

Tenure by Exceptional Action for Academic Administrators Appointed with Concurrent Academic Rank

Tenure by Exceptional Action After Two Years of Service

The Ramapo College of New Jersey Board of Trustees adopts New Jersey Statute 18A whereby the Board of Trustees, may as an exceptional action and upon the recorded two-thirds majority roll call vote of all of its members and upon the recommendation of the President, grant tenure to an individual academic administrator who was appointed with concurrent academic rank after employment at Ramapo College of New Jersey by the Board of Trustees for two (2) consecutive academic years.

PROCEDURE

In accordance with New Jersey Statute 18A and in the spirit of Article V.A. or the All-College Tenure Committee Procedures adopted September 24, 1998, the following timetable and criteria will be used in order to bring early tenure decisions for academic administrators at Ramapo College as much as possible into conformity with the normal tenure process.

- 1. Eligible academic administrators who wish to present themselves for early tenure shall prepare their reappointment for 3rd year in February of their second year of appointment in the administrative title with concurrent academic rank. Candidates will follow the established procedures and timetable for managerial reappointments with consideration at the April Board of Trustees meeting and a June 30th notify date.**
2. Subsequent to Board of Trustees approval of the reappointment to the administrative position, candidates re-submit their reappointment application with the additional request for reappointment with tenure by exceptional action in the concurrent academic title via their dean (if applicable) and the Provost.
3. The Provost may, at his/her discretion, request review/input from the All-College Tenure Committee in which case further actions by the All-College Tenure Committee, the Provost, President and the Board of Trustees shall thenceforth follow the same timetable as that used in deliberations for candidates who have fulfilled the full probationary period (see Tenure Calendar).
4. The sole exception shall be that tenure in the academic title awarded to the successful early tenure candidate shall be granted as of September 1st of the calendar year in which such application was made.
5. Criteria for consideration of early tenure in the academic title shall be identical with those outlined in the guidelines entitled, "Criteria for Appointment, Reappointment, Promotion and Reappointment with Tenure at Ramapo." For

early tenure however, it is recommended that the following additional considerations be applied:

Scholarship: As in all tenure cases, the cumulative record of scholarship shall be considered, including work done at prior institutions.

Teaching: shall be of the same caliber as that required of all successful tenure candidates, shall show the same promise of consistent good teaching, may be supplemented by documented evidence of good teaching at previous institutions; however, the absence of such written documentation shall not be used as a negative factor.

Service: shall be of the same caliber as that required of all successful tenure candidates, shall show promise of future service to the institution, and the college community, shall be broadly defined to include advising, mentoring, and public or community service, may be supplemented by documented evidence of prior academic or community service activities; however, the absence of such written documentation shall not be used as a negative factor.

4. Failure to maintain a timely schedule for the consideration of early tenure or failure of any committee to act during the scheduled period for its deliberations shall refer the decision to the President without further delay or faculty consultations.

Date adopted: July 19, 2000