. *In the Second Year: Summative review*

At the end of the second year of employment, faculty apply to a fourth year. This summative review results in a recommendation to reappoint or not reappoint the faculty member to a fourth year of employment. The department PRC, the Dean, the Provost and the President are involved in the recommendation to the Board of Trustees.

#### Timeline:

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 Part Five, Section 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>6</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.

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explanation for his/her refusal to sign to the appropriate Dean.

<sup>6</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.

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The PRC completes the Checklist (see Part Five, Section D) 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.

3. By April 7<sup>10</sup>. The candidate has the right to respond formally to the PRC's evaluation report. The PRC will ~~send~~~~include~~ this response to the Dean as part of the candidate's application.

~~The PRC completes the Checklist (see Part Five, Section D) 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.

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

5. By May 6<sup>8</sup>. The candidate has the right to respond formally to the Dean's evaluation report. The Dean will ~~send~~~~include~~ this response to the Provost 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. The Provost sends the dossier and recommendation to the President.

7. By June 13<sup>18</sup>. The candidate has the right to respond formally to the Provost's recommendation. The Provost will ~~include~~~~send~~ the response to the President as part of the candidate's application.

~~The 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.



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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.

### 3. *In the Third Year: Summative review*

At the end of the third year of employment, faculty who have been reappointed to a 4<sup>th</sup> year apply to a fifth and a sixth years of employment. In year 3, the possible recommendations are: reappoint to the 5<sup>th</sup> and 6<sup>th</sup> years, reappoint to the 5<sup>th</sup> year only and allow faculty member to apply to the 6<sup>th</sup> in Year 4, or recommend that the faculty member not be reappointed to the 5<sup>th</sup> year. The department PRC, the Dean, the Provost and the President are involved in the recommendation to the Board of Trustees.

#### Timeline:

Same procedures and deadlines as those outlined in the Second Year

### 4. *In the Fourth Year: Formative review or Summative review*

- a. The fourth year review is a formative review if the faculty member was reappointed to the 5<sup>th</sup> and 6<sup>th</sup> years in year 3. This formative review, involving the department PRC and the Dean of the School, is not the basis for any decision about reappointment; rather it is an opportunity for constructive feedback.

#### Timeline:

Same procedures and deadlines as those outlined in the First Year

- b. The fourth year review is a summative review if the faculty member was reappointed to the 5<sup>th</sup> year only in year 3. This summative review, involving the department PRC, the Dean, the Provost and the President, results in a recommendation to reappoint or not reappoint the faculty member to a sixth year of employment.

#### Timeline:

Same procedures and deadlines as those outlined in the Second Year

### 5. *In the Fifth Year: Summative review for reappointment and tenure*

At the end of the fifth year of employment, faculty apply to a seventh year of employment, that is, a seventh year and tenure. The possible recommendations are: reappoint to the 7<sup>th</sup> year, not reappoint to 7<sup>th</sup> year. The department PRC, the Dean, the CPTC When applicable), the Provost and the President are involved in the recommendation for the Board of Trustees.

#### Timeline:

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 Part Five, Section 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.

## Part Two – Reappointment

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>7</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.

The PRC completes the Checklist (see Part Five, Section 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.

3. *By April 7~~10~~.* The candidate has the right to respond formally to the PRC's evaluation report. The PRC will ~~send~~~~include~~ this response to the Dean as part of the candidate's application.

~~The PRC completes the Checklist (see Part Five, Section 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.

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.

5. *By May 6~~8~~.* The candidate has the right to respond formally to the Dean's evaluation report. The Dean will ~~include~~~~send~~ this response to the Provost as part of the candidate's application.

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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.

## Part Two – Reappointment

~~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 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.
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. The Provost sends the dossier and recommendation to the President.

9. *By June 13/18*. The 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.

~~The 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.

### **B. Modified Reappointment Process for applicants with a Qualifying Life Event<sup>8</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;

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<sup>8</sup> This section applies to all full-time faculty, regardless of date of hire.

## Part Two – Reappointment

- 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;
  - 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>9</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

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<sup>9</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.

## Part Two – Reappointment

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.

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:

The table below summarizes the ordinary reappointment timeline as well as the timeline for faculty with a qualifying life event.

Year	Item #	Actions	Ordinary Timeline	QLE Modified Timeline
1	IV. A 1	Candidate submits materials for review	a.y. 1 – May 15	a.y. 2 – <del>Sep</del> Nov 15
	IV. A 2	Conversation between candidate and PRC	a.y. 1 – May 25	a.y. 2 – <del>Dec 1</del> Oct 1
	IV. A 3	Candidate has right to respond to PRC letter	a.y. 1 – May 29	a.y. 2 – <del>Dec 8</del> Oct 7
	IV. A 4	Dean reviews PRC letter and candidate's materials	a.y. 1 – June 15	a.y. 2 – <del>Dec 20</del> Oct 16
2	IV. B 1	Candidate applies for reappointment to <u>the fourth year</u>	a.y. 2 – March 20	a.y. 3 – <del>Sep</del> Nov 15
	IV. B 2	Conversation between candidate and the PRC	a.y. 2 – April 3	a.y. 3 – <del>Dec</del> Oct 1
	IV. B 3	Candidate has right to respond to PRC letter	a.y. 2 – April <del>7</del> 10	a.y. 3 – <del>Dec</del> Oct 58
	IV. B 4	Dean reviews complete dossier	a.y. 2 – May 1	a.y. 3 – <del>Dec</del> Oct 20
	IV. B 5	Candidate has right to respond to Dean	a.y. 2 – May <del>6</del> 8	a.y. 3 – <del>Jan 2</del> Oct 2427
	IV. B 6	Provost reviews complete dossier and makes recommendation	a.y. 2 – June 11	a.y. 3 – <del>Jan 21</del> Nov 14
	IV. B 7	Candidate has right to respond to Provost	a.y. 2 – June <del>13</del> 18	a.y. 3 – <del>Jan 28</del> Nov 21
	IV. B 8	President reviews dossier and makes recommendation	a.y. 2 – June 30	a.y. 3 – <del>Feb 7</del> Dec 1
	IV. B 9	Action is taken by Board of Trustees to reappoint to <u>the fourth year</u>	a.y. 2 – July 30	a.y. 3 – <del>Mar 1</del> Dec 21
3	IV. C 1	The candidate applies for reappointment to <u>the fifth and sixth year</u>	a.y. 3 – March 20	a.y. 4 – <del>Sep</del> Nov 15
	IV. C 2	Conversation between candidate and the PRC	a.y. 3 – April 3	a.y. 4 – <del>Dec</del> Oct 1
	IV. C 3	Candidate has right to respond to PRC	a.y. 3 – April <del>7</del> 10	a.y. 4 – <del>Dec</del> Oct 58
	IV. C 4	Dean reviews dossier	a.y. 3 – May 1	a.y. 4 – <del>Dec</del> Oct 20
	IV. C 5	Candidate has right to respond to Dean	a.y. 3 – May <del>6</del> 8	a.y. 4 – <del>Jan 2</del> Oct 2427
	IV. C 6	Provost reviews complete dossier and makes recommendation	a.y. 3 – June 11	a.y. 4 – <del>Nov 15</del> Jan 21
	IV. C 7	Candidate has right to respond to Provost	a.y. 3 – June <del>13</del> 18	a.y. 4 – <del>Nov 21</del> Jan 28
	IV. C 8	President reviews dossier and makes recommendation	a.y. 3 – June 30	a.y. 4 – <del>Feb 7</del> Dec 1
	IV. C 9	Action is taken by Board of Trustees to reappoint to <u>the fifth or to the fifth and sixth years</u>	a.y. 3 – July 30	a.y. 4 – <del>Mar 1</del> Dec 21
4	IV. D 1	Candidate submits materials for review	a.y. 4 – May 15	a.y. 5 – <del>Nov</del> Sep 15

