

- 2.1.7 Positive collaboration with one's colleagues in the achievement of individual, Program, School, and University purposes. This includes active participation in Program, School, and other meetings and providing support for, and contribution to the development of, new faculty and adjunct faculty.
 - 2.1.8 Regular participation in and support of program activities, including those designed to foster student learning outside the classroom.
 - 2.1.9 Active participation in faculty recruitment, including efforts to achieve diversity, equity, inclusion, and belonging.,
 - 2.1.10 Research, scholarship, or artistic/creative work as applicable, which may include the development of grant proposals as defined in Section 6.2.4.6.10, applied research, or other approaches to the discovery of new knowledge, and where appropriate, its integration with teaching.
 - 2.1.11 Participation in University organizations and activities such as Faculty Senate, Union leadership, faculty and University task forces and committees, student recruitment, the maintenance of positive relations with alumni, and the support of student organizations and activities. A pattern of ongoing participation in those events that contribute to the intellectual life of the University, including ceremonial events
 - 2.1.12 Some uncompensated service is expected of all full-time faculty members.
 - 2.1.13 The use of one's professional talents, whether based in one's discipline or not, in service to the University and to non-University audiences, communities, and/or organizations in a manner that reflects positively on the University and its purposes.
 - 2.1.14 Any other duties as may be assigned within the context of one's individual appointment contract.
- 2.2 Statement of Library Faculty Responsibilities: While an individual appointment contract outlines general responsibilities of a Library faculty member's appointment, a clear statement of the Library faculty member's responsibilities must be included in the evaluation file of a tenured or non-tenured Library faculty member. These responsibilities include sustained and consistent success in:
- 2.2.1 Keeping abreast of developments in one's area of responsibilities and in innovations in theory and practice, as well as incorporating this knowledge into one's work.
 - 2.2.2 Regular and systematic assessment of the outcomes of library services in one's area of assigned responsibility, contributing to the assessment of library service as a whole, and the use of this outcomes assessment in the continual improvement of one's professional work.
 - 2.2.3 Promoting and exhibiting positive collaboration with one's colleagues in the achievement of individual, unit, Library, and University purposes, including active participation in Library and other

6.2.3 The University recognizes a wide variety of scholarly vehicles: disciplinary or interdisciplinary research, pedagogical research, applied research, integrative scholarship, community engagement and service-learning, artistic or creative activity, and grant writing. Scholarly or creative activities may take many forms and use different vehicles to communicate with the broader academic community.

6.2.3.1 The University recognizes that the time and effort required to complete scholarly or artistic projects may vary markedly among disciplines and sub-disciplines. Such variance is addressed in approved School and Program standards.

6.2.4 The burden is

forms of scholarship.

6.2.4.6 The University understands excellence in a variety of scholarly or creative activities to embody the

regional, national or international organizations and disciplinary/professional associations.. In addition, faculty may contribute to the University's public mission, including its commitment to diversity, equity, inclusion, and belonging, through service to our community, region, state or country. Per the Carnegie definition, community engagement and service-learning that enriches scholarship, research, and creative activity; enhances curriculum, teaching and service-learning; prepares educated, engaged citizens; strengthens democratic values and civic responsibility; addresses critical societal issues; contributes to the public good enriches scholarship. Community engagement and service-learning is particularly valued at Stockton.

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7.0 ELABORATION OF UNIVERSITY STANDARDS FOR LIBRARY FACULTY

7.1 Librarianship

7.1.1 Performance in the delivery of library service carries the greatest weight in the evaluation of library faculty. All aspects of library service in the library faculty member's assignment of responsibilities will be evaluated in order to gain a clear understanding of each library faculty member's performance. Contribution to scholarship and the profession of librarianship will also be evaluated.

7.1.2 In broad terms excellence in librarianship is characterized by:

7.1.2.1 A thorough and current command of librarianship and best practices in library service.

7.1.2.2 Promotion of student learning through the appropriate collection and classification of materials, through appropriate reference or consultation, and through design of effective delivery systems to make the University a learning resource- rich environment.

