

**2023--2024 CALENDAR FOR FACULTY REAPPOINTMENT WITH TENURE
CONSIDERATION FOR THE 2024-2025 ACADEMIC YEAR
Notify Date (by the President) - February 1, 2024**

(Dates are internal calendaring, except where noted as CURRENT AGREEMENT dates; See Faculty Handbook, Sections 5.0, 6.0 and 8.0 for detailed Procedures: <http://www.ramapo.edu/er/?Handbook=open>)

REAPPOINTMENT WITH TENURE (Steps to be completed no later than 2023)

2023

Wednesday, April 12, 2023 (on or before)

Each School/Core Unit Council shall elect its Unit Personnel Committee (UPC) and its faculty/representatives to the All-College Tenure Committee.

Wednesday, May 10, 2023 (on or before)

Each Faculty member and/or Librarian in the 6th year of service submits an application for reappointment with tenure to the UPC through his/her/their Dean.

Faculty that have completed two (2) full years of service who wish to apply for **Tenure by Exceptional Action** must submit an application following the Tenure by Exceptional Action procedure located on the Employee Relations web page at: <http://www.ramapo.edu/er/?Faculty=open>. The Dean verifies eligibility of applicants for tenure by exceptional action with Employee Relations.

This application shall include (1) a written summary prepared as to how he/she/they has satisfied the four criteria in the Faculty Handbook; (2) correctly labeled appendices which provide documentation necessary to support the written summary; (3) an updated vita; (4) any additional information considered to be appropriate by the applicant; (5) and an evaluation of tutorial activity and/or fieldwork or supervision, when applicable. See Tenure Guidelines/Checklist for further information.

Wednesday, May 17, 2023 (on or before)

The appropriate UPC shall carefully review all applications and inform each applicant in writing if additional information/documentation is needed. This information/documentation shall be submitted by the applicant to the Committee no later than the close of the 2022-2023 academic year. This in no way shall prejudice the right of any applicant for reappointment with tenure to submit additional information/documentation, if necessary.

Thursday, September 7, 2023 (on or before)

The UPC chairperson shall inform each applicant for reappointment with tenure in writing of the Committee's recommendations and schedules hearings, as necessary.

Wednesday, September 13, 2023 (on or before)

The UPC shall make accessible all applications and supporting documentation, and its recommendations to the Unit Council for action through the Dean. The Dean schedules Unit Council hearings as necessary.

Wednesday, September 20, 2023 (on or before)

The Unit Council shall consider each recommendation for reappointment with tenure.

Friday, September 22, 2023 (on or before)

The Unit Council shall make accessible all applications and supporting documentation, its recommendations, and the UPC recommendations, to the Dean for his/her/their review and recommendation.

The Dean/College Librarian/Director shall inform each applicant for reappointment with tenure of the Unit Council's recommendation.

Friday, September 29, 2023 (on or before)

The Dean shall inform each applicant of his/her/their recommendation for reappointment or non-reappointment with tenure and schedule conferences, as necessary. In such cases where the Dean does not concur with a recommendation received from the Unit Council, the Dean shall notify the chairperson of the UPC, the appropriate faculty officer of the Unit Council, and the applicant in writing.

Friday, October 6, 2023 (on or before)

The Dean makes accessible all applications and all supporting documentation, the Unit Council recommendations, the UPC recommendations and his/her/their recommendations, to the All-College Tenure Committee via the Office of Employee Relations.

Wednesday, October 11, 2023 (on or before)

The President and Provost shall meet with the All-College Tenure Committee to review policies and programmatic issues.

Friday, October 27, 2023 (on or before)

The All-College Tenure Committee Chairperson shall inform each applicant for reappointment or non-reappointment with tenure of the Committee's recommendation and schedule appeal hearings, as necessary.

Friday, November 3, 2023 (on or before)

The All-College Tenure Committee makes accessible all applications and supporting documentation, its recommendations, the Unit Council's recommendations, the UPC recommendations, and the Dean recommendations, for each applicant for reappointment or non-reappointment with tenure to the Provost.

Thursday, November 9, 2023 (on or before)

In such cases where the Provost does not concur with the recommendation received from the All-College Tenure Committee, the Provost shall meet with the Committee. The Provost shall inform each applicant for reappointment or non-reappointment with tenure, and the Chairperson of the All-College Tenure Committee of his/her/their recommendation and schedule conferences, as necessary.

Wednesday, November 15, 2023 (on or before)

The Provost shall confer with the President regarding his/her/their recommendations for reappointment/non-reappointment with tenure and makes accessible all supporting documentation from the All-College Tenure Committee to the President.

Wednesday, November 15, 2023 (on or before)

The President and the Provost shall confer with the All-College Tenure Committee concerning their recommendations.

Friday, November 17, 2023 (on or before)

The President shall inform each applicant recommended/not recommended for reappointment with tenure of his/her/their action on nominations taken after consultation with the Provost, and he/she/they shall schedule conferences, as necessary.

2024

Thursday, January 18, 2024 (Tentative)

The appropriate Board of Trustee (BOT) Committee shall meet to discuss the nominations for reappointment with tenure.

If appeals to the President of the All-College Tenure Committee endorsed candidates are not successful, one representative of the All-College Tenure Committee and one of the AFT shall be allowed to speak briefly at the BOT Committee meeting where the President could have put forward a positive recommendation. These speakers must confine themselves to discussion of the tenure policy. The purpose of the presentations by the All-College Tenure Committee and the AFT shall be to acquaint the BOT Committee with programmatic issues affected by Board of Trustees policy. The affected candidate may attend the meeting but with no opportunity to address the Board Committee.

Monday, January 29, 2024 (Tentative)

The BOT shall meet to discuss and act on all nominations for reappointment with tenure.

Thursday, February 1, 2024 (on or before)

The President shall notify all applicants for reappointment with tenure of the action taken by the President (for non-reappointment) and the Board of Trustees (for reappointment).

* Notify by February 1, 2024 (CURRENT AGREEMENT, Art. XIII, Section C)