

## **Policy II-10.5: Faculty Evaluation Policy**

### **Summary of Proposed Key Changes**

The Policy has been open for faculty input during the spring 2021 semester. Open comment period ended on April 16, 2021. On September 9, 2022, edits from the recommendations were merged with this document (ABG).

Key suggestions include:

- Edited language around separation of tenure and promotion (5.0)
- throughout the document
- Added language around the value of experiential learning which may be defined as community engagement (6.1.3.4., 6.2.3., 6.3.2.)
- Added language around equity and inclusion
- Refined language around internal & external service (6.3.4.) after discussion of compensated v uncompensated service
- -Year Studies (8.2)
- Removed tenure quota (9.5.4.)
- Added



positively on themselves and on the University. Education is a shared enterprise that entails the ability to work well with colleagues and others on campus and to contribute to institutional, School, and Program goals.

1.4 University expectations of faculty performance fall into two broad areas: those areas of faculty responsibility traditionally used by institutions of higher education to judge performance and the continued development of their faculty, and those expectations that reflect obligations of faculty as University employees.

1.5 Throughout the remainder of

librarians covered under Article XVII of the Master Agreement.

## 2.0 STATEMENT OF FACULTY AND LIBRARY FACULTY RESPONSIBILITIES

### 2.1 Statement of Faculty Responsibilities

2.1.1 While individual appointment contracts outline general responsibilities of a faculty of faculty requires a clear statement of the responsibilities of all faculty, including those who are tenured. These responsibilities include sustained and consistent success in:

2.1.2 Teaching, including General Studies teaching and teaching in all



and in innovations in theory and practice, as well as incorporating



to peer-reviewed publication, successful peer-reviewed grants, and/or peer-reviewed creative activity is also a requirement for tenure and concurrent promotion to higher rank. Exceptions to this expectation that are not documented below in 5.1 will be documented in the evaluation process through a recommendation at any level of review. Faculty are also expected to contribute to University, community, and/or professional life through service activities. Excellence in teaching and impact of service are sufficient conditions for reappointment of non-tenure track or other faculty positions that exclude scholarly or creative activity.

- 5.1 Specifically, the University recognizes five scenarios:
- 5.2 Faculty who are hired under the full-time, Tenure-Track instructor MOA earn Tenure at the rank of instructor. The emphasis of their work is expected to be on teaching and service. Scholarship and/or creative activities is not required for the achievement of tenure. However, those seeking promotion to a higher rank must meet the standards, as applicable.
  - 5.2.1 It is sometimes advisable to appoint, as tenure-track faculty, individuals who have excellent credentials as practitioners or clinicians in an applied field but have not previously had need to develop a scholarly program. Typically, these individuals will have terminal degrees that are not research-based degrees. Such individuals should be identified early in their time at the University. They may be considered for tenure without concurrent promotion to Assistant Professor or Associate Professor, provided that they have demonstrated a particularly high level of excellence in teaching and service and that they are deemed likely to meet the standards for promotion in the area of scholarship/creative activity after attaining tenure.
  - 5.2.2 Candidates who successfully pursue early promotion will be evaluated for tenure based upon their performance during their entire probationary period and will not be required to pursue additional concurrent promotion.
  - 5.2.3 Visiting (Article XIII) positions in this policy are not eligible for tenure and/or promotion. However, all faculty members who aspire to apply to a tenure-eligible position may engage in activities that





6.1.2.4 Excellence in teaching also entails respect for students as members of the Stockton academic community, the effective response to student questions, and the timely





development of new standards for practice. Such qualities distinguish between scholarship and professional service. Those making the judgments regarding the standards for applied research necessarily involve more than clients and include academic peers familiar with the area of practice under consideration.

- 6.2.4.6.9 In those disciplines with strong expectations of practice to maintain current competency, appropriate standards for determining the significance of this work will be developed at the Program level and approved through the standard



7.1 Librarianship

7.1.1 Performa

#### 7.4 Library Faculty University and Community Service

Library faculty members will be evaluated under section 6.3 (University and Community Service)

### 8.0 DEFINITION OF SCHOOL AND PROGRAM STANDARDS

The University standards outlined above are applicable to all faculty as specified, but their application requires that they be interpreted in light of disciplines represented in each academic School and Program. Each School and Program will develop standards interpreting the University standards within the context of its own disciplinary and interdisciplinary traditions. Thus, Program definitions should be consistent with both School and University standards and School standards will be consistent with the University standard. Prior to their application, each standard will be approved through the process outlined in the local

8.1 A School is a unit of the University headed by an academic Dean or other academic officer with line responsibility over faculty. For purposes of this definition, the Library shall be considered a School. Any new School created by the University that meets this definition shall automatically be covered.

