

## **Policy on the Number of Tenured Faculty**

This policy is adopted pursuant to regulations of the Commission on Higher Education (NJAC 9A:7-3) which require that each college board of trustees establish internal policies and take appropriate steps to achieve a future balance of faculty ultimately tenured.

### **Section 1: Institutional Goals for Achieving a Balance of Tenured Faculty**

The County College of Morris adopts the following goals for achieving a balance of tenured faculty:

- The percentage of tenured faculty employed by the college shall generally not exceed ninety percent (90%) of the total full-time faculty employed during any given academic year nor seventy percent (70%) of the full-time faculty equivalent.
- The tenured faculty employed by the college in any given year should produce at least sixty percent (60%) of all credit hours taught on a college wide basis (excluding non-credit offerings), but not more than seventy percent (70%) of the credit hours in a particular discipline.
- Tenure appointment recommendations will take into consideration the percentage of faculty who may be tenured and the percentage of credit hours taught by tenured faculty.

### **Section 2: Evaluation Procedure**

Pursuant to the contract between the college and FACCM, non-tenured faculty members will receive a comprehensive evaluation each of the five years preceding the awarding of tenure. The comprehensive evaluation includes the following:

- Student Opinion Reports administered in all classes both fall and spring semesters
- Peer evaluation each year
- Self-evaluation each year
- A classroom observation by the dean and department chairperson each year

### **Section 3: Administrative Guidelines to Implement Policy**

In order to maintain appropriate levels of tenured faculty, recommendations to the Board of Trustees for award of tenure must demonstrate adherence to the following guidelines:

- The percentage of tenured faculty should not exceed ninety percent (90%) of the total full-time faculty employed by the college nor seventy percent (70%) of the full-time faculty equivalent.
- The percentage of credit hours taught by tenured faculty in a particular discipline should not exceed seventy percent (70%).
- The revenue projections for the next fiscal year must be sufficient to fund the number of full-time faculty projected after the recommended tenure appointments.

### **Section 4: Annual Report to the Board on the Impact of Tenure Appointments**

When the academic vice president recommends appointments, reappointments, non-reappointments, and conferral of tenure, the vice president will provide the Board with a report demonstrating adherence to or progression toward achievement of the institutional goals established by this policy.