7.1.2.3 Sound design and application of assessment in one's area of librarianship.

7.1.2.4 Ability to use technology appropriately in the provision of information and library services.

7.1.2.5 Excellence in librarianship entails respect for students as members of the Stockton academic community and the effective response to student questions, and may also entail seeking opportunities outside the Library to enhance student learning.

7.2 Library Faculty with Teaching Responsibilities

When library faculty members assume classroom teaching responsibilities, teaching will be evaluated under section 6.1 (Teaching).

7.3 Library Faculty Scholarly and Creative Activity

Library faculty members will be evaluated under section 6.2 (Scholarly and Creative Activity)

7.4 Library Faculty University and Community Service

Library faculty members will be evaluated under section 6.3 (University and Community Service)

8.0 DEFINITION OF SCHOOL AND PROGRAM STANDARDS

The University standards outlined above are applicable to all faculty as specified, but their application requires that they be interpreted in light of disciplines represented in each academic School and Program. Each School and Program will develop standards interpreting the University standards within the context of its own disciplinary and interdisciplinary traditions. Thus, Program definitions should be consistent with both School and University standards and School standards will be consistent with the University standard. Prior to their application, each standard will be approved through the process outlined in the local

agreement “Procedure for the Evaluation of Faculty and Library Faculty.”

8.1 A School is a unit of the University headed by an academic Dean or other academic officer with line responsibility over faculty. For purposes of this definition, the Library shall be considered a School. Any new School created by the University that meets this definition shall automatically be covered.

8.2 Programs are academic units of the University usually linked to their own academic degrees (majors) at the graduate or undergraduate level. First-Year Studies and other academic units to which full-time or part-time faculty lines have been assigned are also Programs for the purpose of this policy.

9.0 STATUTORY REQUIREMENTS FOR TENURE IN ACADEMIC RANK

9.1 Tenure in academic rank in New Jersey public colleges and universities is governed by N.J.S.A. 18A:60-16, which provides:

9.1.1 “Faculty members at a State college shall be under tenure in their academic rank, but not in any administrative position, during good behavior, efficiency and satisfactory professional performance, as evidenced by formal evaluation and shall not be dismissed or reduced in compensation except for inefficiency, unsatisfactory professional performance, incapacity or other just cause and then only in the manner prescribed by subarticle B of article 2 of chapter 6 of Title 18A of the New Jersey Statutes, after employment in such college or by such Board of Trustees for:

- (1) 6 consecutive calendar years; or
- (2) 6 consecutive academic years, together with employment at the beginning of the next academic year; or
- (3) the equivalent of more than 6 academic years within a period

- 9.4.1 Tenure should 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 growth and development of the institution.
- 9.4.2 Tenure should be awarded after presentation of positive evidence of excellence in the achievement of University, School, and Program standards.
- 9.4.3 Tenure should be awarded to those who can affirmatively demonstrate the ability to fulfill professional responsibilities, as members of the faculty and employees of the University, and not solely because negative evidence to the contrary is not presented.
- 9.4.4 Assistant Professors normally receive promotion to the rank of Associate Professor concurrent with their reappointment with tenure, unless there are unusual circumstances in the individual tenure/promotion situation. Such unusual circumstances would include those noted in 5.1 above.
- 9.4.5 The University reserves the right not to tenure a faculty member under certain -2.(on.)eo eserves

- 10.2.1 In addition to 10.1.1, must also have attained a prominent role in their profession (e.g. CPA, Hospital Administrator, elected official, broadcast journalist, uniformed services leader) as specified in School and/or Program standards.
- 10.2.2 Document consistent excellence in teaching (in both Program and General Studies courses, as assigned) and/or consistent excellence in non-teaching responsibilities as assigned, and
- 10.2.3 Document progressively important service roles and demonstrate a capacity for leadership, as identified in their individual contracts.

- 13.3 Presently exhibits, and has consistently demonstrated over the entire time since their last promotion:
 - 13.3.1 Fulfillment of all expectations for faculty and library faculty responsibilities as specified in 2.0 of this Policy;
 - 13.3.2 Exceptional teaching; and
 - 13.3.3 Exceptional performance that is demonstrable of impact in either