

**Agreement between William Paterson University and AFT Local 1796  
Regarding new Retention Tenure and Promotion (RTP) Policy Implementation**

June 2021

In the interest of amicable employer-employee relations, the University and AFT Local 1796 agree to the following regarding the impact of the new RTP Policy:

1. Beginning Fall 2021, those hired in Fall 2020 or after will follow the new Retention and Tenure (R&T) Policy.
2. Pre-tenure faculty hired before Fall 2020 may choose to be reviewed via the new or the existing R&T Policy under which they were hired. Subsequent to the signing of this agreement and prior to the pre-tenure faculty's next retention review, the faculty member shall formally declare whether they choose to continue to be reviewed by the existing or the new R&T Policy.
3. Faculty who apply for promotion to full professor may choose to be reviewed via the new or the existing Promotion policy until the Fall 2024 academic year when all faculty will be reviewed using the new Promotion policy. Prior to Fall 2024, faculty applying for promotion to full professor must declare whether they choose to continue to be reviewed by the existing or the new Promotion policy.