

Memorandum of Agreement #154
Between
The College of New Jersey
And
The College of New Jersey Federation of Teachers, Local 2364, AFT
Regarding
Modification of Scholarly Expectations for External Events

In order to promote amicable employer-employee relations, The College of New Jersey (the College) and The College of New Jersey Federation of Teachers, Local 2364, AFT (the Union), hereby agree to the following:

Changes in federal guidance, pauses in funding, and changes to legal frameworks have the potential to disrupt the normal course of faculty and librarian scholarship/creative/professional activities, and the full impact of this disruption is not known. The College will reassure pre-tenure faculty and librarians that scholarly expectations for tenure and promotion to Associate Professor/Librarian II will be adjusted when needed by taking the following steps:

1. The following statement of support for pre-tenure faculty and librarians will be distributed to the campus community:

TCNJ statement on reappointment expectations in response to disruptions to scholarship/creative/professional activities

Pre-tenure faculty and librarians are on a 5-year path to earn tenure where their teaching, scholarly/creative/professional activities, and service are evaluated annually. By the time of tenure, faculty/librarians must have established competencies in teaching/librarianship, scholarly/creative/professional activities, and service. Some examples of disruptions which challenge the ability of faculty/librarians to establish competencies in scholarship/creative/professional activities include (but are not limited to):

- *Loss of access to data;*
- *Extensive delays in purchasing of supplies and equipment;*
- *Extensive delays or elimination of funding;*
- *Cancelation of conferences, exhibitions, and performances.*

The College of New Jersey, along with the other state colleges in New Jersey, has its tenure clock determined by state law.

Therefore, Promotion and Reappointment Committees (PRCs) who have pre-tenure faculty/librarians are asked to create a "modified scholarly/creative/professional expectations" document for affected pre-tenure faculty/librarians. This document will set forth modified expectations for scholarly/creative/professional activities and detail how they have been recalibrated. These documents will be reviewed and approved by the Dean, and they will become part of the applicants' reappointment materials.

2. The summative review of the reappointment process will be amended for any faculty or

librarian who has modified scholarly/creative/professional expectations (see #3 below). The reappointment process will be amended to include College Promotion and Tenure Committee (CPTC) review of any summative reappointment candidates who are NOT recommended for reappointment by either the Promotions and Reappointment Committee (PRC) or Dean. This adjustment will remain in effect through the entire reappointment cycle for any affected faculty or librarians.

3. All Departments and Programs who have affected faculty/librarians will create modified scholarly/creative/professional expectations. This process applies to every tenure case and every promotion automatically tied to the tenure decision. Given that the full impact of current disruptions is not known, future disruptions will automatically trigger the steps described below to create a modified set of standards. Modifications of scholarly/creative/professional activity standards will be developed and memorialized in a "modified scholarly/creative/professional expectations" document. This agreement does not eliminate the expectations for faculty members and librarians to participate in teaching, scholarship, and service, but acknowledges that paths may unexpectedly change due to external events. The following steps will be followed in producing this document:

Step 1. The PRC will meet with the pre-tenure faculty/librarians to learn how their scholarly/creative/professional activity is impacted. This meeting will provide pre-tenure faculty and librarians tangible evidence of College action.

Step 2. The PRC will determine whether modifications to scholarly expectations are warranted, given the constraints presented by the candidate. If so, the PRC, in consultation with the pre-tenure faculty/librarian, will draft a "modified scholarly/creative/professional expectations" document for each faculty/librarian. This letter between the PRC and candidate will detail how scholarship/creative/professional activity expectations have been recalibrated.

Step 3. Should any disputes between the PRC and pre-tenure faculty/librarians arise, the Dean will resolve these disputes. The Dean must approve the "modified scholarly/creative/professional expectations" document. All parties (faculty/librarian, PRC members, and Dean) will sign the document. CFA should be copied on the document.

Should the pre-tenure faculty/librarian believe that the modifications are inadequate, they can request CFA to review the "modified scholarly/creative/professional expectations" document. CFA will prepare an assessment of whether the modification adequately calibrates scholarly expectations for the disruption. CFA's assessment shall be non-appealable.

Step 4. The most recent, signed "modified scholarly/creative/professional expectations" document and any CFA assessment of scholarly adjustments (if requested by the pre-tenure faculty/librarian) will be submitted by candidates in their "Standard application for reappointment" Section E. "Evaluation Letters/Reports."

4. The opportunity for new and current tenure-track faculty members and librarians to request and create modified scholarly/creative/professional expectations as specified in this Memorandum of Agreement shall be reviewed by the parties on an annual basis.

For the College:



Suzanne McCotter
Interim Provost and
Vice President for Academic Affairs
The College of New Jersey

May 13, 2025

Date

For the Union:



Matthew Wund
President
TCNJFT, Local 2364, AFT

May 13, 2025

Date