8.2 Programs are academic units of the University usually linked to their own academic degrees (majors) at the graduate or undergraduate level. First-Year Studies and other academic units to which full-time or part-time faculty lines have been assigned are also Programs for the purpose of this policy.

### 9.0 STATUTORY REQUIREMENTS FOR TENURE IN ACADEMIC RANK

9.1 Tenure in academic rank in New Jersey public colleges and universities is governed by statute N.J.S.A. 18A:1 05 364.05snP9 05 364.05snP9 05t(1 eM5(A:1)-rn.J.S.A. s ,(a)-5(c)2[T113.35 3( )-74

(3) the equivalent of more than 6 academic years within a period



9.5.6.1 fiscal exigency as determined by the Board of Trustees;

9.5.6.2 the determination by the University that long-term patterns of enrollment and degrees primary program or the future of the program do not warrant the conferral of additional tenure appointments; and/or

9.5.6.3 other institutional considerations as determined by the Board of Trustees upon recommendation of the President.

## 10.0 EXPECTATIONS FOR RANK

The general criteria for faculty expectations have been outlined above. In addition, the University has specific expectations for each rank. The expectations for each specific rank are used to evaluate performance within that rank and when judging readiness for promotion to the next higher rank. Generally, only performance since the last promotion will be considered in the new evaluation.

### 10.1 Instructors:

evaluations to that point are satisfactory.

10.2 Teaching/Clinical Specialists (Non-Tenure-Track Position II):

10.2.1 Have a minimum of a \_\_\_\_\_ degree or its equivalent in a field appropriate for the appointment, and

10.2.2 Demonstrate a record of teaching toward excellence in both Program and General Studies courses

10.5.3 Document progressively important service roles and demonstrate a capacity for leadership.

10.6 Professors:

10.6.1 Must achieve a consistent record of excellence in teaching (in both



recognized achievement in either scholarship/creative activity or service.

12.1.2 Candidates must submit evidence of significant accomplishments that have been achieved since the last promotion or range adjustment, when documenting their consistently excellent performance.

12.1.3 Unless exceptional circumstances apply, candidates for the title of Distinguished Professor must have held the rank of Professor for ten years.

## 12.2 External Appointments

Individuals who are not members of the University faculty may be appointed to the University at the rank of Distinguished Professor provided that they meet the criteria for Professor and Distinguished Professor as indicated above.

## 12.3 Remuneration

Upon recommendation by the President to the Board of Trustees, the Board will determine the appropriate salary adjustment upon conferral of the title and may grant other privileges commensurate with the

## 12.4 Continuing Expectations

In addition to continuing to meet the expectations of faculty at the rank of Professor, each recipient will be expected to engage actively in University service that has significant impact (reviewed in consultation with the Dean and/or Provost).

## 13.0 CRITERIA FOR RANGE ADJUSTMENT

In accordance with the Master Agreement, full-time tenured faculty and library faculty members who meet or exceed the merit-based criteria established by the University are eligible to be considered for and may apply for a range adjustment within rank. As established by the University, the following criteria must be met:

13.1 The applicant is currently not eligible for promotion due to insufficient progress in meeting the criteria required for promotion to the next rank.

13.2 Has not previously received a range adjustment within rank;

13.3 Presently exhibits, and has consistently demonstrated over the entire time since their last promotion:

13.3.1 Fulfillment of all expectations for faculty and library faculty responsibilities as specified in 2.0 of this Policy;

The master agreement requires that criteria for range adjustment programs. This criterion does not seem to be merit based. Article XXI, Section 1.5: There shall be a Range Adjustment Program at each College/University where full-time faculty are employed. Full-time faculty members who meet or exceed the merit-based criteria established for range adjustments are eligible to be considered for and may apply for a range adjustment within rank. The merit-based criteria will be established by the College/University and published for the understanding

