

# GREETINGS FROM THE FACULTY SENATE PRESIDENT

### **UPDATES TO THE PROMOTION AND REAPPOINTMENT PROCESS**

At their October 6 meeting, The College of New Jersey's Board of Trustees approved a revised Promotion and Reappointment document. This revision is the result of significant work and collaboration among many individuals and groups on campus, including the Committee on Faculty Affairs (CFA), the Office of Academic Affairs and the Provost, as well as the TCNJ Federation of Teachers local. In its most recent iteration, which was approved in two steps over the past year, the document has four major changes. As directed by state law that went into effect in July 2014, faculty at the state colleges and universities are eligible for tenure at 6 years, instead of 5. The remaining changes are not state-mandated, but represent timely updates to the process. Now earning tenure is directly coupled to promotion to Associate Professor. The role of the College Promotion and Tenure Committee (CPTC) in the evaluation of candidates for promotion to Associate Professor has been reduced. If either the dean or the Departmental Promotion and Reappointment Committee (PRC) recommends against reappointment for a 7th year with tenure and promotion, then CPTC evaluates the applicant, otherwise the CPTC does not weigh in. Finally, the Promotion and Reappointment document now describes a modified timeline for tenure and promotion

available to faculty members who experience a qualifying life event during the probationary period.

These revisions represent welcome changes to the tenure and promotion process at the College. Extending the pre-tenure probationary period for faculty and merging it with promotion to Associate Professor brings the practice at TCNJ in alignment with that at comparable institutions. It will give untenured faculty members more time to develop and build their portfolios prior to the tenure decision and all those evaluating the candidate can only benefit from additional information on which to base their recommendations. We will also reduce the marked duplication of effort that was associated with forcing candidates to go through the rigorous evaluation processes required for separate decisions that typically occurred in close succession.

Because the specific process and timeline followed by any individual faculty member are determined by their date of hire, implementation of the revised process does present some logistical challenges. The 2015 version of the Promotion and Reappointment document contains a very helpful table that outlines the relevant processes according to these dates.



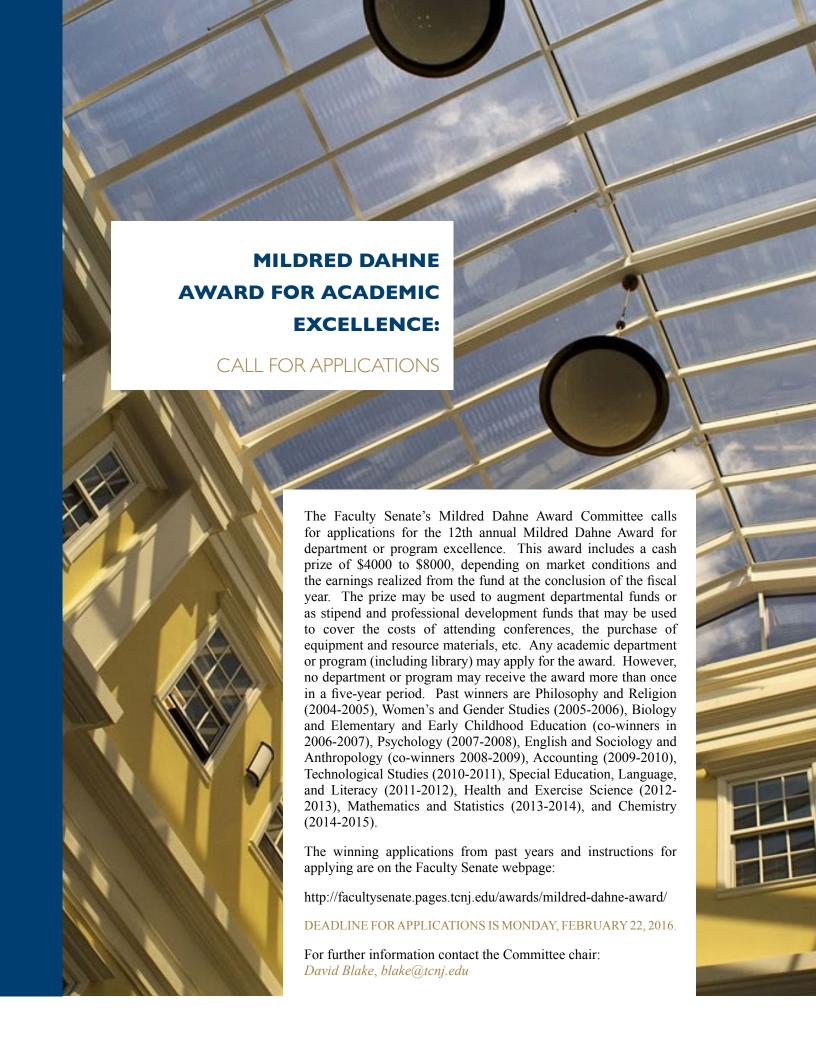
Any faculty member who has not yet earned tenure or been promoted to Associate Professor should be sure to familiarize themselves with the specific details that are relevant to their own case and not hesitate to seek clarification from the Office of Academic Affairs if specific questions arise. One additional logistical change that occurs with the implementation of new procedures regarding the role of the CPTC in the evaluation is the date at which the process is initiated. Currently, faculty members submit materials for their tenure review in April, but in the new timeline candidates will need to do so by March 20. The additional time will provide opportunity for the CPTC to evaluate the applicant if this step is needed.