## Part Two – Reappointment

		Note: If in Year 3, the candidate was reappointed to Year 5 only, he or she applies for reappointment to Year 6 and follows the same process and timeline of Year 3.		
	IV. D 2	Candidate meets with PRC	a.y. 4 – May 25	a.y. 5 – <del>Dec</del> <sup>Oct</sup> 1
	IV. D 3	Candidate has right to respond to PRC	a.y. 4 – May 29	a.y. 5 – <del>Dec 8</del> <sup>Oct 7</sup>
	IV. D 4	Dean reviews PRC letter	a.y. 4 – June 15	a.y. 5 – <del>Dec 20</del> <sup>Oct 16</sup>
5	IV. E 1	Candidate applies for reappointment to <u>the seventh year with tenure</u>	a.y. 5 – March 20	a.y. 6 – <del>Dec</del> <sup>Sep</sup> 15
	IV. E 2	Conversation between candidate and PRC	a.y. 5 – April 3	a.y. 6 – <del>Dec</del> <sup>Oct</sup> 1
	IV. E 3	Candidate has right to respond to PRC	a.y. 5 – April <del>10</del> <sup>7</sup>	a.y. 6 – <del>Dec</del> <sup>Oct</sup> <del>5</del> <sup>8</sup>
	IV. E 4	Dean reviews complete dossier	a.y. 5 – May 1	a.y. 6 – <del>Dec</del> <sup>Oct</sup> 20
	IV. E 5	Candidate has right to respond to Dean	a.y. 5 – May <del>8</del> <sup>6</sup>	a.y. 6 – <del>Jan 2</del> <sup>Oct 24</sup> <del>27</del>
	IV. E 6	(IF APPLICABLE) CPTC reviews complete dossier and prepares recommendation	a.y. 5 – May 14	<del>a.y. 6 – Jan 6</del> <sup>Oct 30</sup>
	IV. E 7	(IF APPLICABLE) CPTC completes appeal hearings	a.y. 5 – May 21	<del>a.y. 6 – Jan 10</del> <sup>Nov 3</sup>
	IV. E 8	Provost reviews complete dossier and makes recommendation	a.y. 5 – June 11	a.y. 6 – <del>Jan 21</del> <sup>Nov 14</sup>
	IV. E 9	Candidate has right to respond to Provost	a.y. 5 – June <del>18</del> <sup>3</sup>	a.y. 6 – <del>Jan 28</del> <sup>Nov 21</sup>
	IV. E 10	President reviews dossier and makes recommendation	a.y. 5 – June 30	a.y. 6 – <del>Feb 7</del> <sup>Dec 1</sup>
	IV. E 11	Action taken by Board of Trustees to reappoint to <u>the seventh year with tenure</u>	a.y. 5 – July 30	a.y. 6 – <del>Mar 1</del> <sup>Dec 21</sup>

## PART THREE – 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. ELIGIBILITY FOR PROMOTION

#### 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>10</sup> from an accredited institution in an appropriate field of study and five (5) years of professional experience.<sup>11</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 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.

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<sup>10</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>11</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.



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>12</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.

### III. GENERAL BASES FOR PROMOTION

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

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<sup>12</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.

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>13</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

### A. Bases for Promotion for 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 to students, 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

**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.<sup>14</sup>

**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.

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

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.

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<sup>13</sup> Faculty hired before 1974 can be considered for promotion primarily based on excellence in teaching and service.

<sup>14</sup> The occasional course might be evaluated at less than high level, for example when a new course is being developed. This should be explained in the application.

Associate Professor	Professor
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, leadership<sup>15</sup>, and investment of time 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).

<sup>15</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.

Successful service records reflect consistent service and leadership at the department level and/or consistent service and leadership campus wide. The following composite examples based on the applications of successful candidates for promotion to professor are only a guide to help illustrate types of consistent service and leadership at the department and college-wide level. They include some significant examples of service in support of promotion but should not be read as a comprehensive list of requirements.

A few candidates for promotion to Full Professor have exhibited leadership by serving as Department Chair for one or more terms. Other successful candidates engage in consistent service and leadership at the department level as program coordinators, engaging in program-wide curriculum development, and designing and implementing senior capstone experiences, computer laboratory components and honors programs that significantly impact their department's major.

Typically, candidates with demonstrated leadership at the department level have also, on an ongoing basis, been active members and/or chairs of department, school, and college-wide standing and ad hoc committees and program and advisory councils. They may also serve as coordinators of college- wide programs. Their service also includes significant and wide-ranging professional and community engagement, media outreach and public scholarship related to their area of expertise.

~~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>16</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>
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<sup>16</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.

## Part Four – Committees

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

### B. Bases for Promotion for 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*

**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*

**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 Part Five, Section VII).

**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 Part Five, Section VII).

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.

Librarian II	Librarian I
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

**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:

Librarian II	Librarian I
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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.

## IV. 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 Part Five, Section III), 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 Part Five, Section 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 Part Four, Section 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 Part Five, Section 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 V. 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 Part Four, Section 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.)

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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 Part Five, Section 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 Part Five, Section VI) 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>17</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 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 Part One) 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.

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<sup>17</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.

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.

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

The CPTC evaluates each applicant in terms of the Bases and Standards for Promotion (see Part One) 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 (see Part One) 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 (See Part One). 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 (See Part One).
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.

### **V. 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

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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.

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|-------------------------|---|
| 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 <i>Disciplinary Standards</i> , determining whether <i>Disciplinary Standards</i> 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 Part Five, Section III) if they may opt to use elements of multiple <i>Disciplinary Standards</i> .   |
| 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            | The candidate submits application and supporting materials to the PRC, including: <ol 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></li></ol>  |

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(see Part Five, Section I).

- c. Copies of External Review reports, if applicable.

The following items are added to the candidate's dossier at the appropriate stage:

- d. PRC's recommendation and candidate's written response if applicable (added by PRC).
- e. Dean's recommendation and candidate's written response if applicable (added by Dean).

The candidate should submit supporting documents (see *Standard Application for Reappointment, and Promotion*) 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.

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.
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

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appeal.

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|-----------------------------------|--|
| 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.  |
| 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 non-concurrence. 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 prior to Feb BOT 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).

## VI. SUMMARY CHART OF RESPONSIBILITIES AND DEADLINES

AGENT	DUE DATES	THE PROMOTION PROCESS (items in boldface 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 Part Five, Section III), 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>
	<b>2/20 - 4/10</b>	<b>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.</b>



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	<b>4/15</b>	Select and write to external reviewers, if applicable.
	<b>5/1</b>	<b>Departments/Programs submit names of PRC members and PRC chair to the appropriate Dean.</b>
	<b>5/1</b>	<b>Departments /Programs submit names of PRC members and PRC chair to the appropriate Dean.</b>
	<b>End of spring semester at latest</b>	<b>At least one PRC member observes candidate's teaching.</b>
	8/15	External reviewer reports due, if applicable
	<b>10/16</b>	<b>Notify the candidate of recommendation in writing.</b>
	<b>11/3</b>	<b>Forward recommendation and application materials to Dean.</b>
Dean	<b>9/1</b>	<b>File with Academic Affairs the names of all PRC members and chairs under the Dean's jurisdiction.</b>
	<b>11/20</b>	<b>Transmit recommendation to the candidate.</b>
	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.
	<b>12/7</b>	<b>Conveys all promotion materials to the CPTC.</b>
CPTC	<b>1/17</b>	<b>Notify candidate of the recommendation in writing.</b>
	1/27	Hear appeals of decisions (if any) on or before 1/27.
	<b>2/1</b>	<b>Forward list of recommended candidates to the President.</b>
Provost		<b>Attend (<i>ex officio</i> without vote) all CPTC deliberations and appeal hearings</b>
	<b>2/3</b>	<b>Transmit report of concurrence or non-concurrence with CPTC to the candidate.</b>
	within 2 days	Meet with candidate to discuss recommendation within 2 working days of receiving the request.
	within 2 days	Notify candidate of final recommendation in writing within 2 working days of the meeting with the candidate.
	<b>2/15</b>	<b>Send final report and candidate's response (if any) to the President.</b>
President	Within 2 days of receiving final report	May meet with CPTC concerning its recommendations
	within 2 days	<b>Inform candidate of the President's recommendation.</b>
	within 1 week of Feb BOT meeting	<b>Make recommendations to the Board of Trustees and inform candidate of the President's recommendation.</b>
	<b>3/15</b>	<b>Notify candidate of the Board's decision in writing.</b>

## PART FOUR – COMMITTEE COMPOSITIONS AND REVIEW PROCESSES

### I. DEPARTMENT PROMOTION AND REAPPOINTMENT COMMITTEE (PRC)<sup>18</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.

##### 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

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<sup>18</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.

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.

## **II. 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).

## Part Four – Committees

2. Members must be tenured faculty and librarians who have reached the rank of Associate Professor, Professor, Librarians II, or I. Two thirds (2/3) of the members must have the rank of Professor or Librarian 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>19</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.

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<sup>19</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.

### 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.

#### 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

## Part Four – Committees

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

## III. PEER REVIEW OF TEACHING

### A. 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.

### **B. 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.

#### **1. 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.

#### **2. 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 ~~across within during~~ the three ~~full academic~~ years prior to the application ~~date~~ 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.

### **C. 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*.

#### **D. 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~~12 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.

