Development of a Non-Tenure Track Reappointment and Promotion Online Toolkit for the RBHS School of Nursing

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History

RBHS School of Nursing
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• One faculty – 2 programs
• Harmonization of courses/programs
• Different degrees

• Still 2 unions
• Different benefits
• Different workloads
• Different procedures for reappointment/promotion
• Different faculty titles/tracks
Rutgers Biomedical Health Sciences (RBHS) has developed several academic title pathways for reappointment and promotion goals for non-tenure track faculty. As a blended faculty, albeit varied collaborative bargaining agreements and review committee processes, reappointment and promotion preparation must be congruent for all faculty.

Differences in reappointment/promotion procedures between bargaining unit cultures

Differences in documentation submission from faculty
Project Goals

- An online tool kit will afford a standardized place for ideas and support for preparation of reappointment and promotion dossiers for ALL NTT faculty

- Repository for all needed documents

- Enhance organization of submission of documents
  - increase success in reappointment and promotion contracts for all non-tenure track faculty.
Challenges

- Numerous policies between the 2 institutions/bargaining units
  - Gaps in policies were found from both academic units
  - Policies were outdated
- Tried to remain neutral while writing the narrative
- Had to have links for both bargaining units
- Getting approval from all related departments
Review & approvals

- RSON Faculty Council
  - Blended council
- Office of Faculty and Staff Affairs
- AAUP- AFT First Level Review
- AAUP BHSNJ Committee on Appointment, Reappointment and Tenure (CAPT)
- Academic Labor Relations
- Chancellor’s office (Dr. Jeffrey Carson)
- Beta testing with faculty users
Implementation

- Developed online pages uploaded to the RSON website
  - Password protected
  - Copyright considered

- Pilot review and usage from faculty who were up for reappointment and/or promotion in Fall 2016 (retrospective) and the Spring 2017 semester for beta testing and critique
Pilot comments
Retrospective Review

Would this toolkit have helped you?

- Somewhat
- No
- Yes

Comments

- Requested examples of personal statements
- More detail
- Need more mentoring for the overall process
- Have a FAQ area
- Some had problems with downloading files
- Paragraphs were long, bullet some text, graphics

Easy to Navigate

- 100% YES!!
Next steps

- Maintenance of website
- Presentation to Full Faculty at RSON retreat on April 24
- Publication
Here it is!!!!

http://nursing.rutgers.edu/central/secure/reappointment/