

## CHAPTER 6

## STATE COLLEGE PERSONNEL SYSTEM

## Authority

N.J.S.A. 18A:3-14(h) and 18A:64-6(h).

## Source and Effective Date

R.1995 d.335, effective May 26, 1995.  
See: 27 N.J.R. 1392(a), 1395(a), 27 N.J.R. 2403(a).

## Executive Order No. 66(1978) Expiration Date

Chapter 6, State College Personnel System, expires on May 26, 1996.

## Chapter Historical Note

Chapter 6, State College Personnel System, was originally adopted as R.1988 d.14 and codified at N.J.A.C. 9:6A, effective January 4, 1988. See: 19 N.J.R. 1613(a), 20 N.J.R. 89(c). Pursuant to Executive Order No. 66(1978), Chapter 6A expired on January 4, 1993, and subsequently was adopted as new rules by R.1993 d.118, effective March 15, 1993. See: 24 N.J.R. 3052(a), 25 N.J.R. 1221(b). Pursuant to Executive Order No. 66(1978), Chapter 6A was readopted as R.1995 d.335, effective May 26, 1995, and recodified as N.J.A.C. 9A:6, effective June 19, 1995. See: Source and Effective Date. See, also, section annotations.

## CHAPTER TABLE OF CONTENTS

## SUBCHAPTER 1. GENERAL PROVISIONS

- 9A:6-1.1 Purpose
- 9A:6-1.2 Compliance
- 9A:6-1.3 Severability

## SUBCHAPTER 2. DEFINITIONS

- 9A:6-2.1 Definitions

## SUBCHAPTER 3. STATE COLLEGE CLASSIFICATION PLAN

- 9A:6-3.1 Classification of titles
- 9A:6-3.2 Administration of State College Classification Plan
- 9A:6-3.3 Requests for changes within the State College Classification Plan
- 9A:6-3.4 Classification and reclassification of positions
- 9A:6-3.5 Reclassification appeal procedures
- 9A:6-3.6 Title reevaluation requests

## SUBCHAPTER 4. COMPENSATION

- 9A:6-4.1 State College Compensation Plan

## SUBCHAPTER 5. ACADEMIC PERSONNEL POLICIES

- 9A:6-5.1 Academic freedom
- 9A:6-5.2 Qualifications for rank
- 9A:6-5.3 Criteria for promotions

## SUBCHAPTER 6. NONTEACHING PROFESSIONAL STAFF POLICIES

- 9A:6-6.1 Academic rank for nonteaching personnel
- 9A:6-6.2 Nonteaching professional
- 9A:6-6.3 Contracts for professional staff (nonfaculty)

## SUBCHAPTER 1. GENERAL PROVISIONS

## 9A:6-1.1 Purpose

The purpose of this chapter is to prescribe rules and procedures to provide an effective and efficient personnel system for employees in the State colleges unit and to ensure that employees are treated fairly and impartially.

Recodified from 9:6A-1.1 and amended by R.1995 d.335, effective June 19, 1995.  
See: 27 N.J.R. 1395(a), 1392(a), 27 N.J.R. 2403(a).

## 9A:6-1.2 Compliance

All State colleges and their full- or part-time employees in the State colleges unit, including but not limited to all faculty, librarians, and nonteaching professional staff shall comply with these rules provided, however, that career service employees covered by the provisions of Title 11A, Civil Service, New Jersey Statutes, and all employees not included in the State colleges unit shall not be subject to these rules.

Recodified from 9:6A-1.2 and amended by R.1995 d.335, effective June 19, 1995.  
See: 27 N.J.R. 1395(a), 1392(a), 27 N.J.R. 2403(a).

## 9A:6-1.3 Severability

If a rule or part of a rule is declared invalid for any reason, the validity of the remainder of the rules in this chapter shall not be affected by such determination.

Recodified from 9:6A-1.3 by R.1995 d.335, effective June 19, 1995.  
See: 27 N.J.R. 1395(a), 27 N.J.R. 2403(a).

## SUBCHAPTER 2. DEFINITIONS

## 9A:6-2.1 Definitions

The following words and terms, when used in this chapter, shall have the following meanings and are defined solely for the purposes of this chapter, unless the context clearly indicates otherwise:

“Academic year” means the period of time commencing as set forth in the official academic calendar adopted by each state college and concluding June 30 of the succeeding calendar year.

“Anniversary date” means the date in each fiscal year on which the individual employee is eligible for consideration for an annual increase to his or her salary based upon length of service and an assessment of performance.

position within his or her area of professional competence and appropriate qualifications for rank.

(d) Employees holding concurrent academic rank appointments shall not be eligible for multi-year contracts or administrative appointment for a term of more than one year, although reappointments may be made without limit.

