



# RUTGERS

THE STATE UNIVERSITY  
OF NEW JERSEY

Robert L. Barchi, President

February 28, 2014

Mr. Kenneth Swalagin  
University Senate  
Rutgers, The State University of New Jersey  
ASB III, Suite 110  
Cook/Douglass Campus

Dear Mr. Swalagin:

I write in response to the Senate Report and Recommendations on Charge S-0811 on Changes to Academic Reappointment/Promotion Instructions, as presented by the Faculty and Personnel Affairs Committee and adopted by the University Senate at their October 2010 meeting.

In considering the suggested changes to the reappointment/promotion process, I have conferred with Executive Vice President for Academic Affairs Richard L. Edwards, who chairs the Promotion Review Committee (PRC); as he is far more familiar than I with the detailed functioning of the PRC, I defer to his judgment regarding whether or not these changes are appropriate.

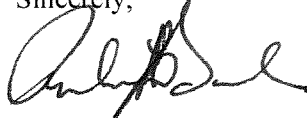
In the absence of demonstrable evidence that candidates have been harmed by Section C of Form 3-a, or that the PRC uses it as a ranking system, we are reluctant to remove this checkbox, which was explicitly requested by a previous PRC to add clarity to the process. Its use over several years indicates that the checkbox provides the PRC with an additional, albeit minor, piece of information that has some value in the overall understanding and independent assessment of a candidate's packet. Section F of the Promotion Instructions provides a detailed outline of the procedures for deans and chairs to solicit the external letters; prior to solicitation the dean/chair would have established the potential referee's relationship to the candidate. In cases where some further explanation of the choice of external reviewers would be advantageous, Section C already provides space for an explanation of the "referee's professional standing and additional comments concerning his or her suitability to serve as a referee for this candidate." We believe that this provides adequate opportunity for deans and chairs to offer explanation or justification in relation to how the external letter writers were selected and why, when such explanation seems warranted. As a result, we do not wish to amend the current instructions in a way that would complicate the task for all.

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With respect to the recommended changes to the solicitation letter to place more emphasis on the referee's relationship to the candidate, while we would not want to reorganize the entire letter, we are willing to call more attention to the request for information about the relationship to the candidate by placing the sentence in a separate paragraph.

I recognize that the Faculty and Personnel Affairs Committee has made these recommendations in good faith in order to ensure as fair and equitable a promotion and reappointment process as possible. However, given the care with which the members of the PRC carry out their charge, and the detailed attention given to each case, I am not persuaded that the recommended amendments will improve the process.

Sincerely,

A handwritten signature in black ink, appearing to read "Robert Barchi", written in a cursive style.

Robert Barchi

c: Richard L. Edwards, Executive Vice President for Academic Affairs