##### **1. 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).



## Part Four – Committees

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.

### 2. 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.

### 3. 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
  - i. Content (summarization of the class)
  - ii. 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
  - iii. 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

## **IV. EXTERNAL REVIEW OF SCHOLARLY/CREATIVE/PROFESSIONAL ACTIVITY FOR PROMOTION TO THE RANK OF PROFESSOR<sup>20</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

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<sup>20</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*.

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>21</sup>

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 1, 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

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<sup>21</sup> Candidates for promotion to Associate Professor, who are requesting use of external review under 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).

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.

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>22</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. The identity of the author of each external review shall not be given to the applicant. Thus, 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>23</sup>

<sup>22</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>23</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.

## Part Four – Committees

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.



## PART FIVE – FORMS

### I. STANDARD APPLICATION FOR PROMOTION AND REAPPOINTMENT

#### 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 form.

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:

---

Cover Page

Name \_\_\_\_\_

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

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

Submitting Application for:

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

☐ 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; 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><i>Supporting Documentation</i></b>			
H. Student Teaching Feedback Forms.....	_____	_____	_____
I. Peer Reviews of Teaching .....	_____	_____	_____
J. Course Syllabi.....	_____	_____	_____
K. Scholarly/creative/professional work.....	_____	_____	_____

End of Checklist/Table of Contents

## 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]

## 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 third 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, including length of time, major outcomes, and whether reassigned time was awarded. 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.

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, including length of time, major outcomes, and whether reassigned time was awarded. 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 (Part Five, Section III) 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.**

|

## II. 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. Un-juried 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. Record of Service to The College Community**

Indicate those assignments which involved significant service, briefly describing your role and the nature of your work. Provide evidence of quality and length of service, position on committees or sub-committees, major outcomes or accomplishments and/or significant consistent contributions, and indicate whether reassigned time was awarded.

- A. Administrative or coordination activities of departments or programs.
- B. Training or supervising staff and/or mentoring of other colleagues on the faculty.
- C. Departmental committees or formal assignments
- D. School or library committees or formal assignments
- E. College committees or formal assignments
- F. Other forms of significant service, including faculty sponsorship of student-run organizations. 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.

### **XII. -Record of Outside Service**

- 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. Please provide information on the membership size of the organization and other relevant details to provide background.



B. Service as a referee, guest editor or consulting editor for a scholarly journal or press. Please describe the nature of your service, including how the number of articles reviewed and how often.

C. Contributions as a consultant to another institution.

D. Contributions to the surrounding community. Mention only those that involved significant service related to your professional expertise, briefly describing your role and the nature of your work, and its connection to your professional expertise.

**~~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)**

A. External Reviews of Scholarship (if applicable)

Letters in this section should be based upon the processes set out in Part Five, Section VII.

B. Student Teaching Feedback Forms

## Part Five – Forms

This section contains all original op-scan forms completed by the students and the College student feedback form results (the op-scan summary report) or the electronic equivalents. 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>24</sup>

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

### C. Peer Reviews of Teaching

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

### D. 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).

### E. 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.

### F. 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

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<sup>24</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.

(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).

#### G. 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 Part Five, Section VII 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.

#### H. 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.

### III. 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

---

Signature of Department or Program PRC Chair

Date

---

Signature of Department or Program Dean

Date

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#### IV. 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.**

## V. DEPARTMENT/PROGRAM RECOMMENDATION FOR REAPPOINTMENT TO SEVENTH YEAR WITH TENURE

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:

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.**

## VI. 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.**

## **VII. LETTER TO EXTERNAL REVIEWER FOR PROMOTION TO RANK OF 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.



TCNJ REAPPOINTMENT AND PROMOTIONS DOCUMENT  
**2017**

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## INTRODUCTION

The Reappointment and Promotions Document (RPD) contains standards and procedures for promotion and reappointment for faculty and librarian candidates. This document replaces the 2011 PRD (<http://academicaffairs.pages.tcnj.edu/files/2012/06/Promotion-Reappointment2011.doc>), the 2014 PRD (<http://academicaffairs.pages.tcnj.edu/files/2014/12/Promotion-and-Reappointment-Documents-2014-PDF.pdf>), and the 2015 PRD (<https://academicaffairs.tcnj.edu/files/2015/11/Promotion-and-Reappointment-Documents-2015-FINAL1.pdf>). This document includes a number of changes relative to the October 2015 PRD. These changes were approved through the governance process and those relating to processes and timelines have been agreed to by the TCNJFT, Local 2364, AFT. 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 Part Two, The Application Process for Reappointment and Tenure.

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

The timeline for applying for reappointment 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.

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 table sets forth the specific document and section that apply to faculty and librarians according to their date of hire, their rank at time of application, and desired reappointment or promotion action.

<b>HIRE DATE</b>	<b>RANK (at time of application)</b>	<b>DESIRED ACTION</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	Years 1-3 Reappointment application: 2011 PRD	Year 4 Application to 6 <sup>th</sup> year: 2011 PRD	Not available	Promotion Application: 2016 RPD
Between 07/16/14 and 08/01/15	Assistant Professor or Librarian III	Years 1-4 Reappointment application: 2014 PRD	Year 5 Application to 7 <sup>th</sup> year: 2014 PRD	Year 5 Application to 7 <sup>th</sup> year: 2015 PRD	Promotion Application: 2016 RPD
	Associate Professor, Professor or Librarian II	Years 1-4 Reappointment application: 2014 PRD	Year 5 Application to 7 <sup>th</sup> year: 2014 PRD	Not available	Promotion Application: 2016 RPD
After	Assistant Professor or	Years 1-4	Not available	Year 5	Promotion

08/01/15	Librarian III	Reappointment application: 2016 RPD		Application to 7 <sup>th</sup> year: 2016 RPD	Application: 2016 RPD
	Associate Professor, Professor or Librarian II	Years 1-4 Reappointment application: 2016 RPD	Year 5 Application to 7 <sup>th</sup> year: 2016 RPD	Not available	Promotion Application: 2016 RPD

## PART ONE – BASES AND STANDARDS FOR EVALUATION

The College of New Jersey affirms that a community of learners and scholars is built around high expectations in which all members use and develop their talents to make the College a better place. The College expects exemplary achievement, and it strives to hire teachers-scholars who will be successful in the initial evaluation process and continued professional growth. All decisions regarding faculty and librarian evaluation and development are based on teaching/librarianship, scholarly/creative/professional activity, and service, and faculty are expected to demonstrate accomplishments and meet the standards in all three categories. Evidence of high quality teaching or librarianship is essential for reappointment, tenure, and promotion. Excellence in scholarly/creative/professional activity and/or service cannot compensate for a lack of excellence in teaching/librarianship.

### I. Faculty

#### 1. Teaching

According to the the College's mission statement, "TCNJ's personalized, collaborative, and rigorous education engages students at the highest level within and beyond the classroom. TCNJ believes in the transformative power of education to develop critical thinkers, responsible citizens, and lifelong learners and leaders. The College empowers its diverse students, staff, and faculty to sustain and enhance their communities both locally and globally." Therefore Faculty should aspire to be teachers of the first order. A high caliber, effective teacher:

1. Shows subject mastery, currency, and ongoing growth in one's discipline and/or across disciplines;
2. Carefully prepares organized lessons and pedagogical materials designed to guide and enhance student learning;
3. Demonstrates enthusiasm for the topics under study and models intellectual curiosity, and creates a caring learning environment, safe for students wishing to express contrary or unpopular views and respectful of diverse perspectives;
4. Ensures class meetings and other learning opportunities, including providing student feedback, are conducted in a timely and professional manner;
5. When appropriate, incorporates one's scholarship into teaching, including the effective supervision of student research and the incorporation of students into one's scholarship;
6. Extends teaching commitment to all levels of the curriculum, including First Seminars, liberal learning, introductory courses, graduate courses, and Signature Experiences where appropriate;
7. Articulates and attends to student learning outcomes that help develop students as successful, ethical, and visionary leaders in a multicultural, highly technological, and increasingly global world;
8. Conveys an intellectual and professional interest in individual student learning;

9. Innovates and experiments with pedagogy in ways that foster engaging educational environments that are characterized by academic freedom, creative expressions, critical thinking, intellectual inquiry, and community engagement;
10. Creates and revises courses and curricula in ways that foster a vibrant, intellectual community built around a shared commitment to scholarly inquiry;
11. Provides well-informed, thoughtful mentorship and advising appropriate to the students' personal and professional development;
12. Strives for respectful and fair treatment when interacting with individual students;
13. Is capable of adjusting the educational experience in response to individual student needs;
14. Demonstrates rigor, transparency, and consistency in evaluating student work; and
15. Provides evidence of continued improvement and sustained high quality teaching in the form of teaching materials, student evaluations, and peer feedback, resulting in growing a body of work that supports teaching excellence. (The occasional course might be evaluated at less than a high 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 formal student feedback 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>1</sup>
- (b) Peer reviews of their teaching. The format and content of the peer reviews should conform to the guidelines set forth in Part IV, Section 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>2</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 syllabi of courses taught over multiple years 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.

