

MEMORANDUM

TO: CFA

FROM: Steering Committee

RE: Modifications of Teaching Duties

DATE: September 2018

Background: According to TCNJ Policy Framework, all campus policies should be reviewed every five years. [The Modification of Teaching Duties Policy](#) has not been reviewed since 2013.

Charge: Steering asks CFA to review this policy according to the timeline below. In conducting this review, CFA should seek input from the Office of General Counsel, Human Resources, Faculty Senate, the Council of Deans, and Academic Leaders as well as other individuals and offices deemed appropriate by CFA.

In its review, CFA is asked to carefully consider the current language of the policy and recommend language to ensure that the policy is clear.

If, in the course of this work, CFA deems that substantive changes to the policy are necessary, it should develop a preliminary recommendation and seek testimony from the entire faculty.

Testimony Tier: Faculty: Tier III

The issue requires a high degree of testimony from the campus community. The assigned council or committee should consult with relevant individuals and groups in developing a preliminary recommendation. The completed preliminary recommendation should then be made available to the relevant stakeholder groups. Testimony should be solicited in the form of both written and oral feedback, as well as approval by the appropriate representative bodies.

Timeline: CFA should begin work immediately on the charge, with the goal of completing a preliminary recommendation by January 2019. It should aim to submit a Final Recommendation to Steering by the end of the Spring 2019 semester.

TCNJ Governance Processes

Step 1–Steering issues a charge

Step 2–Governance prepares a Preliminary Recommendation

Once the appropriate standing committee or council has received the charge, it should start by collecting data needed to make a preliminary recommendation. It should receive input from affected individuals and all relevant stakeholder groups prior to making a preliminary recommendation. For issues that have broad implications or that affect a large number of individuals, initial testimony should be solicited from the campus community at large. For some issues, sufficient initial testimony may come from input through committee membership or solicitation from targeted constituent groups. When, in the best judgment of the committee, adequate clarity of the principles contributing to the problem are known, a preliminary recommendation should be drafted and disseminated to the campus community.

Step 3–The Relevant Stakeholders provide Testimony

Once a preliminary recommendation has been completed, the standing committee or council should seek testimony from the campus community. The testimony should be gathered in accordance with the Testimony Tier (see below) assigned to the issue by Steering. For issues that require public testimony from the campus community, the chair of the standing committee or council should approach the president of the appropriate representative bodies to schedule the next available time slot at a meeting of that body. Testimony should be gathered in a way that allows stakeholders to weigh in fully on the issue. Members of the standing committee or council that wrote the preliminary recommendation should be present to hear and record the testimony.

Step 4–Governance prepares a Final Recommendation

Once the standing committee or council has received appropriate testimony, it should revise the preliminary recommendation into a final recommendation. Once the final recommendation is complete, the standing committee or council should use sound judgment to determine whether or not more public testimony is required. If, in its feedback to the original preliminary recommendation, a stakeholder representative body requests to review an issue again, the committee or council is bound to bring it back to that body. If a full calendar year has passed since the formal announcement of the preliminary recommendation, the committee must re-submit a preliminary recommendation to the campus community. When the committee or council has completed the final recommendation, it should forward it to the Steering Committee. The final recommendation should be accompanied by a cover memo that summarizes the initial charge, how testimony was gathered and the nature of that testimony, and how the committee

responded to that testimony, including a description of how the preliminary recommendation evolved as a result of testimony.

Step 5—Steering considers the Final Recommendation

Step 6—The Provost and/or President and Board consider the Final Recommendation

Step 7—Steering notifies the Campus Community Testimony

Tier

For a complete description of all steps and of the testimony tiers, see Governance Structures and Processes, 2017 Revision, pages 21–24.