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## Maintaining Integrity in ARTP Peer-Review Processes

1 message

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**James A. Castiglione, KFT President** <kftoffice@kft2187.org>

Tue, Sep 11, 2018 at 10:38 PM

Reply-To: kftoffice@kft2187.org

To: jechoi@kean.edu



To: All KFT Bargaining Unit Members

From: James A. Castiglione, KFT President

Date: September 11, 2018

Subject: Maintaining Integrity in ARTP Peer-Review Processes

### **Executive Directors Cannot Participate in Personnel (ARTP) Processes**

Several years ago, our Union signed a Letter of Agreement (# 121) with the administration that safeguards the integrity of peer review in faculty personnel processes. The LOA applies to the Appointment, Retention, Tenure, Promotion, A-328 and Range Adjustment processes.

This LOA is a win-win outcome. For the administration, a raft of grievances and administrative headaches are avoided. For our faculty, direct managerial involvement in, interference in or influence on faculty committees that make personnel recommendations – influence that could taint or compromise the work of those committees – is prohibited.

Where academic departments still exist, those processes remain unchanged. **But in those academic units headed by an Executive Director, it shall be the faculty Academic Program Coordinator or the most senior tenured faculty member who shall serve as chair of these personnel committees. Further, no managerial employee will sit on peer review committees or be involved directly in peer review processes.** The full text of the agreement can be found on the KFT website [at this link to LOA # 121](#).

It is often said that eternal vigilance is the price of liberty. In this case, we insisted on and won the inclusion of language that protects the existing Letters of Agreement that govern these processes. But faculty rights, including our cherished peer-review processes, can only be preserved if all of our members are vigilant in monitoring administration compliance with our negotiated agreements. If Executive Directors are acting counter to the above listed procedures, bring it to their attention, as it may just be an unintended oversight on their part. If an Executive Director, once notified, does not act to comply with the terms of our contract, alert the KFT office

and we will work with the administration to correct the process. You can contact our Union office via email at [kftoffice@kft2187.org](mailto:kftoffice@kft2187.org) or by phone at 7-3925.

### **ARTP Committee Procedures**

Letter of Agreement # 121 modifies the previously existing, indeed very long-standing, procedures governing the Appointment, Reappointment, Tenure and Promotion processes. With minor exceptions, such as LOA #121, these processes remain the same since they were formally approved in 1976 as Letter of Agreement # 34. In the event that administrators advise faculty to deviate from these ARTP procedures, please bring LOA # 34 to their attention, as it may, again, be just an unintended oversight on their part. If an administrator, once notified, does not act to comply with the terms of our contract, alert the KFT office and we will work with the administration to correct the process. The (lengthy) agreement can be found on the KFT website [at this link to LOA # 34](#).

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