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

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<sup>1</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.

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 - Faculty should demonstrate continuing scholarly/creative/professional achievement since initial appointment. An external review may be requested by the applicant as one component of this evidence (see Part V, Section VII).

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 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. 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 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 reappointment with tenure or of a 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. Therefore, 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.

#### *Faculty Applying for Tenure and Promotion to Associate Professor*

Joint faculty or faculty hired into a department that contains different disciplinary standards must choose, at the point of hire, which set of standards they wish to follow. Faculty hired under such parameters may choose to change the disciplinary standards they follow at any point up until the third year review, in consultation with their Dean(s) and department chair(s). Candidates who self-identify their scholarly/creative/professional activity as interdisciplinary may use elements of *Disciplinary Standards* from more than one department or program. In such cases, this decision must be approved by the PRC and Dean of the school housing the candidate's home department.

#### *Faculty Applying for Promotion to Professor*

Candidates seeking promotion to Professor, who self-identify their scholarly/creative/professional activity as interdisciplinary, may use elements of *Disciplinary Standards* from more than one department or program. In such cases, this decision must be approved by the PRC and Dean of the school housing the candidate's home department at least 1 year prior to the deadline for Intent to Apply for Promotion to Professor.

### **3. 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 undertake 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.

## **II. Librarians**

## 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. Ability to successfully interact with and/or supervise staff at various levels.

Librarians perform in one or all 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; and
9. Assisting in coordinating the work of colleagues and supervising the work of support staff.

## 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. 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.

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 Part Five, Section VII). 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 Promotion and reappointment Committee (PRC) and the candidate in consultation with the Dean of the candidate's home department/program. As early as feasible, interdisciplinary scholars should begin to consider using multiple *Disciplinary Standards*, and discussing such use with their departments/programs and Deans.

### **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 undertake 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).

## PART TWO – THE APPLICATION PROCESS FOR REAPPOINTMENT AND TENURE

### 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 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.

#### Process Flow

- Year 1 – Formative<sup>2</sup> review by Department PRC and Dean:** feedback to all new faculty members, as every new faculty member or librarian is appointed to the first three years
- Constructive feedback about strengths and weaknesses of the candidate by the Department and the Dean only
- Year 2 – Summative<sup>3</sup> review and recommendation by Department PRC, Dean, and Provost to the President and the Board of Trustees;** application for reappointment to the 4<sup>th</sup> year; all can apply
- Possible decisions, at each level: 1) yes to 4<sup>th</sup> year; or 2) no to 4<sup>th</sup> year, that is, Year 3 will be the final year
- Year 3 – Summative review and recommendation by Department PRC, Dean, and Provost to the President and the Board of Trustees;** application for reappointment to the 5<sup>th</sup> and 6<sup>th</sup> years; only those who got decision 1) in Year 2 can apply
- Possible decisions (at each level): a) yes to 5<sup>th</sup> and 6<sup>th</sup> years; b) yes to 5<sup>th</sup> year plus need to apply for 6<sup>th</sup> year in Year 4; or, c) no to 5<sup>th</sup> and 6<sup>th</sup>, that is, 4<sup>th</sup> year is the final year
- Year 4 –** Only one of following two processes applies, depending on the situation of the candidate:
- 1. Formative review by the Department PRC and the Dean** for those candidates who got decision a) in Year 3
    - Constructive feedback about strengths and weaknesses of the candidate by the department and the dean only
  - 2. Summative review and recommendation by Department PRC, Dean, and Provost to**

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<sup>2</sup> A formative review is designed to provide valuable feedback from the department PRC and the Dean to the candidate.

<sup>3</sup> A summative review is designed to provide complete and accurate information for decision-making and results in a recommendation; this evaluative process spans from the department PRC to the Board of Trustees.

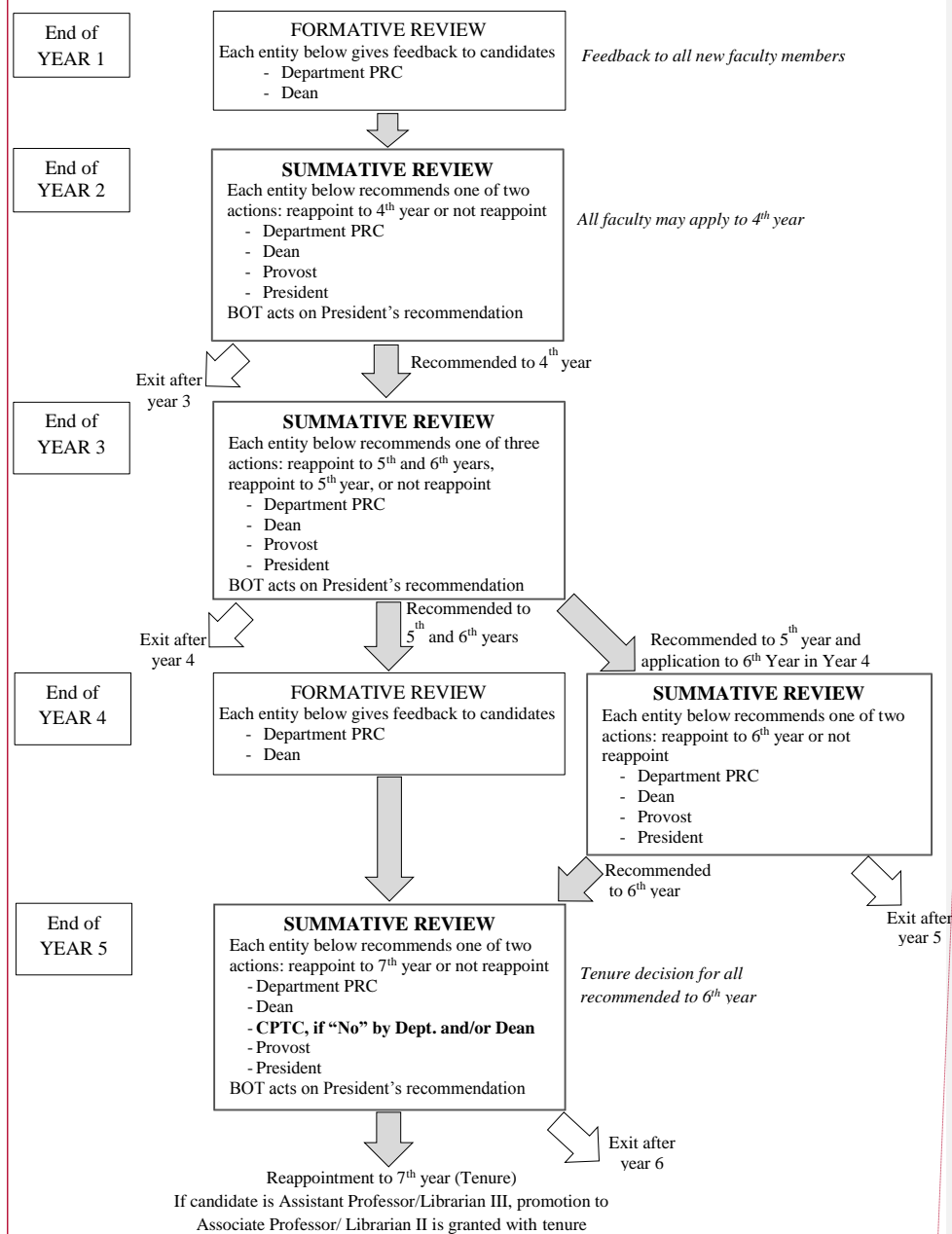
**the President and the Board of Trustees;** application for reappointment to the 6<sup>th</sup> year for candidates who got decision b) in year 3

- Possible decisions (at each level): i) yes to 6<sup>th</sup> year; or ii) no to 6<sup>th</sup> year, that is, Year 5 will be the final year

**Year 5 - Summative review and recommendation by Department PRC, Dean, CPTC if applicable, and Provost to the President and the Board of Trustees;** application for reappointment to 7<sup>th</sup> year and tenure; only those candidates who got decision a) in year 3 and those who got decision i) in Year 4 can apply

- Possible decisions (at each level): A) yes to 7<sup>th</sup> year (tenure); or B) no to 7<sup>th</sup> year, that is, year 6 is the final year
- Extra step: when the Department PRC and/or the Dean do not recommend the candidate's reappointment to the 7<sup>th</sup> year and tenure, the CPTC will evaluate the application and make a recommendation.
- Candidates who have the rank of Assistant Professor or Librarian III at the time of the tenure decision will be promoted to Associate Professor or Librarian II, respectively.

