**DRAFT Committee on Faculty Affairs Minutes  
Sept. 24, 2014**

**Present:** S. Carroll, S. Drozd, J. Gevertz, O. Hernandez, W. Keep, R. Morin, J. Neves, G. Pogue, D. Shaw, V. Tucci (chair), P. Wiita, T. Youngblood, I. Zake

**Absent:** E. Borland

**Minutes:** The minutes of the Sept. 10, 2014, meeting were approved as submitted.

**Ongoing business: Visit by Provost Jackie Taylor to discuss charges on tenure and promotion alignment**

The entire meeting involved discussion of two outstanding charges: Should the College Promotions Committee become a College Tenure and Promotion Committee? And what should be the timeline for the joint tenure/promotion process?

Jackie said she accepted CFA’s recommendation to link tenure and promotion to associate professor, but noted that this was the easy part. The hard part is how we will do it, especially since the CPC has not had a voice in tenure decisions. Jackie said this will mean big changes that provoke anxiety, as there is the perception among some faculty that CPC is too attentive to process and format, rather than merit. She advised us to build a process that addresses this concern, and is clear and consistent.

Joao and Regina noted that CFA has not made a recommendation for librarians. Jackie said she had missed this detail and will give it some thought.

Jackie said she sees the need for a college-wide committee because we have no school-level committees. The problem she sees with department-level committees is that people may have close relationships with those they are evaluating for tenure and promotion, which can make those decisions problematic. She emphasized that this was her experience before coming to TCNJ. She suggested that the CPC could be reconstituted as a tenure and promotions committee, and that she could work with Ralph Edelbach on an MOA regarding submission deadlines.

As part of this process, Jackie also wants CFA to reexamine any department disciplinary standards that require “steady” activity in scholarship for promotion to full professor. She said it ought to be possible, for example, for faculty to have a “rough patch” or maternity leave without that being viewed as an unacceptable lapse.

Val suggested that the tenure and promotion to associate processes stay within departments and schools, with the college committee handling only promotions to full professor. Regina agreed and said this approach would resolve most objections being raised by faculty. Jackie agreed that this approach could work, and would be less controversial.

Regina said another idea would be to have the college committee review only marginal cases. Jackie suggested they might also review cases in which untenured faculty applied for promotion to associate.

Jackie raised the issue of who would be on the new college-wide committee; we will have to ensure there is adequate diversity, and may want to consider if these positions should be elected.

The committee decided to schedule an open forum on Oct. 29, led by Val, Regina and Paul, to ask for opinions on various options including the following configurations:

1. Joining the application processes for tenure and promotion to associate. Applicants would be reviewed by the department, school, dean, and the provost, in that order. This would probably mean forming a committee for each school since Jackie favors not bypassing CPC unless school committees are formed and incorporated into the process.
2. For promotion to full professor, promotion from tenured assistant to associate, and early promotion from untenured assistant to associate: Applicants would be reviewed by the department, dean, the college-wide committee, and the provost, in that order.
3. A different option that would make a school-wide committee responsible for all decisions on tenure and promotion, with the college committee involved only in appeals based on procedural issues. Applicants would be reviewed by the department, school, dean, college committee if necessary, and the provost, in that order.

Still unresolved is the issue of tenure and promotion for librarians.  Val said that among the librarians there is a great divergence of opinions.  A compromise was suggested at the library faculty meeting that the librarians adopt the same approach that was used previously during the transformation process and decline to make recommendations until the librarians were able to review the recommendation adopted by the teaching faculty.  Library faculty terminated the discussion after a brief discussion of the compromise.

Regina said librarians are going to have to tell CFA what they want because if the librarians are expecting AFT negotiations to resolve issues, the union can negotiate only insofar as it involves timelines, not the merger of tenure and promotion to associate professor.

Val noted that, because of the college’s altered schedule, CFA’s next meeting is Oct. 1.

**Ongoing Business – Review of disciplinary standards for fall hires and for other departments that revised their standards**

Review of the three sets of standards for the English Dept. were deferred until October.

**Outstanding Charges from Steering – rescheduled for October:**

Review of MUSE RFP – Paul, Jana, Stuart.

Clarify Service Section in Promotions and Reappointment Document – Regina and Liz

Respectfully submitted,

Donna Shaw