

MEMORANDUM OF AGREEMENT
PROCEDURES FOR TENURE UPON APPOINTMENT TO A POSITION WITH FACULTY RANK

To promote an amicable and mutually beneficial relationship and to provide expeditious implementation, Rowan University (hereinafter "the University") and AFT Local 2373 (hereinafter "the Union") hereby agree to the following:

As a result of amendments to New Jersey State law section 3 of P.L. 1973, c. 163 (C. 18A:60-8), the University may hire a new faculty member or administrator with concurrent faculty rank, with tenure upon appointment. This distinction will apply only to full-time faculty members or administrators with concurrent faculty status and an official start date on or after September 1, 2014, and who had previously achieved tenure at an accredited four (4) year institution of higher education. The number of such hires with tenure in an academic year will be limited by law to 15% of the total number of new, full-time, tenure-track faculty hired at the institution in the prior academic year, or one faculty member, whichever is greater. Individuals considered under this agreement will meet the professional expectations of an individual at the rank to be awarded (with appropriate terminal degree, professional performance, and scholarly activity for the rank to be conferred).

At Rowan University, the process for offering tenure upon appointment will be as follows:

- I. The process for appointment to a faculty position that has been designated as "immediate tenure eligible" will follow the normal process in effect for all new faculty appointment decisions. Specifically, the Provost, following consultation with the Deans, will review all approved faculty searches for the upcoming academic year. Following the approval of the faculty searches, each faculty appointment shall be determined based on the review and recommendation of the search committee, the Dean, the Provost, the President, and finally recommendation by the President to the Board of Trustees for final action. At each level of review, the recommendation shall be specific both (1) as to appointment and (2) in cases where appointment with tenure is under consideration, to the granting of tenure with a recommended appointment.
- II. If the "immediate tenure eligible" position is for an administrative position, the tenure department shall make either a direct assessment (by serving as the departmental representative on the search committee) or indirect assessment (through departmental attendance at interview presentations given by candidates where feedback is collected). The search committee may consider indirect assessments but is not bound by them.
- III. The President or his/her designee will recommend to the Board of Trustees whether or not tenure upon appointment should be granted to the new hire. The ultimate decision to grant tenure upon appointment will rest with the Board of Trustees.

This Agreement shall remain in effect as of September 1, 2018 and shall continue thereafter unless either party gives at least one (1) semester written notice of its desire to terminate, modify or amend this Agreement indicating the date upon which the Agreement shall be terminated.

Robert Zazzali, Senior Vice President
Liaison with the AFT

Gerald E Hough, Negotiator
ROWAN AFT 2373