**Figure 1 - REAPPOINTMENT PROCESS**



Commented [MC1]: Everything here still okay?

## II. 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 Part Five, Section 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 department chair (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)

Departments (and programs) must strive to appoint faculty who will contribute directly to the College's mission of offering a quality educational experience to highly talented 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. 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). Ultimately, it is the responsibility of the PRC to make clear to each candidate what these reasonable expectations are.
2. Consult 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 that 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. 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;
4. 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.
5. Prior to application process, implement the College's procedures for collecting and analyzing student evaluations of teaching.
6. 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 Part Four, Section III.
7. Read and evaluate carefully the candidate's *Standard Application for Reappointment and Promotion* (see Part Five, Section I) and all supporting materials.
8. 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.
9. Completes the Department/Program Recommendation for Reappointment indicating how the application materials demonstrate that the recommended candidates are eligible in terms of the Bases and Standards for Reappointment 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. A refusal to sign is not an opportunity to reargue the case but should be used as an opportunity to identify process violations. 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. The Dean will send the letter to the Provost and.

10. 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 Part One of this document. PRC members do not serve as advocates for any candidate.
11. Forwards the application materials of all recommended and non-recommended candidates who indicate that they wish to continue their applications, along with the departmental recommendation for each of these candidates, to the Dean for consideration.

### **C. The Dean**

The Dean will work with departments to fulfill their obligations in an exemplary manner, and is responsible for reviewing the departmental evaluation materials (letters, reports, etc.). The Dean will oversee all departmental processes and procedures to ensure that they function 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 a summative review process (i.e., review beyond the level of the Dean), the Dean issues an independent recommendation to the Provost. 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 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; it 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.

**Commented [2]:** Comment for Provost: Does the Provost have to be at the appeal or can it be a Provost designee? Update if necessary.

## 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.

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**

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

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.

### **III. PROCEDURES AND TIMELINE FOR APPLYING FOR REAPPOINTMENT**

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 timeline for reappointment

### 1. *In the First Year: Formative review*

Faculty/Librarians are hired with an initial three-year appointment, provided it is the first year of full-time employment at the College. Thus the review during the first year is not the basis for any decision about reappointment; rather it is an opportunity for constructive feedback. This formative review involves the department PRC and the Dean of the School.

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.

Timeline:

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 Part Five, Section II). 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 preprints 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>4</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.

## 2. *In the Second Year: Summative review*

At the end of the second year of employment, faculty apply to a fourth year. This summative review results in a recommendation to reappoint or not reappoint the faculty member to a fourth year of employment. The department PRC, the Dean, the Provost and the President are involved in the recommendation to the Board of Trustees.

Timeline:

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 Part Five, Section 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>5</sup>

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<sup>4</sup> Any PRC member who refuses to sign the PRC's report/recommendation due to a process violation is expected to send a written explanation for his/her refusal to sign to the appropriate Dean.

<sup>5</sup> Any PRC member who refuses to sign the PRC's report/recommendation due to a process violation is

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.

The PRC completes the Checklist (see Part Five, Section 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.

3. *By April 10.* The candidate has the right to respond formally to the PRC's evaluation report. The PRC will send this response to the Dean as part of the candidate's application.
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.

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

5. *By May 8.* The candidate has the right to respond formally to the Dean's evaluation report. The Dean will send this response to the Provost as part of the candidate's application.
5. *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. The Provost sends the dossier and recommendation to the President.

7. *By June 18.* The candidate has the right to respond formally to the Provost's recommendation. The Provost will send the response to the President as part of the candidate's application.
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.

### 3. *In the Third Year: Summative review*

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expected to send a written explanation for his/her refusal to sign to the appropriate Dean.

At the end of the third year of employment, faculty who have been reappointed to a 4<sup>th</sup> year apply to a fifth and a sixth years of employment. In year 3, the possible recommendations are: reappoint to the 5<sup>th</sup> and 6<sup>th</sup> years, reappoint to the 5<sup>th</sup> year only and allow faculty member to apply to the 6<sup>th</sup> in Year 4, or recommend that the faculty member not be reappointed to the 5<sup>th</sup> year. The department PRC, the Dean, the Provost and the President are involved in the recommendation to the Board of Trustees.

Timeline:

Same procedures and deadlines as those outlined in the Second Year

#### *4. In the Fourth Year: Formative review or Summative review*

- a. The fourth year review is a formative review if the faculty member was reappointed to the 5<sup>th</sup> and 6<sup>th</sup> years in year 3. This formative review, involving the department PRC and the Dean of the School, is not the basis for any decision about reappointment; rather it is an opportunity for constructive feedback.

Timeline:

Same procedures and deadlines as those outlined in the First Year

- b. The fourth year review is a summative review if the faculty member was reappointed to the 5<sup>th</sup> year only in year 3. This summative review, involving the department PRC, the Dean, the Provost and the President, results in a recommendation to reappoint or not reappoint the faculty member to a sixth year of employment.

Timeline:

Same procedures and deadlines as those outlined in the Second Year

#### *5. In the Fifth Year: Summative review for reappointment and tenure*

At the end of the fifth year of employment, faculty apply to a seventh year of employment, that is, a seventh year and tenure. The possible recommendations are: reappoint to the 7<sup>th</sup> year, not reappoint to 7<sup>th</sup> year. The department PRC, the Dean, the CPTC (When applicable), the Provost and the President are involved in the recommendation for the Board of Trustees.

Timeline:

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 Part Five, Section 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 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>6</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.

The PRC completes the Checklist (see Part Five, Section 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.

3. *By April 10.* The candidate has the right to respond formally to the PRC's evaluation report. The PRC will send this response to the Dean as part of the candidate's application.
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.

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.

5. *By May 8.* The candidate has the right to respond formally to the Dean's evaluation report. The Dean will send this response to the Provost as part of the candidate's application.
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.
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

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<sup>6</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.

recommend reappointment to the seventh year and tenure to the President. The Provost sends the dossier and recommendation to the President.

9. *By June 18.* The 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.
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.

#### **B. Process for applicants requesting early tenure**

Those applying for tenure early will follow the same timeline as those who apply for tenure at the ordinary time. A candidate who wishes to apply for tenure on an earlier-than-normal timeframe should discuss the process with the PRC and the dean. It is essential that the candidate understands that the review may result in notice of non-reappointment. The minimum standards for early tenure are:

- 2 consecutive academic years of full-time employment
- overall the candidate should have 5 years of professional experience contributing to a teacher–scholar or librarian–scholar position
- the determination of the number of years of prior experiences is an administrative one and should be made at the time of hiring and should then become part of the candidate's personnel file
- the candidate must meet the criteria for associate professor or librarian II

#### **C. Modified Reappointment Process for applicants with a Qualifying Life Event<sup>7</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

**Commented [3]:** CFA feels this should be broader to cover permanent legal guardianship of a minor.

Please update.  
perhaps add permanent legal guardianship of a minor?

<sup>7</sup> This section applies to all full-time faculty and librarians, regardless of date of hire.

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 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>8</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>8</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:

The table below summarizes the ordinary reappointment timeline as well as the timeline for faculty with a qualifying life event.