Inclusion of a modified timeline for evaluation in the event of a qualifying life event, such as the birth or adoption of a child or serious illness that would prevent a faculty member from doing their job, is a marked improvement over the prior process. If a faculty member experiences such an event and would like to follow the modified timeline for the tenure evaluation, he or she must indicate their desire to do so by notifying Human Resources within a year of the event. While the modified timeline extends the date which the candidate submits their tenure dossier from March 20 of the 5<sup>th</sup> year to September 15 of the 6<sup>th</sup> year, it does not change the date at which tenure is awarded. It is not a true

extension of the tenure clock, but it does give a faculty member an additional period of time, over the summer when a candidate does not have teaching responsibilities, to bring their work in progress to fruition. Candidates and PRCs should be aware of this option and candidates should be encouraged to utilize the modified timeline when appropriate, with the understanding that they are expected to meet the same standards as those evaluated in the spring. The modified timeline for faculty who have experienced a qualifying life event is available to ALL untenured faculty members, regardless of their date of hire.

The revisions to the Promotion and Reappointment document are relatively few, but they are important changes and represent significant improvement over our current practice. While there will undoubtedly be challenges associated with rolling out the new procedures and timeline, the benefits for the candidate and the College are substantial.

Amanda Norvell, Department of Biology norvell@tcnj.edu



# COLLOQUIUM FOR FACULTY RESEARCH & CREATIVE ACTIVITY:

# CALL FOR NOMINATIONS

The Senate Committee on Intellectual Community calls for nominations for its semi-annual colloquium featuring the research and/or creative activity of TCNJ faculty. Through the annual nomination and selection process two faculty members are chosen to present their research and participate in a reception in their honor. A colloquium is conducted each semester, recognizing one faculty member in the fall and one in the spring.

A dean, chair or colleague may nominate any full-time tenured faculty member.





### GUIDELINES FOR NOMINATION

The intention of this Faculty Senate-sponsored initiative is to provide a means to highlight the accomplishments and scholarship of the TCNJ faculty. To this purpose, the Intellectual Community Committee requests that nominations for outstanding research or creative work by tenured faculty should come from academic leaders and faculty colleagues. Nominees should be chosen following these broad guidelines:

- Nominee's research or creative activity is recognized as significant in the respective field of study.
- Nominee can deliver a lecture on his or her research or creative activity that will be of wide interest to the campus community.

### NOMINATION/APPLICATION PROCESS

Academic leaders and faculty are invited to nominate a colleague for the 2016-17 Colloquium for the Recognition of Faculty Research and Creative Activity. To nominate a colleague, please send a one-paragraph email to the Senate secretary, Laurie Wanat, at senate@tcnj.edu, identifying the nominee and explaining the reason for the nomination.

### APPLICATIONS DUE: FEBRUARY 22, 2016

For further information, contact the committee chair: Gary Dickinson, dickinga@tcnj.edu

### PREVIOUS HONOREES:

Donald Lovett (Biology), Fall 2007 Alan Waterman (Psychology), Spring 2007

Diane Bates (Sociology & Anthropology), Fall 2015 Donald Vandegrift (Economics), Spring 2015 Kim Pearson (English), Fall 2014 Janet Morrison (Biology), Spring 2014 Andrew Levnes (Psychology), Fall 2013 Miriam Lowi (Political Science), Spring 2013 Cynthia Paces (History), Fall 2012 Tim Clydesdale (Sociology & Anthropology), Spring 2012 David Hunt (Chemistry), Fall 2011 David Holmes (Mathematics & Statistics), Spring 2011 Avery Faigenbaum (Health & Exercise Science), Fall 2010 Ellen Friedman (English/Women's and Gender Studies), Spring 2010 Mark Kiselica (Counselor Education), Fall 2009 Bruce Rigby (Art), Spring 2009 Gary Woodward (Communications Studies), Fall 2008 Jo-Ann Gross (History), Spring 2008

