

**MEMORANDUM OF AGREEMENT ON
PROCEDURES FOR TENURE UPON APPOINTMENT
TO A POSITION WITH FACULTY RANK**

To promote an amicable and mutually beneficial relationship and to provide expeditious implementation, Ramapo College of New Jersey (hereinafter “the College”) and AFT Local 2274 (hereinafter “the Union”) hereby agree to the following:

As a result of amendments to New Jersey State law section 3 of P.L. 1973, c. 163 (C. 18A:60-8), the College may hire a new faculty member or administrator with concurrent faculty rank, with tenure upon appointment. This distinction will apply only to full-time faculty members or administrators with concurrent faculty status and an official start date on or after September 1, 2014, and who had previously achieved tenure at an accredited four (4) year institution of higher education. The number of such hires with tenure in an academic year will be limited by law to 15% of the total number of new, full-time, tenure-track faculty hired at the institution in the prior academic year, or one faculty member, whichever is greater.

At Ramapo College, the process for offering tenure upon appointment will be as follows:

1. The process for appointment to a faculty position that has been designated as “immediate tenure eligible” will follow the normal process in effect for all new faculty appointment decisions. Specifically, the Provost, following consultation with the Deans, will review all approved faculty searches for the upcoming academic year. Following the approval of the faculty searches, each faculty appointment shall be determined based on the review and recommendation of the search committee, the Dean, the Provost, the President, and finally recommendation by the President to the Board of Trustees for final action. At each level of review, the recommendation shall be specific both (1) as to appointment and (2) in cases where appointment with tenure is under consideration, to the granting of tenure with a recommended appointment.
2. If the “immediate tenure eligible” position is for an administrative position, during the on-campus interview process or at another time established by the President or his/her designee, finalists for the position will be scheduled for a one-hour interview with the available members of the convening group in which the administrator would hold a concurrent faculty rank. Prior to that interview, the convening group would have access to the curriculum vita of the finalist.
3. After the scheduled on-campus interview, the convening group in which the faculty member will be hired (in the case of an administrative position, this will be the convening group in which the concurrent faculty appointment will be made) will have one (1) week to supply the President or her/his designee with a written correspondence providing the convening group’s comments regarding immediate tenure for the finalist. The President or her/his designee may consider the comments in the convening group’s correspondence, but is not bound by it. The written correspondence by the convening group shall accompany any recommendation for immediate tenure made by the President or his/her designee to the Board, but the failure of the convening group to provide a correspondence shall not preclude the completion of the process to recommend immediate tenure upon appointment.
4. The President or his/her designee will recommend to the Board of Trustees whether or not tenure upon appointment should be granted to the new hire. The ultimate decision to grant tenure upon appointment will rest with the Board of Trustees.

This Agreement shall remain in effect as of April 1, 2018 and shall continue thereafter unless either party gives at least one (1) semester written notice of its desire to terminate, modify or amend this Agreement indicating the date upon which the Agreement shall be terminated.

FOR RAMAPO COLLEGE OF NEW JERSEY:

FOR THE COUNCIL OF NJ STATE COLLEGE LOCALS:

 4/12/18

Peter P. Mercer, Ph.D
President

Date

 4/12/18

Date

 18 April 2018

Beth E. Barnett, Ed.D.
Provost/Vice President for Academic Affairs

Date:

 4/9/2018

Martha Ecker, Ph.D
AFT Local 2274

Date