Minutes of the Faculty Meeting of the New Jersey Institute of technology

February 25, 2015

Presiding: Dr. Amitabha Bose – President of Faculty Senate

I.   Convening of the meeting   Dr. Amitabha Bose

    A. At 2:36 PM the meeting of the NJIT faculty was convened.
    B. The minutes of the October 29, 2014   faculty meeting were seconded and approved
        by acclamation.

II.   Discussion and vote on Professor of Practice

    A.   A Motion was made on the Proposed Handbook Language for Professor of Practice which is to be inserted at the beginning of section 2.3.2 of the faculty handbook. The Motion Reads: *"Professor of Practice*. This full-time or part-time non-tenure-track position is intended for accomplished professionals who possess state-of-the-art expertise in contemporary practice in fields such as business, industry, government, the arts and the professions.   Appointments are made for one semester or one year in accordance with the policies and procedures of the hiring administrative unit, and may be extended for up to three years based on an annual review by the academic unit. " The motion was seconded and approved unanimously.

III.   Faculty Senate Report   Dr. Amitabha Bose

    A. Faculty/Staff Happy Hour

A Faculty/Staff Happy Hour to be held March 4, 2015 4:30-6:30 in the University Club, followed by the Spring Musical at 7:00 and Men's basketball at 8:00 was announced. Admission is free.

    B. Faculty Senate Presentation To Board of Trustees

- o The need to raise the profile of NJIT to a very high research university was presented. At the present time,   among NJ Public Research Universities, NJIT is rated as high research activity whereas Rutgers rates very high research activity(Carnegie Classification) and Rowan has larger programs.

- o Public Research Universities conduct more than 60% of nation's academic research and produce over 70% of scientists, engineers, doctors,… (2012 NRC Report)

- o To improve our ranking, the FS believes we must change high to very high.

- o Peer and Aspirant Institutions: A list of Very high and High research institutions was presented. The very high included such institutions as Cal Tech, Carnegie Mellon, MIT and others whereas the high research institutions included New Mexico Tech, Northeastern, Colorado School of Mines, Michigan Technological University and others.

- o Dr. Bose stated that he believes it should be a working assumption that every eligible research active faculty member who writes a recommended or highly recommended proposal will be granted a sabbatical.

- o All 12 faculty who were recommended by this year's Institute Sabbatical Committee were approved by the Provost/President/BoT. The Provost believes that we need a steady state of around 20 sabbaticals per year. A Sabbatical history was presented from AY 1993 to 2015. The numbers ranged from 20 in 2003-2004 to 4 in 2000-20001. From 2012 to 2015 the numbers were between 7 and 8.

C. FS Updates

- o TAP and Load Justification – FS expects to approve these documents on March 12 and then pass on to the Institute Faculty for a vote.

- o Physical Plant is working to improve research infrastructure.

- o Course Scheduling is being addressed.

- o Results from the new Course Evaluations were presented. The overall response rate is 56% and the scores on Overall Instructor Performance have increased from 3.0 to 3.15. Other course evaluation statistics were presented.

D. FS Resolutions on NJII

It was discussed that the department and institute P & T committees should consider scholarly contributions and grant funds from any particular agency to a faculty whether the funds come to NJIT or come through NJII. These funds should have sign off sheets.

E. Report of the Faculty Senate Committee on Faculty Rights and Responsibilities CFRR)

The committee was introduced and is headed by Richard Sher. Under discussion was the hiring of a consultant, Dr. Zeddie Bowen, to review the NJIT Faculty Handbook. The CFRR committee proposed five changes to the faculty handbook which should be implemented by June to be approved by the Board of Trustees.

The key issues are:

(a) Changing the procedure for selecting the university president: A Board of Trustees-Faculty committee should be created which should formulate a presidential search according to national Best Practice.

(b) Streamlining the faculty handbook: Ways to streamline the handbook could include deleting the appendix and other documents and replacing them with links to the authoritative versions of the documents.

(c) Involving tenured associate professors in the P & T process: A case for allowing tenured associate professors to be on the P & T committee was presented." The CFRR recommends that all tenured associate professors become full members of their departments' (or schools' or colleges', in the case of SOM and CoAD) promotion and tenure committees, excluded only from reviews, deliberations, and voting concerning promotion and tenure to a faculty rank above their own."

(d) Simplifying the promotion and tenure appeal process: The current P & T appeal process is too complex and needs to be simplified. Therefore, "the CFRR recommends either (1) completely eliminating the provision in the Faculty Handbook allowing faculty members in their final year of tenure eligibility to appeal a negative P & T decision by their department P & T committees beyond the department or (2) limiting such an appeal to a non-binding review by the Dean and the University Promotion and Tenure Committee. Faculty members seeking promotion to full professor should still be allowed to make an individual appeal every three years." This policy if approved should go into effect Spring 2016.

IV.   Provost Report   Dr. Fadi Deek

A.   2020 Vision: Objectives for five priorities were presented:

(a) Priority 1 -   Students: Admit students that are likely to succeed, increase persistence and retention by strengthening support for students, ensure that more students graduate without obstacles, enhance quality of campus life, and improve student support and quality of campus life through self-evaluation. Key performance indicators were presented.

(b) Priority 2 –   Learning: Topics discussed included Curricular Assessment, Curricular Reform, Convergence through Digital Technology, Milestone Experiences and Professional Success. Key performance indicators were presented.

(c) Priority 3 – Scholarly Research: Topics presented included Faculty Roles in Research, Academic Research Enterprise, Multidisciplinary Research, Economic and Technology Partnerships through NJII and Facilities and Administrative Planning. Key performance indicators were presented.

(d) Priority 4 – Community: Topics discussed included Global Community, University Governance, Diverse Faculty Leadership, Diverse Administrator Leadership, and Alumni Engagement. Key performance indicators were presented.

(e) Priority 5 – Investments: Various forms of investment were presented. These included: Educational investment, Faculty renewal,   Research investment and Infrastructure support for facilities and technology. Key performance indicators were presented.

B. 2020 Vision Implementation

(a) Committee Formation: Six committees will be formed through Shared Governance. These include a steering committee and a committee for each objective priority. The

committees will be chaired or co-chaired by faculty committee membership. Three faculty will be invited to participate on every committee.

(b) Implementation Process Schedule: Selection of committee members starts March 1, 2015 and committee chairs give status/activities reports to steering committee by May 31, 2015.

V.   New Business   Norman Loney

Dr. Loney introduced DIVERSITY. Volunteers are needed.

VI.   Adjournment

The meeting was adjourned at 3:54 pm

_____

Dr. Tamara Gund - Secretary