

Faculty Senate Minutes

March 26, 2015

1. Call to order

Amitabha Bose called the regular meeting of the Faculty Senate to order at 11:35 am.

2. Roll Call

The following voting members were present: M. Bieber, D. Blackmore, A. Bose, D. Bunker, J. Federici, K. Franck, I. Gatley, H. Grebel, B. Hunter, A. Klobucar, N. Maher, E. Michalopoulou, Y. Perl, Z. Qiu, A. Rosato, A. Saadeghaziri, A. Schuman, L. Simon, A. Sohn, C. Sylla, and S. Tricamo.

The following non-voting members were present: B. Baltzis, K. Belfield, S. Brito, U. Gauchat, M. Kam, K. Kramer (E. Bishof), K. Passerini, K. Riismandel, R. Sher and D. Ullman

3. Approval of Minutes from Prior Meeting

The minutes from the March 12, 2015 meeting were approved.

4. President Bose informed the Senate Members of the procedures regarding upcoming Faculty Senate elections.

5. Faculty Handbook Changes:

Professor Sher presented four issues for the Faculty Senate to consider.

Issue 1 – Two-Shots at Tenure Policy for Assistance Professors.

A discussion took place regarding whether the two-shot for tenure policy should be revised. The Faculty Senate approved a new policy as stated in the Appendix Issue 1 of these minutes (16-in favor) (3-opposed) and (2-absention)

Issue 2 – Chair of the Promotion and Tenure Committee in Colleges or Schools without Departments.

A motion was made to table discussion on this item. It was seconded. The motion failed. (3-In favor), (17-opposed) and (1-absention)

Discussion ensued in which the issue of who should chair the P&T of units with no Departments, the Dean or an elected Distinguished or Full

Professor. After much discussion a second motion to table was made, seconded and unanimously approved.

Issue 3 – Selection of the President of the University.

A change in language regarding Selection of the President was approved. (19-In favor), (2-opposed). See Appendix Issue 3.

Issue 4 Consistency in language regarding promotion and tenure for Assistant Professors; se Appendix Issue 4. The motion was approved unanimously.

Professor Sher presented the new version of section 5 of the Faculty Handbook on Teaching. This included subsections on:

- 5.1 College syllabi & Instructors Office Hours
- 5.2 Examination & Assessment
- 5.3 Course Evaluations
- 5.4 Course Scheduling & Class Meeting
 - 5.4.3 Class Meeting & Cancelation
- 5.5 Teaching Load
 - 5.5.2 Course Preferences
- 5.6 Class Attendance
- 5.7 Attendance at Commencement

A vote of the FS on this section will occur on April 9, 2015.

6. The meeting adjourned at 1:20 p.m.

Appendix:

Issue 1: Ending “Two-Shots-at-Tenure” Policy (approved 3-26-15)

Current policy: At the time of hire, Assistant Professors who lack prior experience on tenure track receive a contract letter that specifies the first year of tenure eligibility (in the fifth year) and the second year of tenure eligibility (in the sixth year). Their Department/Academic Unit may accordingly recommend them for tenure and promotion in the fifth year if it so chooses. If the recommendation is unsuccessful in the fifth year or if they are not recommended in the fifth year, they have a second opportunity in the sixth year, which is the final year of eligibility. A similar policy pertains to Associate Professors who are hired without tenure.

The Faculty Handbook stipulates that “In general, recommendation for tenure in the fifth year should be reserved for Faculty members who have exceptional credentials by this time. It should not be viewed as a trial period for consideration during the sixth year, and there should be no stigma attached to not being recommended for tenure in the fifth year.” (Sect. 2.6.3.5.1.1) Yet the great majority of Assistant Professors at NJIT are now recommended for tenure in the fifth year (perhaps as many as 2/3 of them over the past ten years), and some have reported that there *is* a stigma attached to not being recommended in the fifth year. In addition, two-shots-at-tenure policies are out of line with Best Practice at American universities, as pointed out by the consultant hired by the Board of Trustees to review the Faculty Handbook in 2014.

Proposed policy: Beginning with newly hired Assistant Professors receiving contract letters in 2016, it will no longer be possible for Assistant Professors to be considered by the University P&T Committee twice, in their fifth and sixth years. Instead, they can be considered by the University P&T Committee only once, in or before* the sixth year, which will continue to be the last year of tenure consideration. A similar policy will apply to Associate Professors hired without tenure from 2016 onward, except that their fourth year will be their final year of tenure consideration.

*The first possible year of tenure consideration has yet to be determined.

Issue 3: Selection of the President of the University (Sect. 2.5.3.1.4) (approved 3-26-15)

2.5.3.1.4.3 Appointment by the Board of Trustees

Before making the appointment, the Board of Trustees consults with the Provost, the Dean, and the Department P&T Committee of the Department in which the nominee will be appointed, to determine the Faculty rank and tenure status of the appointment. Although the appointment of the President ~~must be~~ is normally made with tenure, at or above the rank of Professor, in exceptional circumstances an individual without faculty experience who possesses outstanding qualifications

[for serving as the chief executive officer of a research university may be appointed President without faculty rank.](#) If appointment at the rank of Distinguished Professor is under consideration, the approval of the Distinguished Professors Committee must be obtained.

Issue 4: Tenure and Promotion to Associate Professor (approved 3-26-15)

The following change is required for consistency with Sect. 2.6.3.4, which states that “an Assistant Professor cannot receive tenure prior to being promoted to Associate Professor.”

2.2.2 Tenure-Track Faculty Ranks

2.2.2.1 Assistant Professor

This position is intended primarily for individuals near the start of their academic careers, who are expected to make substantial contributions to the university in teaching, scholarly research, and service. Assistant Professors serve a period of time, not to exceed seven years, while being considered for promotion and tenure. An Assistant Professor may be recommended for promotion before becoming eligible for tenure.

~~The~~ recommendation for tenure of an Assistant Professor ~~is traditionally must be~~ accompanied by a recommendation for promotion to Associate Professor.