



**KEAN FEDERATION OF TEACHERS**

*An Association of Professors, Professional Staff and Librarians*

Local 2187, American Federation of Teachers

Kean University, Union, N.J. 07083

Phone 908 737-3925 Fax 908 737-3929

**LETTER OF AGREEMENT #85**

**Retention and Tenure for school of Government, Business and  
Technology for Academic Year 1988-1989.**

KEAN COLLEGE OF NEW JERSEY

Letter of Agreement #85

The Kean College Administration and the Kean College Federation of Teachers have agreed that in terms of the Committee composition and procedures used for the purpose of recommending retention and tenure at the school level for faculty members within the newly established School of Business, Government and Technology for the academic year 1988-1989, that the current College policies and procedures will apply except as may be modified below:

1. The Retention and Tenure Committee for the School of Business, Government and Technology will be composed of six (6) elected tenured faculty members, two (2) from each of the three (3) departments now represented within that School. The School Committee will also include a union observer and student representatives based on existing College policy and procedure for representation on School Retention and Tenure Committees.
2. It is agreed that the composition of this Committee, particularly the election of two (2) faculty members from each department, is an interim arrangement for the 1988-1989 academic year only. It is expected that reorganization within the School of Business, Government and Technology, beginning in the 1988-1989 academic year, will result in the establishment of new academic departments within that School and, therefore, will result in a School Committee structure consistent with current College policy.
3. In the event that possible reorganization within the School of Business, Government and Technology is not completed during the 1988-1989 academic year, the Kean College Administration and the Kean College Federation of Teachers have mutually agreed that the next interim composition of that School Retention and Tenure Committee for the 1989-1990 academic year would provide for the election of only one (1) tenured faculty member from each department within the School and the augmentation of the Committee through


some other means (e.g., election of at large members from eligible faculty within the School or outside the School, joint appointment of at large members mutually agreed to by both the Administration and the K.C.F.T., or a return to the committee system used in the 1987-1988 academic year providing both parties agree, etc.).

The Kean College Administration and the Kean College Federation of Teachers both recognize the value of consistent application of College policy and procedure regarding the School Retention and Tenure Committees. It is primarily for this reason that this interim arrangement will only be for the 1988-1989 academic year. It is the belief of both parties that the contemplated reorganization within the School can proceed expeditiously making moot the need for a further interim arrangement in the 1989-1990 academic year.

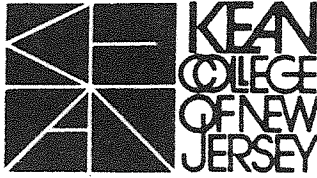
Kean College of New Jersey  
Administration

Kean College Federation  
of Teachers

  
Charles T. Kimmett

  
Lennie C. Pierro

October 5, 1988  
Date



*After #85*

MEMORANDUM

To: Dr. Charles Anderson, Dean  
School of Business, Government, and Technology

From: T. Felder Dorn  
Interim Vice President for Academic Affairs *Felder Dorn*

Date: 10 April 1989

Subject: Committee on Retention and Tenure:  
School of Business, Government, and Technology

Mr. Charles T. Kimmett, Vice President for Administration and Finance, has advised me that the Letter of Agreement regarding the Committee on Retention and Tenure for your School has been extended for another year. Under the terms of the extension, the same Committee members who served in the 1988-89 Academic Year will serve in the 1989-90 Academic Year. A copy of the signed agreement will follow, but it is appropriate for you to notify the Committee members of this arrangement. Please check to see that all members will in fact be on campus next year (i.e., that there are no Sabbatical leaves, leaves of absence, or other reasons that would present someone from serving) and that everyone remains eligible for service (Chairpersons may not be members of School RT Committees. If there are any problems, please let me know as soon as possible. If not, please send me a list of the members for my records.

During the coming year, we should keep in mind the implications for the School RT Committee of any reorganization plans, so that a Committee for the 1990-91 Academic Year can be constituted in a timely way.

jc

cc: Vice President Kimmett ✓