Year	Item #	Actions	Ordinary Timeline	QLE Modified Timeline
1	IV. A 1	Candidate submits materials for review	a.y. 1 – May 15	a.y. 2 – Sep 15
	IV. A 2	Conversation between candidate and PRC	a.y. 1 – May 25	a.y. 2 – Oct 1
	IV. A 3	Candidate has right to respond to PRC letter	a.y. 1 – May 29	a.y. 2 – Oct 8
	IV. A 4	Dean reviews PRC letter and candidate's materials	a.y. 1 – June 15	a.y. 2 – Oct 16
2	IV. B 1	Candidate applies for reappointment to the <b>fourth year</b>	a.y. 2 – March 20	a.y. 3 – Sep 15
	IV. B 2	Conversation between candidate and the PRC	a.y. 2 – April 3	a.y. 3 – Oct 1
	IV. B 3	Candidate has right to respond to PRC letter	a.y. 2 – April 10	a.y. 3 – Oct 8
	IV. B 4	Dean reviews complete dossier	a.y. 2 – May 1	a.y. 3 – Oct 20
	IV. B 5	Candidate has right to respond to Dean	a.y. 2 – May 8	a.y. 3 – Oct 27
	IV. B 6	Provost reviews complete dossier and makes recommendation	a.y. 2 – June 11	a.y. 3 – Nov 14
	IV. B 7	Candidate has right to respond to Provost	a.y. 2 – June 18	a.y. 3 – Nov 21
	IV. B 8	President reviews dossier and makes recommendation	a.y. 2 – June 30	a.y. 3 – Dec 1
	IV. B 9	Action is taken by Board of Trustees to reappoint to the <b>fourth year</b>	a.y. 2 – July 30	a.y. 3 – Dec 21
3	IV. C 1	The candidate applies for reappointment to the <b>fifth and sixth year</b>	a.y. 3 – March 20	a.y. 4 – Sep 15
	IV. C 2	Conversation between candidate and the PRC	a.y. 3 – April 3	a.y. 4 – Oct 1
	IV. C 3	Candidate has right to respond to PRC	a.y. 3 – April 10	a.y. 4 – Oct 8
	IV. C 4	Dean reviews dossier	a.y. 3 – May 1	a.y. 4 – Oct 20
	IV. C 5	Candidate has right to respond to Dean	a.y. 3 – May 8	a.y. 4 – Oct 27
	IV. C 6	Provost reviews complete dossier and makes recommendation	a.y. 3 – June 11	a.y. 4 – Nov 15
	IV. C 7	Candidate has right to respond to Provost	a.y. 3 – June 18	a.y. 4 – Nov 21
	IV. C 8	President reviews dossier and makes recommendation	a.y. 3 – June 30	a.y. 4 – Dec 1
	IV. C 9	Action is taken by Board of Trustees to reappoint to the <b>fifth or to the fifth and sixth years</b>	a.y. 3 – July 30	a.y. 4 – Dec 21
4	IV. D 1	Candidate submits materials for review <u>Note:</u> If in Year 3, the candidate was reappointed to Year 5 only, he or she applies for reappointment to Year 6 and follows the same process and timeline	a.y. 4 – May 15	a.y. 5 – Sep 15

		of Year 3.		
	IV. D 2	Candidate meets with PRC	a.y. 4 – May 25	a.y. 5 – Oct 1
	IV. D 3	Candidate has right to respond to PRC	a.y. 4 – May 29	a.y. 5 – Oct 8
	IV. D 4	Dean reviews PRC letter	a.y. 4 – June 15	a.y. 5 – Oct 16
5	IV. E 1	Candidate applies for reappointment to the <b>seventh year with tenure</b>	a.y. 5 – March 20	a.y. 6 – Sep 15
	IV. E 2	Conversation between candidate and PRC	a.y. 5 – April 3	a.y. 6 – Oct 1
	IV. E 3	Candidate has right to respond to PRC	a.y. 5 – April 10	a.y. 6 – Oct 8
	IV. E 4	Dean reviews complete dossier	a.y. 5 – May 1	a.y. 6 – Oct 20
	IV. E 5	Candidate has right to respond to Dean	a.y. 5 – May 8	a.y. 6 – Oct 27
	IV. E 6	(IF APPLICABLE) CPTC reviews complete dossier and prepares recommendation	a.y. 5 – May 14	a.y. 6 – Oct 30
	IV. E 7	(IF APPLICABLE) CPTC completes appeal hearings	a.y. 5 – May 21	a.y. 6 – Nov 3
	IV. E 8	Provost reviews complete dossier and makes recommendation	a.y. 5 – June 11	a.y. 6 – Nov 14
	IV. E 9	Candidate has right to respond to Provost	a.y. 5 – June 18	a.y. 6 – Nov 21
	IV. E 10	President reviews dossier and makes recommendation	a.y. 5 – June 30	a.y. 6 – Dec 1
	IV. E 11	Action taken by Board of Trustees to reappoint to the seventh year with tenure	a.y. 5 – July 30	a.y. 6 – Dec 21

## PART THREE – 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 [in the case for promotion to Professor and other qualifying instances](#) by the College Promotions and Tenure Committee (CPTC), [for](#) submitting recommendations to the President of the College.

### II. ELIGIBILITY FOR PROMOTION

#### 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>9</sup> from an accredited institution in an appropriate field of study and five (5) years of professional experience.<sup>10</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 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>11</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

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<sup>9</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>10</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.

<sup>11</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.

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.

### III. GENERAL BASES FOR PROMOTION

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. 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* must be approved by the PRC and the Dean of the School housing the candidate's home department. Interdisciplinary scholars seeking tenure and promotion must choose aspects of multiple *Disciplinary Standards* by submission of the paperwork for the third year review and candidates for promotion to Professor must do so at least 1 year prior to the date for intent to apply for promotion.

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>12</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

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<sup>12</sup> Faculty hired before 1974 can be considered for promotion primarily based on excellence in teaching and service.

## A. Bases for Promotion for 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 to students, 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

**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.<sup>13</sup>

**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.

### 2. Scholarly/Creative/Professional Activity

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.

Associate Professor	Professor
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

<sup>13</sup> The occasional course might be evaluated at less than high level, for example when a new course is being developed. This should be explained in the application.

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, leadership,<sup>14</sup> and investment of time** 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). Successful service records reflect consistent service and leadership at the department level and/or consistent service and leadership campus wide. The following composite examples based on the applications of successful candidates for promotion to professor are only a guide to help illustrate types of consistent service and leadership at the department and college-wide level. They include some significant examples of service in support of promotion but should not be read as a comprehensive list of requirements.

Associate Professor	Professor
Participating actively in a committee or task force at the department/program, school, and/or college-wide level.	Chairing a committee or task force at the department/program, school, and/or college-wide level.
Creating a new course for department/program curricula.	Creating or significantly revising department/program curricula.
Participating in appropriate professional organizations.	Holding office in appropriate professional organizations.
Advising student organizations or clubs.	Serving as a chair or coordinator of a department or program, or a director of a

<sup>14</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.

	center.
Serving as a reviewer or discussant for conferences, journals, and grants.	Ongoing service as a reviewer, discussant, or editor for conferences, journals, and grants; organizing symposia or conferences.
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 and/or advisory boards.
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.
	Contributing to the FSP, the Honors Program, interdisciplinary courses offerings, and the College's Signature Experiences.

## B. Bases for Promotion for 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

**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

**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 Part Five, Section VII).

**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 Part Five, Section VII). 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

**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	Taking a leadership role in on- or off-campus



programs or workshops.	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.

#### IV. 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. Interdisciplinary scholars seeking tenure and promotion must choose aspects of multiple *Disciplinary Standards* by submission of the paperwork for the third year review and candidates for promotion to Professor must do so at least 1 year prior to the date for intent to apply for promotion. 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 Part Five, Section III), 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 Part Five, Section 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 Part Four, Section 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 Part Five, Section 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 V. 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. [PRC membership begins at the start of the academic year and is a one year term.](#)
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 Part Four, Section 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 candidate's strengths and weaknesses. Recommends for promotion only those candidates who clearly warrant such promotion. Completes the Checklist (see Part Five, Section 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 Part Five, Section VI) 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>15</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 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. Adherence to this deadline is essential. If a PRC does not meet the deadline, it may forego the opportunity to influence the decision.

### 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 Part One) and how the candidate's scholarship/creative/professional

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<sup>15</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.

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. Adherence to this deadline is essential. If a dean does not meet the deadline, he/she may forego the opportunity to influence the decision.

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

The CPTC evaluates each applicant in terms of the Bases and Standards for Promotion (see Part One) 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 (see Part One) 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 (See Part One). The CPTC's final recommendations shall be made known to all applicants within two (2) working days after submission to the President. Adherence to this deadline is essential. If a CPTC does not meet the deadline, it may forego the opportunity to influence the decision.

#### **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 (See Part One).
3. Transmits the Provost's report to the candidate, by February 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.

### **V. 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 must submit the Intention to Use Multiple Disciplinary Standards (see Part Five, Section III) if they are able to opt to use elements of multiple *Disciplinary Standards*. Please note: interdisciplinary scholars seeking tenure and promotion must choose aspects of multiple *Disciplinary Standards* by submission of the paperwork for the third year review and candidates for promotion to Professor must do so at least 1 year prior to the date for intent to apply for promotion.

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 *Disciplinary Standards* is discussed, with the aim of finalizing the *Disciplinary Standards* by September 15.

Commented [4]: is this date appropriate?

