

Tenure shall be awarded only to individuals whose performance during their probationary period gives clear evidence of the ability and willingness to make a significant and continuing contribution to the institution's growth and development. Furthermore, tenure shall be awarded after presentation of positive evidence of excellence in teaching, scholarly achievement, contribution to university and community, and fulfillment of professional responsibilities. (N.J.A.C. 9:6-4.)

In granting tenure, the University may also take into account the University's high needs in skill development, the priority to retain excellent faculty in new and developing degree programs, and the necessity to meet some academic administrative needs.

Source: (N.J.A.C. 9:6-4.3).5/88.

Procedures/Guidelines/Criteria for Faculty Promotions

Promotion, conferral of a higher academic rank, recognizes and rewards faculty members whose accomplishments further the mission and goals of the University by demonstrating excellence in teaching, quality scholarship and/or creative/professional work, and significant service to the University community. Faculty members who are promoted shall advance four (4) salary ranges. The promotion process is based upon the fair and equitable application of qualifications, criteria, standards, and procedures.

Promotion is neither automatic nor the simple result of seniority. A demonstration that one's qualifications satisfy both the technical requirements for promotion as well as meet the established criteria and standards for performance is necessary. The qualifications, criteria, standards, and procedures for promotion support the understanding that an award of promotion is an action central to the integrity, welfare, growth, and development of the University.

To assist faculty to meet the requirements, criteria and standards for the award of promotion, faculty members are encouraged to apply for Separately Budgeted Research funds, a competitive program designed and recently expanded to support faculty research and other scholarly/creative activities which are within the area of the faculty member's (tenured and non-tenured) discipline.

Faculty who previously received a promotion or range adjustment shall not be eligible for either an additional promotion or range adjustment which has an effective date less than two (2) years from the effective date of the previous promotion/range adjustment. Faculty who meet the minimum requirements, including those who have not yet achieved tenure, are eligible to apply for promotion. Promotion criteria and standards apply to all candidates for promotion. Each promotional step must be marked by increasing levels of accomplishments in all three areas (teaching, scholarly/creative/professional work, and service). Recognizing that the strength of the University lies in its diversity of talents, not every candidate need demonstrate exemplary achievements in each of the three areas; however, it is understood that if a candidate is not strong in teaching or scholarly/creative/professional performance, his/her promotion may not be in the best interests of the University.

<p align="center">Table 1 Scholarly/Creative/Professional Work</p>
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Criteria

Standards

Publication of articles relevant to one's discipline or profession

Refereed journals
Professional publications

Publication of books (author or editor) and/or Manuscripts under contract to publisher, relevant to one's discipline or profession

Stature of the publisher/press (academic and/or commercial, excluding vanity presses)

Publication of translations, reviews, criticism, chapters, columns, and op-ed pieces

Stature of publication

Artistic creation or performance

Publicly presented
Peer judged

Presentation of scholarship at conference of professional organizations

Local, state, regional, national international

Authored or co-authored funded research, grants, and projects

Stature of the sponsoring organization/agency

Recipient of fellowship or scholarship

Stature of granting authority

Software/electronic media development and publishing

Significance to one's discipline or profession
Impact on groups outside the University

Obtaining a patent

Significance to one's discipline or profession

Consulting/advising activities

Local, state, regional, national, international
Beyond the "routine" application of one's profession or discipline