

4.3.5.1 Faculty with a Standard (7-Year) Tenure-Track Period

4.3.5.1.1 Tenure Consideration during the Sixth Year

A Faculty member with a 7-year TTP will normally be considered for tenure in the sixth year. The Department P&T Committee must forward a recommendation to the Dean in the sixth year, either for or against tenure.

4.3.5.1.2 Number of Times a Faculty Member May Be Considered for Tenure

A Faculty member with a 7-year TTP may be considered for tenure by the University Committee on Promotion and Tenure only once, normally in the sixth year in that rank at NJIT. An untenured Associate Professor may be considered for tenure by the University Committee on Promotion and Tenure only once, normally in the fourth year in that rank at NJIT. Upon consideration, the University Committee on Promotion and Tenure must forward a recommendation to the either for or against tenure.

4.3.5.1.3 Early and Late Consideration for Tenure

A Faculty member with a 7-year TTP may be considered for tenure by the University Committee on Promotion and Tenure as early as the fourth year. Only in exceptional circumstances may the Faculty member be considered even earlier. In cases of illness, family care, and other approved specified reasons, consideration for tenure may be extended one year to occur in the seventh year (see Section 4.3.3.2). Untenured Associate Professors are also eligible for early or extended tenure consideration. 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 it is no later than the sixth year for Assistant Professors or the fourth year for Associate Professors. In all cases, the terminal year for a Faculty member who is denied tenure occurs in the year after tenure is denied.

4.3.5.1.4 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 Committee on Promotion and Tenure. 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.

4.3.5.1.5 Right of Appeal and Terminal Year

If a Faculty member has not been recommended for tenure by his/her Department P&T Committee, the Faculty member may seek reconsideration of the decision by the Department P&T Committee (see Section 4.5.2.3.5), and then, if necessary, may appeal directly to the Dean and the University Committee on Promotion and Tenure (see Section 4.5.2.3.6). If tenure is denied, a terminal one-year appointment shall be given for the subsequent year.