

### Tenure Policy

The attainment of tenure by individual faculty members in New Jersey community colleges is provided by state law.

Mercer County Community College recognizes high quality, diversity and adaptability to new ideas among its tenured faculty members, and has confidence that such characteristics can be retained and advanced through a fair, humane and challenging work environment and through attention to professional growth priorities by both individuals and the institution. The College also recognizes that long-term continuous employment of a significant proportion of its faculty provides continuity of educational leadership and fosters individual and community loyalty and participation, and that tenure affords the protection of academic freedom.

At the same time, the College is very conscious of the need to remain flexible so as to accommodate necessary expansion or contraction, program shifts, a changing student body and new demands for educational services. The College further recognizes that a regular infusion of new personalities can help an institution preserve a forward looking, alive and innovative climate. Finally, a reasonable distribution of persons who vary in age, rank, experience, gender, race, ethnicity and academic preparation is necessary to a healthy College community which adequately serves its clientele and fosters democratic ideals.

Some of the College's need for flexibility is addressed by the use of large numbers of adjunct faculty for teaching assignments. Consideration of tenure ratios among full-time faculty must be related to consideration of adjunct-to-full-time faculty ratios within departments and divisions.

For these reasons, the College policy is that individual tenure appointments will be based upon the quality of the individual's performance in the context of an analysis of the projected needs of the institution, the division and the program. This analysis shall be prepared by the President for the Board of Trustees each December, in conjunction with annual tenure recommendations.

The President is responsible for developing such procedures as may be necessary to implement this policy.

Approved: Board of Trustees  
November 8, 1972

Revised: June 20, 1996