

Memorandum of Agreement Between Rutgers University (“University”)
and the Rutgers Council of AAUP Chapters, AFT (“Union”)
Concerning Faculty in the Probationary Period for Tenure
and Faculty Evaluations for Promotion

Due to the COVID-19 crisis that began in March 2020, the University and Union agree that the processes and requirements pertaining to faculty in the probationary period for tenure and faculty evaluations for promotion are modified as set forth below. The University and the Union agree that this agreement is non-precedential and may not be relied on by either party in support of any grievances, claims, demands or causes of action of any kind, except to enforce the terms of this agreement.

Faculty in the Probationary Period for Tenure

1. The University and Union agree that all faculty in a probationary period for tenure as of January 1, 2020 shall be given the option of excluding the entire 2019/2020 academic year from their probationary period. For faculty slated to be evaluated for reappointment or promotion on the tenure track in Academic Year 2020/2021, a request for an exclusion of one year from the probationary period under this provision shall be made in writing and requires the approval of the department chair and the head of the unit. Such request shall be submitted by May 1, 2020, and approval shall not be unreasonably withheld. Faculty in a probationary period extending beyond Academic Year 2020/2021 shall have until May 1, 2021 to opt to extend their probationary period under this Agreement. If a faculty member requests such an exclusion and later determines that the requested exclusion is no longer needed or desired, they shall have the option of withdrawing the requested exclusion and proceeding with a probationary clock that does not include a COVID-19 exclusion. If this option is exercised, the withdrawal request shall be submitted by the faculty member by no later than March 1 of the year in which the faculty member seeks to be evaluated for tenure. This shall be without penalty or prejudice to the tenure review.
2. Exclusion of a year from the probationary period under the above provision shall automatically extend the term of the appointment by a period equal to the time excluded from the probationary period. The option of a one-year exclusion is separate from and in addition to exclusions available pursuant to Articles 16 and 17 of the Collective Agreement between the University and Union.
3. Upon request by the candidate, evaluators will be informed that the record of a faculty member opting to have time excluded from the probationary period in relation to the COVID-19 crisis shall be evaluated in the same manner as the record of a faculty member without such an exclusion.

4. Faculty may request that external evaluators be asked to appropriately take into account the impact of the COVID-19 crisis on scholarship, teaching and/or service for academic year 2019/2020 as may be reflected in the record for review.
5. Faculty members in a probationary period for tenure as of January 1, 2020 shall have the option of excluding teaching evaluations from the Spring 2020 semester from their reappointment and/or tenure packet, unless the candidate chooses to include them.
6. Faculty shall be advised of their right to address the impact of the COVID-19 crisis on productivity during academic year 2019/2020 in any personal statement they wish to include with their packet.

Faculty Evaluations for Promotion

1. The University and Union agree that faculty being evaluated for promotion following January 1, 2020 shall have the option of excluding teaching evaluations from the Spring 2020 semester from their promotion packet.
2. Faculty may request that external evaluators be asked to appropriately take into account the impact of the COVID-19 crisis on scholarship, teaching and/or service for academic year 2019/2020 as may be reflected in the record for review.
3. Faculty shall be advised of their right to address the impact of the COVID-19 crisis on productivity during academic year 2019/2020 in any personal statement they wish to include with their promotion packet.

 3/25/2020
Barbara A. Lee, Senior Vice President for Academic Affairs

 3/25/2020
Paula Mercado Hak, Asst. Vice Pres. for Academic Labor Relations

Signature

Date

For the University

Signature

Date

 3.24.2020
Rebecca Kolins Givan, Vice President RU AAUP-AFT,
for the Union.