

**Memorandum of Understanding  
Between  
Ramapo College of New Jersey**

**AFT Local 2274**

In order to promote amicable employer-employee relations and to ensure teaching

## Promotion of Faculty from Instructor to Assistant Professor

### PROCEDURE

Periodically, the College may appoint a faculty member at the tenure-track rank

of Instructor. Such appointments may occur for a variety of reasons, for example, when an otherwise highly qualified, tenure-track applicant has not yet completed the terminal degree as required for tenure in accordance with BOT policy #621.