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 (<http://academicaffairs.pages.tcnj.edu/faculty/promotions-reappointment/>). 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 The candidate submits application and supporting materials to the PRC, including:
- a. Certification of credentials and service.
  - b. Copy of Items A-F of the *Standard Application for Reappointment and Promotion* (see Part Five, Section I).
  - c. Copies of External Review reports, if applicable.
- The following items are added to the candidate's dossier at the appropriate stage:
- d. PRC's recommendation and candidate's written response if applicable (added by PRC).
  - e. Dean's recommendation and candidate's written response if applicable (added by Dean).
- The candidate should submit supporting documents (see *Standard Application for Reappointment, and Promotion*) 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.
- 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.
- 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.

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 non-concurrence. 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 prior to Feb BOT 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 promotion 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).

## VI. SUMMARY CHART OF RESPONSIBILITIES AND DEADLINES

AGENT	DUE DATES	THE PROMOTION PROCESS (items in boldface 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 Part Five, Section III), 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>
	<b>2/20 - 4/10</b>	<b>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 Disciplinary Standards by September 15.</b>
	<b>4/15</b>	Select and write to external reviewers, if applicable.
	<b>5/1</b>	<b>Departments/Programs submit names of PRC members and PRC chair to the appropriate Dean.</b>
	<b>5/1</b>	<b>Departments /Programs submit names of PRC members and PRC chair to the appropriate Dean.</b>
	<b>End of spring semester at latest</b>	<b>At least one PRC member observes candidate's teaching.</b>
	<b>8/15</b>	External reviewer reports due, if applicable
	<b>10/16</b>	<b>Notify the candidate of recommendation in writing.</b>
	<b>11/3</b>	<b>Forward recommendation and application materials to Dean.</b>
Dean	<b>9/1</b>	<b>File with Academic Affairs the names of all PRC members and chairs under the Dean's jurisdiction.</b>
	<b>11/20</b>	<b>Transmit recommendation to the candidate.</b>
	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.
	<b>12/7</b>	<b>Conveys all promotion materials to the CPTC.</b>
CPTC	<b>1/17</b>	<b>Notify candidate of the recommendation in writing.</b>
	1/27	Hear appeals of decisions (if any) on or before 1/27.
	<b>2/1</b>	<b>Forward list of recommended candidates to the President.</b>
Provost		<b>Attend (<i>ex officio</i> without vote) all CPTC deliberations and appeal hearings</b>

Commented [5]: Make sure this date still is appropriate

	<b>2/3</b>	<b>Transmit report of concurrence or non-concurrence with CPTC to the candidate.</b>
	within 2 days	Meet with candidate to discuss recommendation within 2 working days of receiving the request.
	within 2 days	Notify candidate of final recommendation in writing within 2 working days of the meeting with the candidate.
	<b>2/15</b>	<b>Send final report and candidate's response (if any) to the President.</b>
President	Within 2 days of receiving final report	May meet with CPTC concerning its recommendations
	within 2 days	<b>Inform candidate of the President's recommendation.</b>
	within 1 week of Feb BOT meeting	<b>Make recommendations to the Board of Trustees and inform candidate of the President's recommendation.</b>
	<b>3/15</b>	<b>Notify candidate of the Board's decision in writing.</b>

## PART FOUR – COMMITTEE COMPOSITIONS AND REVIEW PROCESSES

### I. DEPARTMENT PROMOTION AND REAPPOINTMENT COMMITTEE (PRC)<sup>16</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.

##### 2. Eligibility of Members

PRC members must be tenured or approved for tenure 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 [recuse](#) themselves from all promotion discussions.

##### 3. Outside Members

A department/program with insufficient tenured or approved for tenure 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

<sup>16</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.

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 or approved for tenure faculty member who is able to serve on the PRC. If neither department or program has a sufficient number of tenured or approved tenure 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/approved for tenure 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/approved for tenure faculty in both departments or programs, then the fifth member of the PRC must be drawn from whichever department or program has a tenured/approved for tenure faculty member who is able to serve on the PRC. If neither department or program has a sufficient number of tenured/approved for tenure 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/approved for tenure 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 [recuse](#) themselves from all promotion discussions. In the event that a member must [recuse](#) 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.

## II. 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. Seven (7) of the members must have the rank of Professor.
3. Faculty or librarians serving on a PRC who also serve on the CPTC should recuse themselves from the promotion and tenure 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 (7) of whom shall be 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>17</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

**Commented [6]:** Promotion to full only? Or, even joint tenure/associate process? If we also mean tenure/associate, we might want to add the word tenure somewhere.

<sup>17</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.

- 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.

### 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 of the CPTC must be a faculty member or librarian and is 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

### III. PEER REVIEW OF TEACHING

#### A. Introduction

Peer feedback on teaching serves two purposes. Its primary **purpose** **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

**Commented [7]:** A "purpose" and "benefit" are really not the same. I would say: "Its primary purpose is fostering continued development of the faculty member's teaching and thereby enriching students' learning."

**Commented [T8]:** Omit "benefit" and "is to the teacher-scholar"

**Commented [9]:** Seems like an incomplete thought: the purpose is for the department and the College ...



candidate's ability and willingness to grow as a teacher.

## **B. 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.

### **1. 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.

### **2. 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 [distributed over](#) the three full academic years prior to the application date 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.

## **C. 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*.

## **D. 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 12 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.

#### 1. 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 [completed at least two teaching observations distributed over the three full academic years prior to the application date for promotion](#).
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 [the](#) 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 [12](#) 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.

#### 2. 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.

**Commented [10]:** Is this inconsistent with the role of the Dean outlined above? Where it says the dean should be involved in these things?

### 3. 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
  - i. Content ([summary](#) of the class)
  - ii. 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
  - iii. 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

#### **IV. EXTERNAL REVIEW OF SCHOLARLY/CREATIVE/PROFESSIONAL ACTIVITY FOR PROMOTION TO THE RANK OF PROFESSOR<sup>18</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

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<sup>18</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*.

three to five potential reviewers.<sup>19</sup>

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 1, 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.

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

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<sup>19</sup> Candidates for promotion to Associate Professor, who are requesting use of external review under 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).

the candidate's record has matured.<sup>20</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. The original, unredacted documents shall be accessible to the PRC, Dean, CPTC, Provost, and President. 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>21</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>20</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>21</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.





## PART FIVE – FORMS

### I. STANDARD APPLICATION FOR PROMOTION AND REAPPOINTMENT

#### 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 form.

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:

##### Cover Page

Name \_\_\_\_\_

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

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

Submitting Application for:

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

☐ 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 \_\_\_\_\_

End of Cover Page

## 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; therefore, they are not part of the checklist.**

### Checklist/Table of Contents

Item	Initials indicating items in the dossier		
	Candidate	PRC	Dean
<b>Standard Application</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 Feedback Forms.....	_____	_____	_____
I. Peer Reviews of Teaching .....	_____	_____	_____
J. Course Syllabi.....	_____	_____	_____
K. Scholarly/creative/professional work.....	_____	_____	_____

End of Checklist/Table of Contents

## 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]

## 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 third 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, including length of time, major outcomes, and whether reassigned time was awarded. 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 (Part Five, Section III) 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. **Only** include 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.**

### **II. 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. Un-juried 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. Record of Service to The College Community**

Indicate those assignments which involved significant service, briefly describing your role and the nature of your work. Provide evidence of quality and length of service, position on committees or sub-committees, major outcomes or accomplishments and/or significant consistent contributions, and indicate whether reassigned time was awarded.

- A. Administrative or coordination activities of departments or programs.
- B. Training or supervising staff and/or mentoring of other colleagues on the faculty.
- C. Departmental committees or formal assignments
- D. School or library committees or formal assignments
- E. College committees or formal assignments
- F. Other forms of significant service, including faculty sponsorship of student-run organizations. 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.

#### **XII. Record of Outside Service**

- 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. Please provide information on the membership size of the organization and other relevant details to provide background.
- B. Service as a referee, guest editor or consulting editor for a scholarly journal or press. Please describe the nature of your service, including how the number of articles reviewed and how often.
- C. Contributions as a consultant to another institution.
- D. Contributions to the surrounding community. Mention only those that involved significant service related to your professional expertise, briefly describing your role and the nature of your work, and its connection to your professional expertise.

End of Standardized Curriculum Vita

#### **Supporting Documentation** (required)

- A. External Reviews of Scholarship (if applicable)



Letters in this section should be based upon the processes set out in Part Five, Section VII.

#### B. Student Teaching Feedback Forms

This section contains all original op-scan forms completed by the students and the College student feedback form results (the op-scan summary report) or the electronic equivalents. 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>22</sup>

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

#### C. Peer Reviews of Teaching

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

#### D. 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).

#### E. 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.

#### F. 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

<sup>22</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.

