

MEMORANDUM

TO: Committee on Faculty Affairs (CFA)
FROM: Steering Committee
RE: Update RPD to Align with MOA 149
DATE: September 18, 2024

Background: On September 5, 2024, Judi Cook, on behalf of Academic Affairs, and Matthew Wund, AFT President, asked Steering to charge CFA with updating the Reappointment and Promotion Document (RPD) to reflect the changes made in MOA 149.

Charge: In keeping with the timeline outlined below, Steering asks CFA to review and, if needed, revise the [RPD](#) so it is in alignment with MOA 149.

Additionally, CFA should:

1. Devise a way to allow faculty with NTTP appointments to sit on department and college-wide promotion committees when evaluating promotion for other NTTPs. Now that NTTPs will be evaluated by their DPRCs and the DPTC for reappointment and promotion, it seems appropriate that these NTTP colleagues have representation on the promotion committees.
2. Establish eligibility criteria for participation in the selection of committee members (voting).
3. Provide deans with general criteria that can be applied across all schools for determining the calculation of prior years of professional experience for Clinical Specialists and Lecturers to ensure equity in establishing promotional timelines for NTTPs. Because Lecturers and Clinical Specialists may be required to teach in a variety of settings, determining what counts as relevant prior professional experience towards promotion should be straightforward and transparent.

CFA should seek testimony from the local AFT leadership, Deans Council, Faculty Senate, and from any other constituent bodies it deems appropriate.

Testimony Tier: Tier II

The issue requires moderate 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, and testimony should be solicited in the form of written feedback (through a survey and or e-mail).

Timeline: CFA should begin work immediately on the charge, with the goal of making a Final Recommendation to Steering by **November 1, 2024**.

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

For a complete description of all steps and of the testimony tiers, see [Governance Structures and Processes, 2019 Revision](#), pages 23–27.