To: All Faculty, Librarians and Professional Staff (NTPs)

From: Warren Sandmann
Provost and Senior Vice President for Academic Affairs

Date: October 10, 2014

Subject: Number of Opportunities for Promotions in Rank
Faculty Number of Opportunities for Faculty Range Adjustment
Number of Opportunities for Professional Staff Performance Based Promotions
Number of Opportunities for Librarian Range Adjustments

Based upon budget projections for 2015-16, I wish to inform you of the following promotional and range adjustment opportunities to be effective at the beginning of the 2015-16 academic year and to be acted upon according to the established calendars and procedures during the academic year 2014-15.

Under the direction of President Waldron, and consistent with the Strategic Plan of the University to “...recruit, develop and retain a diverse faculty...” we have worked to provide opportunities for promotion and range adjustments that are aligned with the pool of eligible applicants and our resource allocations. We have seen a steady increase in the total number of these opportunities. This year we have again increased the total number of promotions and range adjustments.

<table>
<thead>
<tr>
<th>Year</th>
<th>Promotional Opportunities</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010-11</td>
<td>26*</td>
</tr>
<tr>
<td>2011-12</td>
<td>33</td>
</tr>
<tr>
<td>2012-13</td>
<td>36*</td>
</tr>
<tr>
<td>2013-14</td>
<td>37</td>
</tr>
<tr>
<td>2014-15</td>
<td>38</td>
</tr>
</tbody>
</table>

Total promotional and range adjustment opportunities have also increased as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>Promotional and Range Adjustment Opportunities</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010-11</td>
<td>32*</td>
</tr>
<tr>
<td>2011-12</td>
<td>37</td>
</tr>
<tr>
<td>2012-13</td>
<td>41*</td>
</tr>
<tr>
<td>2013-14</td>
<td>43</td>
</tr>
<tr>
<td>2014-15</td>
<td>44</td>
</tr>
</tbody>
</table>

*Includes Library Faculty Promotions

The specific breakdown for 2014-15 follows:

Faculty Promotions:
- To Professor: 20
- To Associate Professor: 18
- Total: 38
Faculty Range Adjustments:
  At the rank of Professor  2
  At the rank of Associate Professor  1
  At the rank of Assistant Professor  1
  Total  4

Professional Staff Performance Based Promotions  1

Library Faculty Range Adjustments  1

Total:  44

I am providing the total number of opportunities for faculty promotions and range adjustment at this time to assist those eligible to apply in making informed decisions about their choices. Eligibility lists for available actions other than promotions in rank are posted on the web at the URLs below.

Faculty range adjustments: http://www.wpunj.edu/human-resources/employee-relations/programs-and-services/faculty-range-adjustment.dot

Librarian range adjustment: http://www.wpunj.edu/human-resources/faculty-and-professional-staff-handbook/librarian-range-adjustment.dot?host_id=1

Professional staff performance based promotions: http://www.wpunj.edu/human-resources/employee-relations/programs-and-services/performance-based-promotions-staff.dot

I encourage all who are eligible to take advantage of these opportunities for advancement and recognition.

cc: Cabinet
    Associate Provosts and Associate Vice Presidents
    College Deans and Associate Deans
    Directors