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).

#### G. 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 Part Five, Section VII 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.

#### H. 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.

### III. 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

Signature of Department or Program PRC Chair

Date

Signature of Department or Program Dean

Date

#### IV. 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.**

## V. DEPARTMENT/PROGRAM RECOMMENDATION FOR REAPPOINTMENT TO SEVENTH YEAR WITH TENURE

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:

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.**

## VI. 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.**



## **VII. LETTER TO EXTERNAL REVIEWER FOR PROMOTION TO RANK OF 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.

**Date changes: We will continue to study the proposed date changes and thank you for supplying the missing dates for applicants with a QLE. I have a concern about extending the timeline for QLE applicants. The board bylaws have changed such that many votes will occur during telephone meetings. Also, the president's recommendation typically receives board approval (though of course that is not guaranteed). So the date of the president's recommendation is important for the tenure candidate and will help them determine whether they need to look for another job. By pushing this calendar two months later, you move them further off cycle in terms of academic searches. Please consider this. If they do not receive tenure, they will not have another year of employment.**

The dates were updated to not allow for extension of the timeline for QLE candidates. The process will begin on September 15 for QLE candidates. See page ~27/28.

**The president and I are concerned about removing the statement that high quality teaching or librarianship is the most important consideration in evaluating a candidate for reappointment or promotion. Since I have found in my time with you that high quality teaching or librarianship is the sine qua non, I am deeply concerned about removing this statement. If you are to remove it, the president and I believe you need a statement that indicates that evidence of excellent teaching or librarianship is essential for tenure or promotion, before other factors can be considered, and that evidence of progress toward developing a record of excellent teaching or librarianship is essential for contract renewal. Let's discuss this. Also, please note that the college has revised its mission statement.**

edit made in section **PART ONE – BASES AND STANDARDS FOR EVALUATION**

The College of New Jersey affirms that a community of learners and scholars is built around high expectations in which all members use and develop their talents to make the College a better place. The College expects exemplary achievement, and it strives to hire teachers-scholars who will be successful in the initial evaluation process and continued professional growth. All decisions regarding faculty and librarian evaluation and development are based on teaching/librarianship, scholarly/creative/professional activity, and service, and faculty are expected to demonstrate accomplishments and meet the standards in all three categories. Evidence of high quality teaching or librarianship is essential for reappointment, tenure, and promotion. Excellence in scholarly/creative/professional activity and/or service cannot compensate for a lack of excellence in teaching/librarianship.

**Interdisciplinary scholarship and/or joint appointment: the current language sets no deadline for the determination of applicable disciplinary standards and no mechanism for resolving disagreements between the dean, the PRC, and the candidate about what standards apply. Better, in my opinion, would be a determination of the prevailing standards at the point of hire and a mechanism for changing the prevailing standards if all these parties agree, prior to some date in advance of the application date for tenure or promotion. I have a concern that we could have no clarity about how disagreements get resolved after the point of hire.**

Section of the document: this is found on page 8 of the RPD document: section 2 scholarly/creative/professional activity of item 1

The standards that mark excellence in scholarly/creative/professional activity may differ significantly among disciplines and even sub-disciplines. Therefore, 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 departmental Promotion and Reappointment Committee (PRC) and the candidate in consultation with the Dean of the candidate's home department/program. As early as feasible, interdisciplinary scholars should begin to consider the use of multiple *Disciplinary Standards*, and discussing such use with their departments/programs and Deans.~~

Commented [1]: we deleted this

Joint faculty or faculty hired into a department that contains different disciplinary standards must choose, at the point of hire, which set of standards they wish to follow. Faculty hired under such parameters may choose to change the disciplinary standards they follow at any point up until the third year review, in consultation with their Dean(s) and department chair(s). Candidates who self-identify their scholarly/creative/professional activity as interdisciplinary may use elements of *Disciplinary Standards* from more than one department or program. In such cases, this decision must be approved by the PRC and Dean of the candidate's home department/program.

Commented [2]: this section was drafted to make it clear about assignment of DS for interdisciplinary hires

**Clarification on combined tenure and promotion: at bottom of 11, the current**

**document states that the candidate has the option to have the CPTC review their application if either the PRC or dean recommended no. But this is not optional.**

This language was updated in the document.  
Check entire document to find all instances  
Could not find any other instances — MC

**Refusal to sign: document needs to provide more clarity about the grounds for not signing a PRC recommendation. This should not be an opportunity to reargue the case but could be an opportunity to identify process concerns or to object that the report does not accurately reflect the deliberations of the PRC. Also, the document needs to instruct all parties on what becomes of this letter from a PRC member. We can suggest some possible solutions. What if, despite all advice, a PRC member does offer a counter-argument? In that case, what becomes of this opinion? Who decides when and how to exclude it?**

edited section **ROLES AND RESPONSIBILITIES, B. The Department Promotion and Reappointment Committee (PRC)**, item 9:

Completes the Department/Program Recommendation for Reappointment indicating how the application materials demonstrate that the recommended candidates are eligible in terms of the Bases and Standards for Reappointment 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. **A refusal to sign is not be an opportunity to reargue the case but should be used as an opportunity to identify process violations. 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. The Dean will send the letter to the Provost and general counsel.**

We updated the footnote number 5 on page 21 to be consistent with this language. Also updated footnote number 6 on page 22 with same language.

“ Any PRC member who refuses to sign the PRC's report/recommendation due to a process violation is expected to send a written explanation for his/her refusal to sign to the appropriate Dean. “

**Deadlines and consequences: what happens if a PRC report is late? Our suggestion is that the document should inform the PRC that if they do not meet the deadline they may be foregoing the opportunity to influence the decision.**

Added

"If a PRC does not meet the deadline, it *may* forego the opportunity to influence the decision."

This language has been extend to all levels in the review process from PRC-CPTC. Is this appropriate? Please address and see pages ~37-39.

*One suggestion brought up during the discussion was enforcing this timeline by locking the submission windows in Vibe on the due dates. Is this something that can be done and is this something that should be done?*

**Ordinary timeline for reappointment first paragraph states that Faculty are hired with an initial three-year appointment. This can be the case only for those with first time full-time faculty appointments. Otherwise, we could inadvertently tenure someone without having them go through our standard tenure review process. We can add a clarifying footnote.**

Added language to page 20 to clarify this section. We did not feel a footnote was necessary and that it was best to have the language in the document.

“Faculty/Librarians are hired with an initial three-year appointment, provided it is the first year of full-time employment at the College.”



**Consideration should be given to adding a section outlining Procedures and Timeline for Applying for Early Tenure. This could be added as Section IV of Part Two of the current organization of the document.**

Added this language to page - move it to appropriate section (look at page 25/26), possibly we want the PRC to be contacted

Those applying for tenure early will follow the same timeline as those who apply for tenure at the ordinary time. "A candidate for earlier-than-normal tenure should discuss the review with the department chair or dean to ensure that the candidate understands the process and understands that the review may result in notice of non-reappointment."

**Since the Second Year review now results in only a one-year extension to the**

**Fourth Year (or non-reappointment), consideration should be given to establishing an intermediate level of review in the second year that ensures the candidate is on track for the third year review without the requirements of a full scale application.**

We considered this issue. This has previously been discussed via campus fora and it was concluded that a full review in year two was necessary for the candidate, as it may be too late to have a complete review for the candidate to change things. At this point we have considered it and see that it is more valuable to have the complete review.

**I am philosophically opposed to the degree of disparate treatment of librarians and faculty in this document, particularly given how hard and successfully we have worked on this campus to elevate the role of librarians and to integrate them fully into our teacher-scholar model. Maintaining a chart for librarians that has been cut out for faculty seems to take us away from that model. I don't believe the disparate treatment has been justified in any way, and unless there is a powerful argument for divergent treatment, I will have a hard time accepting the document as written.**

We have converted language from the faculty service narrative into a table format so there is parity.

**Finally, there are many places where language changes you have made in one part of the document have not been applied consistently throughout. I do want to be sure that the recommendation I am working with accurately reflects your wishes.**

CFA went through a read every section of the RPDD to check for consistency.

**The document now states that only faculty who have tenure are allowed to serve on certain Departmental committees. Jackie would like CFA to think about changing this to faculty who have been approved for tenure by the BoT to be allowed to serve. This would allow faculty who have been granted tenure for their 7th year to already serve on these committees in year 6 when they are essentially just waiting for tenure to begin. Could you please add this to the list of points for discussion?**

We have added language that faculty who have been approved for tenure may also serve on these committees.