

Richard L. McCormick, President

February 12, 2007

Mr. Kenneth W. Swalagin  
Secretary of the University Senate  
Administrative Services Building III, Room 110  
New Brunswick Campus

Dear Mr. Swalagin:

I am writing in response to the Report and Recommendations on Charge S-0502, on the Status of Full-time, Non-tenure-track, Non-clinical Faculty, as adopted by the University Senate on December 1, 2006. My thanks to the Faculty Affairs and Personnel Committee for its diligent and thoughtful work on this issue.

The administration is in full agreement with the Senate's recommendation that the Board of Governors abolish the restriction to three successive reappointments for non-tenure-track faculty, and it is my understanding that this matter will be taken up at the next meeting of the Board's Educational Planning and Policy Committee.

The administration accepts the Senate's recommendation for initial appointments of non-tenure-track, non-clinical faculty of one to three years with reappointments up to three years thereafter. As you recommend, a dean's-level review will be required prior to multi-year appointments, and we will caution deans to use prudence in making appointments so as to maintain budgetary flexibility from year to year.

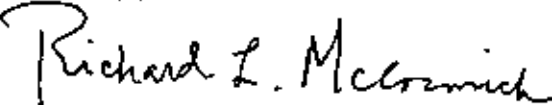
In regard to the Senate's third recommendation, I am pleased to report that the Executive Vice President for Academic Affairs already has reminded all academic units that annuals, as well as tenure-track faculty, are eligible for FASIP, and will do so in every year that there is a FASIP. We also accept the recommendation that faculty be strongly advised to include monies for such awards in grants that support research annuals.

We accept the Senate recommendation that instructional and research annuals be made eligible to apply for both internal and external grants but note that such eligibility must be in accord with applicable regulation and as appropriate to the goals of the funding agency and university.

Finally, we will reexamine our current systems of notification in light of the Senate recommendations for reminding chairs to submit timely notices of reappointments and for informing employees about benefits eligibility, availability, and terms of coverage.

Again, my thanks to the Senate for its thoughtful recommendations in regard to a vital and valuable part of our university community.

Sincerely yours,

  
Richard L. McCormick