

# **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 July 2013

AAUP AFT &  
AAUP BHSNJ

- 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

## Problem Statement

- ◆ 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

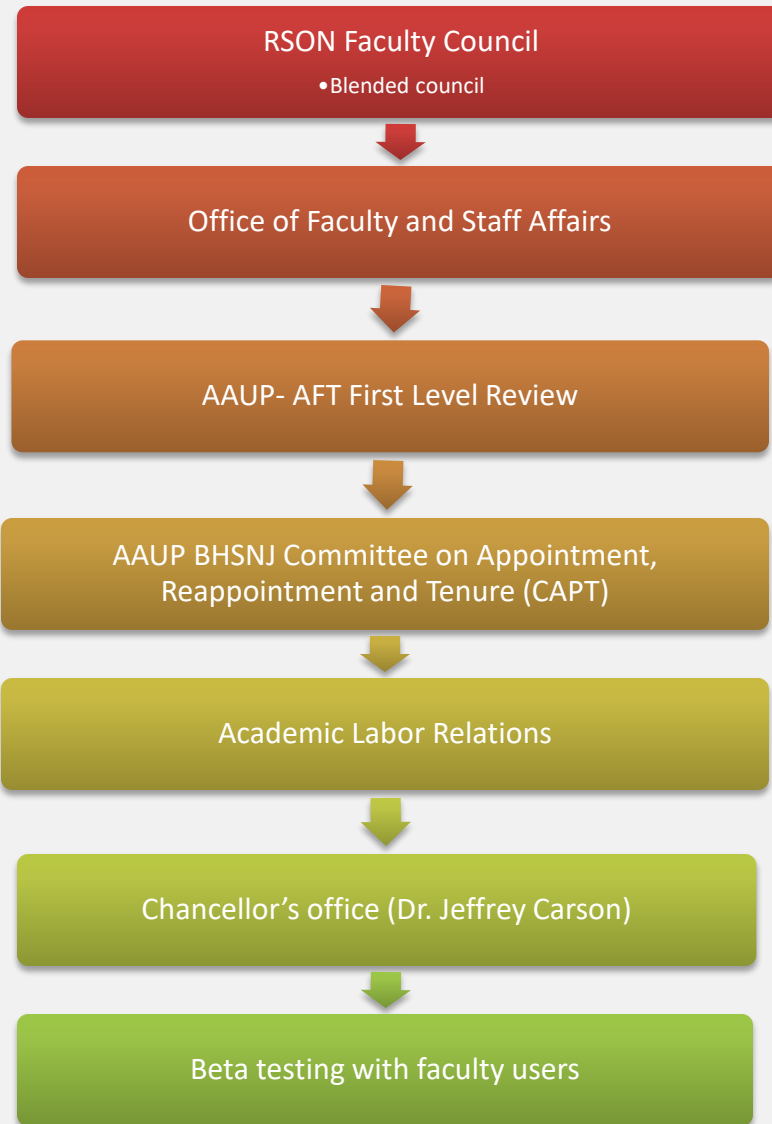
## Project Goals

- ◆ 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  - Policies were outdated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



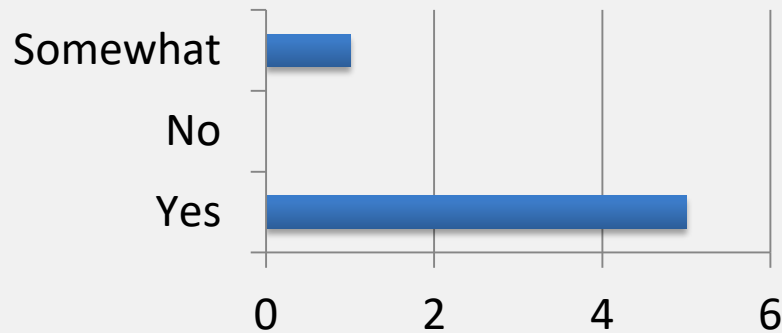
# Implementation

- ◆ 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?



### ◆ Easy to Navigate

- 100% 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



## 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/>