# FACULTY SENATE COMMITTEE REPORTS

**FALL 2015** 



### COMMITTEE ON ACADEMIC PROGRAMS (CAP)

Michael P. Marino, Chair, marino@tcnj.edu Ashley Borders, Vice-Chair, borders@tcnj.edu

During the fall 2015 semester, CAP has been working on charges related to Change of Major Policy, Internships, and Program Approval. CAP subcommittees are currently working on these charges in preparation for gathering testimony and producing preliminary recommendations. It is CAP's intention to hold open fora on these charges early in the spring 2016 semester. In collaboration with CSCC, CAP is also in the process of completing a final recommendation for a charge related to Certificate Programs. CAP also approved a charge for the creation of a minor in Computational Biology during the fall 2015 semester, and it is currently working on securing approval for a charge related to a major in Urban Education.

### COMMITTEE ON FACULTY AFFAIRS

Paul Wiita, Chair, wiitap@tcnj.edu Joao Neves, Vice-Chair, neves@tcnj.edu

CFA has completed a review of the Promotion and Tenure Document that reflected the joining of promotion to Associate Professor with tenure for faculty hired in summer 2015 or later. Faculty members hired in 2014 have a choice between the old, separate, process and the new joined one, which includes the lengthened tenure clock. Now that this change in response to the state law has been implemented, CFA is beginning to focus on a major charge to evaluate the entire document with the goal of shortening and clarifying it. CFA has held two open for aconcerning a proposal to allow for more flexibility in the use of SOSA awards (a choice of the standard course release or funding to support research) and has issued a preliminary recommendation to change the next RFP to allow for this flexibility. This committee continues to review, and usually suggest changes to, Disciplinary Standards from each department or program. Changes in these are needed for all departments to reflect the lengthened tenure clock and merging of the promotion and tenure processes.



### COMMITTEE ON STRATEGIC PLANNING AND PRIORITIES (CSPP)

Co-Chairs: Jacqueline Taylor, taylorj@tcnj.edu and Shaun Wiley, swiley@tcnj.edu

CSPP has continued to work on the 2016-2020 Strategic Plan during the fall semester. In addition to a series of retreats and combined meetings with the Strategic Planning and Resource Committee, CSPP has held two open fora and, on October 21, Provost Jackie Taylor attended the Faculty Senate meeting to talk about the next steps. At its October retreat, the committee was assisted by several dozen campus "experts" who attended a working session and made specific recommendations about the action steps that would help us realize our goals and priorities. CSPP will present a final version of the Strategic Plan, now named "TCNJ 2021: Bolder, Better, Brighter," to President Gitenstein in December for subsequent discussion by the Board of Trustees.

### COMMITTEE ON STUDENT AND CAMPUS COMMUNITY (CSCC)

Susan Ryan, Chair, ryan@tcnj.edu Margaret Martinetti, Vice-Chair, martinet@tcnj.edu

CSCC is finalizing work on its one charge: Undergraduate Certificate Programs. It completed creating a Co-Curricular Competencies document to evaluate the co-curricular activities in Certificate Programs proposals. Together with CAP, CSCC held open fora in the spring of 2015 to hear testimony on both the curricular and co-curricular components of the draft document. A revised document has been approved by both committees and will be submitted to Steering. In addition, CSCC anticipates work on several forthcoming charges from Student Affairs to Steering: revisions to the Student Conduct Codes (undergraduate and graduate), a review of the Involuntary Health or Safety Withdrawal policy; and a review of the Interim Protection of Children policy.

### **BOARD OFTRUSTEES REPORT**

Faculty Representatives

Marcia O'Connell, moconnel@tcnj.edu

Mort Winston, mwinston@tcnj.edu

The Board of Trustees had its last meeting on October 6, 2015. It was reported by the liaison to the TCNJ Foundation that the newly established coordination between the Foundation Board, the Alumni Association, and the Board of Trustees is continuing to have positive outcomes. In particular, the Foundation has created new areas of support for the institution, including contributions to the School of Arts and Communication, and the Foundation is currently working on more directly aligning its Strategic Plan with that of the college. In the report of the Student Affairs Committee it was announced that one of our coaches, Sharon Pfluger, who coaches both Field Hockey and Women's Lacrosse, just had her 1,000 career win as a coach. This places her at the top of successful Division III coaches in the country. The Buildings and Grounds Committee reported on their 10 year Master Plan, which was developed with a great deal of input from across campus, and was approved by the Board at this meeting. The Finance and Investment committee reported that the college performed a debt capacity analysis, and is pleased to report that the college has maintained its Moody's A2 rating, and that overall the college is in good shape. Finally, the College Advancement Committee reported that there has been continued significant improvement in the relationship between the Ewing community and the college, that Alumni Affairs is developing a much more strategic approach to its outreach efforts, and that the Capital Campaign continues to be ahead of its goals. At this point the campaign has already raised 27 million of the 40 million dollar goal set for 2017.