(e) Under no circumstances may tenure be earned in any administrative position.

Recodified from 9:6-4.5 by R.1995 d.335, effective June 19, 1995.  
See: 27 N.J.R. 1395(a), 1392(a), 27 N.J.R. 2403(a).

### 9A:6-6.2 Nonteaching professional

Those members of the professional staff who are not eligible for concurrent academic rank or continuation of concurrent academic rank under the provisions of these regulations shall be eligible for multi-year contracts.

Recodified from 9:6-4.6 by R.1995 d.335, effective June 19, 1995.  
See: 27 N.J.R. 1395(a), 1392(a), 27 N.J.R. 2403(a).

### 9A:6-6.3 Contracts for professional staff (nonfaculty)

(a) Members of the professional staff not holding faculty rank may be appointed for one-year terms concurrent with the academic year. After completion of five years of probationary service, such employees may be eligible for a multi-year contract. For professional staff who are members of the State college negotiating unit, each initial appointment to a multi-year contract shall be for three academic years in length. Subsequent reappointments shall be for four years, and then five years. All subsequent contracts shall be for five academic years in length.

(b) For the purposes of this section the academic year shall be from July 1 to June 30. Contracts for professional staff members shall be concurrent with the academic year. In order for the initial term of employment to qualify as a full academic year for purposes of the multi-year contract probationary period, employment under the contract must begin no later than December 31.

(c) Eligible professional staff members must be notified by the president no later than December 15 in their fifth academic year of service of their reappointment or nonreappointment to a contract of from two to five academic years in length.

(d) Notwithstanding (a) above, professional staff members serving under multi-year contracts who are promoted in title shall, at minimum, serve one year in his or her new position before becoming eligible for consideration of a multi-year contract in that new position.

(e) Professional staff members serving under a multi-year contract may be assigned by the president to any professional position within their area of competence and qualifications during the term of the contract, but their salary may not be reduced during the duration of the contract below that which they would have received had they continued in their original position, and they may be dismissed from the college during the term of the contract only for cause consistent with appropriate statutory provisions.

(f) Prior to the implementation of these guidelines, the board of each college shall establish a formal procedure for considering and approving the offering of multi-year contracts. This procedure should, at minimum, encompass a thorough review of all personnel records including the reports of regular, systematic, and formal evaluations conducted during the employment of the individual.

Recodified from 9:6-4.7 by R.1995 d.335, effective June 19, 1995.  
See: 27 N.J.R. 1395(a), 1392(a), 27 N.J.R. 2403(a).

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## CHAPTER 6

### (RESERVED)

#### Chapter Historical Note

The original rules from Chapter 6, State Colleges, were recodified to chapters 2, 3 and 6. Amendments were filed and became effective November 21, 1979 as R.1979 d.460. See: 11 N.J.R. 332(c), 12 N.J.R. 19(a). Further amendments were filed and became effective January 30, 1980 as R.1980 d.50. See: 11 N.J.R. 622(e), 12 N.J.R. 118(b). The rules in Chapter 6 were recodified with amendments from Chapter 2 as R.1985 d.244. See: 16 N.J.R. 2209(a), 17 N.J.R. 160(a), 17 N.J.R. 1296(c). Pursuant to the authority of N.J.S.A. 18A:64-3.2, Subchapter 6 became effective May 4, 1987 as R.1987 d.205. See: 19 N.J.R.

265(a), 19 N.J.R. 771(b). Pursuant to Executive Order No. 66(1978), Chapter 6 was readopted as R.1985 d.244, effective May 20, 1985. See: 16 N.J.R. 2209(a), 17 N.J.R. 160(a), 17 N.J.R. 1296(c). Pursuant to Executive Order No. 66(1978), Chapter 6 was readopted as R.1990 d.268, effective April 30, 1990. See: 22 N.J.R. 755(b), 22 N.J.R. 1598(b). Subchapter 7 became effective August 6, 1990 as R.1990 d.375. See: 22 N.J.R. 1216(a), 22 N.J.R. 2303(a). Subchapters 1 and 2 were repealed and replaced by new rules by R.1990 d.546, effective November 5, 1990. See: 22 N.J.R. 1658(a), 22 N.J.R. 3370(a). Chapter 6 expired on April 30, 1995 pursuant to Executive Order No. 66(1978). Chapter 6 was repealed, except for 9:6-3.1, 9:6-3.5, 9:6-3.6, 9:6-4.5, 9:6-4.6, and 9:6-4.7, which were recodified as 9A:6-5.1, 9A:6-5.2, 9A:6-5.3, 9A:6-6.1, 9A:6-6.2, and 9A:6-6.3, by R.1995 d.335, effective June 19, 1995. See: 27 N.J.R. 1392(a) and 1395(a), 27 N.J.R. 2403(a).

5