

Committee on Faculty Affairs

February 14, 2024

AIMM Room 302

Present: Jared Beatrice (2026), Gary Dickinson (previous Chair, 2024), Brenda Ghitulescu (2024), Kirthana Govindaraju (SG Representative), Mahrukh Khan (2026), Sunita Kramer (Dean Representative), John Marshall (2024), Teresa Nakra (previous co-Chair, 2025), Nelson Rodriguez (co-Chair, 2025), Bethany Sewell (co-Chair, 2025), Melissa Zrada (2026)

Excused/Absent: Tim Clydesdale (Provost Representative), Carolina Marques-Borges

I. Welcome & Introductions

- A. Anticipating new charges and two new disciplinary standards in the coming weeks
- B. Department with an outstanding application has been reminded to (re)submit

II. Items that require action

- A. Minutes from 12/13/2023: approved as amended
- B. New Charge from Steering: Emeritus Status - Faculty policy review
 - 1. Staff Senate is also reviewing their Emeritus status policy
 - 2. Current procedure to become Emeritus Faculty is through HR; Deans formally designate as Emeritus Faculty
 - 3. Communication moving forward should involve multiple entities: HR, Academic Affairs, Department Chairs
 - 4. Goal is to create a set of steps for how to process an Emeritus status
 - a) Could incorporate Faculty Process
 - b) Include opt-out option
 - c) Create a flowchart for people to visualize the process
 - 5. Committee made the decision to move conversation away from process and towards the policy
 - a) Recommendation to include the following under A. *Rights and Privileges*:
 - (1) Formal language around the ability to teach courses
 - (a) This may require consultation with HR, Academic Affairs, and/or union representatives
 - (b) "Eligibility to teach TCNJ courses in an adjunct capacity, pending departmental needs."
 - (2) Clarification about "external research grants"
 - (a) What kind of support from OGSR will be available?
 - (b) What role can Emeritus Faculty take on (e.g. PI)?
 - (c) Clarify what is meant by "approval and cooperation of the appropriate department"
 - b) Eligibility
 - (1) Recommendation to include new titles, e.g. Clinical Lecturer, Librarian III
 - (a) Recommendation to also include Part-Time Librarians

- (2) Recommendation to alter language about tenure status to length of service
 - (a) Staff policy states full time for ten years
 - (b) Suggestion to remove “Be tenured at the time of retirement” and instead to include “Have attained one of the following titles”
- (3) Seek clarification about “hire date must be prior to 1990”

6. Next steps

- a) Review proposed changes at the start of the next meeting
- b) Draft recommendation, including context for recommended changes
- c) Create survey and seek testimony (Tier 2 anticipated)
 - (1) Response window of at least two weeks, avoiding Spring Break
 - (2) Committee must vote prior to sending out for testimony

7. Additional discussion

- a) Continued access to TCNJ software
- b) Nelson and Bethany to discuss Emeritus procedure with HR
 - (1) Period of time between retirement and being hired as an adjunct

III. Continuing Charges

A. Copyrighted Materials Use

- 1. This is still on hold
- 2. New MOA is out; is the charge still pending?

Meeting adjourned at 2:54pm