

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.