

**Memorandum of Agreement (MOA)**  
**between Montclair State University (“the University”) and AFT Local 1904 (“the**  
**Local”), collectively referred to as “the Parties,” concurrent awarding of tenure**  
**and promotion to the rank of professor**

This MOA is entered into by the Parties to clarify the eligibility of associate professors to apply concurrently for both tenure and promotion to the rank of professor.

Whereas, full-time faculty members typically apply for promotion to professor subsequent to being awarded tenure; and

Whereas, the Parties recognize that, in some cases, an associate professor’s record of teaching, scholarship, and service may satisfy the criteria for both tenure and promotion to professor at the time of tenure review;

**The Parties agree as follows:**

**1. *Eligibility***

An associate professor who has not yet been granted tenure may apply concurrently for tenure and promotion to the rank of professor, provided they satisfy the criteria for both as outlined in university policies, applicable agreements between the Parties, and relevant New Jersey state regulations governing tenure.

**2. *Review Process***

The application shall be reviewed using the established personnel procedures for awarding tenure and promotion as delineated in applicable agreements between the Parties.

**3. *Outcome***

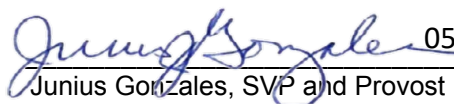
- a. If both tenure and promotion are granted, the faculty member shall be awarded tenure and promoted to the rank of professor, effective the following academic year.
- b. If tenure is granted but promotion is not, the faculty member shall be awarded tenure, effective the following academic year, and retain the rank of associate professor.

**4. *Preservation of Existing Agreements***


This Agreement does not otherwise alter nor supersede other agreements between the State of NJ and the Council of NJ State College Locals, nor any agreements between the University and the Local, including the Local Selected Procedures Agreement.

In witness whereof, the representatives of the University Administration and AFT Local 1904 have acknowledged their understanding of this Memorandum of Agreement and affix their signatures below.

For Montclair State University

 05/13/25  
\_\_\_\_\_  
Junius Gonzales, SVP and Provost

For AFT Local 1904

 5/9/25  
\_\_\_\_\_  
Hugh Curnutt, VP for Negotiations