

Message from Provost Willard Gingerich.

Message to Probationary Faculty

April 15, 2020

Dear Probationary Faculty,

You are in an unprecedented moment of your career which I hope that you will never have to experience again. COVID-19 is causing serious disruption in many things we have come to expect for a career in higher education.

I want to reassure you that the reasons we brought you to Montclair State University have not and will not change. We would not have hired you if we did not have confidence in your ability to become inspiring teachers, eager and productive scholars, innovative and inspiring colleagues, ready to contribute to the essential and singular purpose of higher education – to create, stimulate and model learning. I know even in the present circumstances your ambition and intentions to excel are undiminished; you expect to continue pursuit of those contributions at Montclair State University.

I am also well aware that the pandemic presents challenges to you in the performance of your teaching, research and service contributions. As a consequence, please be aware of the following adjustments. First, any as yet uncompleted spring 2020 Chair and peer class observations required for reappointment, promotion, and tenure decisions for AY 20-21 will no longer be required. Student surveys in EvaluationKit will be posted as normally; faculty applicants for reappointment or tenure in September 2020 will have the option to include or not include the results as they wish, and you are invited to provide a statement on the experience of teaching under the unique conditions we are experiencing this semester. Further, especially for those of you who are applying for tenure, if constraints caused by the COVID-19 pandemic have had a significant impact on your scholarship and research, you should include a specific statement in your Interfolio application describing those challenges so that they can be understood and considered in the assessment of your materials. Librarians are invited to provide a statement of

the impact of the pandemic on their professional contributions and professional achievements during this same period.

I am appreciative of the efforts you are making to continue to fulfill your professional responsibilities and to provide a strong and engaged educational experience for your students. This is a difficult period, but I am hopeful that we will in due course return to some approximation of normalcy and with a newly enlightened awareness of our collective resilience and teamwork as an intellectual and learning community.

I wish all of you and your families well.

Willard P. Gingerich
Provost & Vice President for Academic Affairs