

MEMORANDUM

TO: Committee on Faculty Affairs (CFA)

FROM: Steering Committee

RE: FPAF & LPAF Review

DATE: February 19, 2025

Background: On February 4, 2025, Steering received a request from Assistant Provost Jennifer Palmgren, on behalf of The Office of Academic Affairs and Local 2364 of the American Federations of Teachers to charge CFA to consider revisions to the Faculty Professional Activities Form (FPAF) and Librarian Professional Activities Form (LPAF).

Charge: In keeping with the timeline outlined below, Steering asks CFA to review and to consider revisions to the Faculty Professional Activities Form (FPAF) and Librarian Professional Activities Form (LPAF) that will increase the usefulness of these forms in terms of tracking the completion of faculty and librarian research goals. CFA should seek testimony from the local AFT leadership, Academic leaders, Faculty Senate, Council of Deans, and from any other constituent bodies it deems appropriate.

The FPAF/LPAF review process is described in MOA 140. CFA should consider a revision to this process to give a role to the Department Promotion and Reappointment Committee (PRC), so that, in cases in which the FPAF/LPAF is not approved by the dean, the form would be sent to the PRC for consideration prior to the faculty member meeting with the dean. If the dean and faculty member were unable to reach consensus, the provost would provide a decision.

Testimony Tier: Tier II: If CFA determines that substantive changes are needed and testimony is deemed necessary, then **Tier II:**

- The issue requires moderate testimony from the campus community.
- The assigned council or committee should consult with relevant stakeholder 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 **April 15, 2025**.

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.