

THREE CHANGES TO THE P&T SECTION OF THE FACULTY HANDBOOK
Approved by the Faculty of NJIT, Oct. 14, 2015

Change 1: Clarification of the Composition of Department P&T Committees

(passed by the Faculty Senate on Oct. 8, 2015)

Final text shown

2.6.5.2 The Department Promotion and Tenure (P&T) Committee, and the Role of the Deans

2.6.5.2.1 Membership

2.6.5.2.1.1 Composition

2.6.5.2.1.1.1 General Principle of Composition in All Academic Units

The Department P&T Committee shall consist of all tenured Faculty with primary appointments in the Department, except administrators above the level of Associate Dean. In a College or School without Departments, the College or School P&T Committee shall consist of all tenured Faculty with primary appointments in the College or School, except administrators above the level of Associate Dean.

2.6.5.2.1.1.2 Composite Department P&T Committee

Each Department P&T Committee must have at least three members at or above the rank of Professor. If necessary, the Dean and the Department Chairperson shall jointly recommend to the Provost one (or if necessary, two or three) eligible Faculty members, as defined in 2.6.5.2.1.1.1, at or above the rank of Professor from outside the Department to make up the requisite three members, normally serving three-year renewable terms. In the case of Federated Departments, one of these individuals may be a colleague of appropriate rank in the Federated Department. All Composite Department P&T Committees must be approved by the Provost.

Commentary: The Faculty Handbook currently contains no language that prevents participation in Department P&T Committees by tenured Faculty who are serving as administrators. The proposed language establishes that no administrators above the rank of Associate Dean can serve on a Department P&T Committee.

Change 2: Clarification of the Composition of the University P&T Committee

(passed by the Faculty Senate on Oct. 8, 2015)

Final text shown

2.6.5.3 The University Committee on Promotion and Tenure (P&T)

2.6.5.3.1 Membership

The University Committee on P&T is to be constituted so as to have three members directly appointed by the Provost and four members chosen by the Provost from a slate nominated by Faculty Senate. The Provost will strive for a maximum range of disciplines and Departments to be represented on this Committee. All members must have tenure at the rank of Professor or higher. Three rules will be applied to determine the composition of the University Committee on P&T: (1) there shall be at least one representative from each of the five Colleges or Schools; (2) there shall be two representatives from each of the two Colleges or Schools with the largest numbers of tenured and tenure-track Faculty,

and (3) no representative shall hold an administrative title at or above the level of Associate Dean. The University Committee on P&T will select its Chairperson each year.

Commentary: The Faculty Handbook currently contains no language that prevents participation in the University P&T Committee by tenured Faculty who are serving as administrators. The proposed language establishes that no administrators at or above the rank of Associate Dean can serve on the University P&T Committee.

Change 3: Opportunity for the Deans to Register their Judgments as Recommended/Not Recommended in P&T Decisions

(passed by the Faculty Senate on Sept. 3, 2015)

Final text shown

2.6.5.2.3.4 Action by the Dean

After receiving the supporting material from the Department Promotion and Tenure Committee, the Dean renders a judgment on the case (recommended or not recommended), supported by a written evaluation, which is added to each candidate's dossier. The Dean then submits the dossier to the University P&T Committee and sends a copy of his/her judgment and evaluation to the Chairperson of the candidate's Department P&T Committee, for distribution to the entire committee.

Commentary: By enabling the Deans to record their opinions in P&T cases in their colleges in the form of a “recommended” or “not recommended” judgment on the transmittal form, in addition to their written evaluations, this proposed change adds clarity and transparency to the Deans’ role in the promotion and tenure process.