



NEW JERSEY

Association of State Colleges and Universities

150 West State Street, Trenton NJ 08608

Phone (609) 989-1100

NJASCU Testimony on A-412 – Tenured Faculty

Assembly Higher Education Committee

October 6, 2016

This amendment is directed at the – titles, which are full-time, non-tenured faculty positions. These positions were created to give excellent instructors full-time positions teaching specific classes in their specialty, typically with one year contracts. Previously, many of the employees in these titles were part-time or adjunct faculty. This bill would likely force the institutions to cease using these titles. The flexibility of a one-year contract allows the institution to efficiently adjust to enrollment fluctuations, and to subject matter demands. Additionally, some of these employees would likely decline to be hired as tenure-track, as those positions require publication, and/or research, which significantly changes the nature of the employment.

Currently, under the union agreement with state college faculty, professional staff “may be ---” offered a multi-year contract at the conclusion of the five-year probationary period. This amendment would require the institutions to offer a multi-year contract, which obliterates employer discretion. Moreover, the parties are currently at the bargaining table, and because this is an integral part of the contract, it should be addressed by the parties during negotiations.

This amendment addresses a problem which does not exist. Under the “instant tenure” law, our institutions are severely limited in the amount of these employees can be hired. For example, at Ramapo and William Paterson University, they are entitled to hire one employee per year with instant tenure. Stockton has not hired anyone with instant tenure since the inception of the law in 2014. Further, to the extent that an “administrator” would be hired, it would be an *academic administrator*, such as a provost or a dean who had tenure at their previous institution. The change in the law in 2014 enabled us to do what almost all other institutions can do nationwide, and there is absolutely no evidence that it has been mishandled or abused by any institution in almost three years. This amendment is simply unnecessary.

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