

**Addendum to Part 4: Tenure Policies that Apply to Faculty Hired after January 1, 2016  
Passed by the Faculty Senate on November 5, 2015**

Note: The following policies—approved by the Faculty in April 2015—apply to new Faculty hired after January 1, 2016.

**A4.1 Number of Times a Faculty Member May Be Considered for Tenure**

An Assistant Professor may be considered for tenure by the University P&T Committee only once, normally in the sixth year in that rank at NJIT. An untenured Associate Professor may be considered for tenure by the University P&T Committee only once, normally in the fourth year in that rank at NJIT.

**A4.2 Early and Late Consideration for Tenure**

An Assistant Professor may be considered for tenure by the University P&T Committee as early as the fourth year (or in exceptional circumstances, even earlier), while in cases of illness, family care, and other specified and approved reasons for extending the period of tenure, consideration may occur as late as the seventh year (see Section 2.6.3.3.2). Both Assistant Professors who assume their positions with previous experience and untenured Associate Professors may negotiate a specific year of tenure consideration at the time of hire, as stated in their contract hiring letters from the Provost, provided that it is no later than their sixth year.

**A4.3 Opportunity to Withdraw Tenure Dossier**

If an Assistant Professor or untenured Associate Professor has been recommended for tenure by his/her Department P&T Committee before the last year of tenure eligibility, the Dean shall send his/her judgment (“recommended” or “not recommended”) and written evaluation of the case to the Department Chairperson before sending them and the candidate’s dossier to the University P&T Committee. The Department Chairperson shall immediately inform the candidate whether the judgment of the Dean is “recommended” or “not recommended.” Within five business days after receiving the Dean’s judgment, the candidate may withdraw his/her dossier by providing a written request to the Department Chairperson and Dean. If the dossier is withdrawn in this manner, the Faculty member shall remain eligible for tenure consideration in the following year.