

A&P Guidelines – Summary of Negotiated Portions

Tracks:

Tenure Track:

Non-Tenure Track:

Teaching Track – focus on teaching

Clinical Track

Clinical Scholar – focus on clinical and research

Clinical Educator – focus on clinical and teaching

Professional Practice Track – focus on “professional experience”

Research Track – focus on research

RBHS Lecturer – no terminal degree

RBHS Instructor – terminal degree (up to 3 years to choose a track)

Contract Length:

Tenure Track:

Assistant professor

3 year renewable; mandatory review at 3 and at 6 years; 9th year – promoted or terminal 1-year contract.

Non-Tenure Tracks - Teaching, Clinical & Professional Practice:

Assistant Professor:

1 to 3 year renewable contracts (no up or out)

Associate professor:

new appointment – 1 to 5 years renewable;

renewal or promotion from assistant professor – 2 to 5 years renewable;

10 years in rank – 3 to 5 years renewable

Full and Distinguished Professor:

new appointment – 1 to 5 years renewable;

renewal or promotion from associate professor – 3 to 5 years renewable;

10 years in rank – up to 7 years renewable

Non-Tenure – Research

All ranks – 1 to 3 year renewable, coterminous with funding source.

Notice of non-renewal – as in current contract.

All members of AAUP-BHSNJ are “Full-Titled” – i.e. **no “At-Will” contracts**

Promotion and Tenure Process:

Same as Legacy Rutgers

Appeal of Promotion and or Tenure decisions:

Legacy Rutgers grievance process