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## INTRODUCTION

Tenure consideration at Ramapo is governed by the Faculty Handbook, which is a document negotiated by the union representing Ramapo College faculty (AFT) and the Ramapo College administration.

Currently the Faculty Handbook allows for ‘tenure by exceptional action of the Board of Trustees,’ based on a NJ law that was passed in 1973. What is outlined there is that the *exceptional act* is done by the Board, which votes especially on a tenure candidate who has presented him or herself for tenure at the two year mark, instead of the usual sixth year. Candidates seeking tenure by exceptional action are expected to meet the same criteria as other tenure candidates; the only change is the timeline and the method of voting by the Board of Trustees.

We, the faculty, have proposed the following changes to the current handbook that we believe will rectify several problems that have emerged in the past three years:

1. The current handbook specifies that candidates present their applications in April of the second year at Ramapo; in fact, we believe these applications should be accepted in **either the second, or third, or fourth year** of employment.
2. Reappointment with tenure is a serious investment on behalf of the College. The current policy as laid out in the Faculty Handbook has the potential to threaten the gravitas of tenure by making it too quick and easy to achieve. **Our revisions to the tenure policy ensure that only extraordinary candidates at Ramapo who also have either prior tenure or equivalent experience will attain tenure before their sixth year reappointment.**
3. The nomenclature of exceptional action has the potential to be misleading, while ‘**accelerated tenure**’ is clearer.

## Current Policy

### Tenure by Exceptional Action After Two Years of Service

The Ramapo College of New Jersey Board of Trustees adopts **(July 19, 2000)** 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 faculty member after employment at Ramapo College of New Jersey by the Board of Trustees for two (2) consecutive academic years.

## **Proposed New Policy on Accelerated Tenure\*    March 4, 2010**

### **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 accelerated tenure decisions at Ramapo College.

1. Candidates presenting themselves for accelerated tenure shall prepare their tenure packet in April of their second, or third, or fourth year of appointment in a tenure track professional rank at Ramapo. If a candidate does not meet the extraordinary requirements for early tenure, but does meet the requirements for reappointment, and is subsequently reappointed, then that candidate is then precluded from reapplying for tenure until such time as provided as by NJ 18A:60-8, i.e., 5<sup>th</sup> year.
2. Further actions by the Unit Personnel Committee, the Unit Council, Dean, All-College Tenure Committee, 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). The sole exception shall be that tenure awarded to the successful early tenure candidate shall be granted as of September 1<sup>st</sup> of the calendar year in which such application was made.
3. Aside from the April application date, candidates applying for accelerated tenure must follow all the negotiated procedures. In addition, a proven record of progress at Ramapo College in the following criteria shall be applied:

**Scholarship:** shall show extraordinary scholarship, that is, equivalent to a candidate applying in his or her fifth year, and may be supplemented by documented evidence of scholarly accomplishments achieved at previous institutions.

**Teaching:** shall show extraordinary teaching, and may be supplemented by documented evidence of teaching at previous institutions.

**Service:** shall show extraordinary service to Ramapo College and the community, broadly defined to include programmatic needs, advising, mentoring, and public or community service, and may be supplemented by documented evidence of prior academic or community service activities, with greater weight given to service performed at Ramapo College of NJ.

**Professional Responsibility:** shall be of the same caliber as that required of all tenure candidates, as per the A.A.U.P Statement of Professional Ethics (1966) and the Revised Statement (1987), and may be supplemented by documented evidence of prior academic or professional activities.

\*This policy change was originally proposed: November 14, 2008, by the Tenure Committee consisting of : Rachel Budin, Lisa Cassidy (Chairperson), Larry D'Antonio (Vice Chairperson), Stephen Klein, Maya Poran (Recording Secretary), Elaine Risch, and revised on February 24, 2010, by Lisa Cassidy, Maya Poran, and Elaine Risch.