# FACULTY RETIREMENTS

**RUTH HALL, Psychology (23 years)** 

**JEAN SLOBODZIAN,** Special Education, Language and Literacy (12 years)

**KATHRYNE SPEAKER,** Special Education, Language and Literacy (18 years)

Thank you for your dedication and service to the College and our students.

**ZAKIYA ADAIR** Women's and Gender Studies

MEKALA AUDAIN History

RICHARD BAKER Economics

JARED BEATRICE Sociology and Anthropology

**LAURA BRUNO** Health and Exercise Science

ANGELA CAPECE Physics

JONATHAN DAVIS Education Administration and Secondary Education

**LEIGH-ANNE FRANCIS** Women's and Gender Studies

**BELINA HAIKES** Art and Art History

TAE-NYUN KIM Finance

MINSOO KIM-BOSSARD Elementary and Early Childhood Education

ANTHONY LAU Biomedical Engineering

TREVOR O'GRADY Economics

ALAN RICHARDS Physics

AIMEE STAHL Psychology



# Comments or Suggestions? Send them to: senate@tcnj.edu TCNJ

### OFFICERS AND MEMBERS OF THE FACULTY SENATE OF THE COLLEGE OF NEW JERSEY

The Faculty Senate is made up of forty members elected by the faculty for a term of three years, plus the President of the AFT and the two faculty representatives to the Board of Trustees

President AMANDA NORVELL

Vice President MATTHEW BENDER Parliamentarian **REGINA MORIN**  Staff Secretary LAURIE WANAT

### **Arts and Communication**

Lisa LaJevic, Art & Art History (\*\*\*) John Leonard, Music (17) Colleen Sears, Music (18) David Vickerman, Music (17)

### **Business**

Jean Brechman, Business (18) Maria Domingo, Business (18) Brenda Ghitulescu, Marketing & Management (16) John McCarty, Marketing & Management (16)

### Education

Helene Anthony, SELL (17) James Bevers, EECE (16) Brian Girard, EASE (18) Collette Gosselin, EASE (18) + Solange Lopes-Murphy, SELL (18)

### **Engineering**

Anthony Deese, Elec. & Comp. Engineering (16) Vedrana Krstic, Civil engineering (17) Manish Paliwal, Mechanical Engineering (18)+

### **Humanities and Social Sciences**

Rachel Adler, Sociology and Anthropology (\*\*\*\*) Matthew Bender, History (17)+ David Blake, English (18)+ Winnifred Brown-Glaude, African American Studies (16) David Holleran, Criminology (17) Julie Hughes, Psychology (18) Marla Jaksch, Women's & Gender Studies (18) John Krimmel, Criminology\*\* Rebecca Li, Sociology and Anthropology (++)

Emily Meixner, English (17) Regina Morin, World Languages & Cultures (17)+ Holly Didi-Ogren, World Languages & Cultures (18) Glenn Steinberg, English (16)+ Morton Winston, Philosophy, Religion & Classics\*

### Library

Terrence Bennett (18) Cathy Weng (17)

### Nursing, Health & Exercise Science

Jill Bush-Wallace, Health & Exercise Science (18) Anne Farrell, Health & Exercise Science (17)

### Science

Heba Abourahma, Chemistry (+++) Maggie Benoit, Physics (18) Cynthia Curtis, Mathematics & Statistics (16) Gary Dickinson, Biology (++++) Danielle Guarracino, Chemistry (18) Donald Hirsh, Chemistry (18) Amanda Norvell, Biology (18)+ Marcia O'Connell, Biology \*+ Paul Wiita, Physics (17)+

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Senate Executive Board Member
         Faculty Representative to the Board of Trustees
         AFT Representative
         One-year replacement for Yifeng Hu ('16)
****
         One-year replacement for John Landreau (17)
++
         One-year replacement for Robert McGreevey ('16)
+++
         One-year replacement for Benny Chan ('16)
         One-year replacement for Jana Gevertz ('17)
++++
EDITORS: David Blake and Regina Morin
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**DESIGN:** Chung Chak