2x. POLICIES AND PROCEDURES REGARDING FACULTY AND INSTRUCTIONAL STAFF

2x.1 General Statements on Faculty

2x.1.1 Maintenance of Academic Standards

The role of the faculty is integral to shared university governance. It is the faculty’s responsibility to oversee and maintain appropriate academic curricular standards. In cooperation with the university administration, the faculty assures stakeholders that students are held to standards commensurate with the degrees they pursue. Working within the structure of degree programs, faculty members maintain, and periodically adjust, requirements and standards for degrees.

2x.1.2 Expectations for Instruction, Research, and Service

Effective instruction, scholarly research, and community service are the responsibility of the faculty. To this end, faculty members are expected to perform appropriate instruction by helping students understand current practice within their disciplines. As members of the larger academic community, faculty members are expected to contribute through research and scholarly activities to the advancement of their disciplines. Faculty members are also expected to participate in varied service activities which strengthen the university.

To assure that the activities of faculty are known and recognized, faculty members are asked to file annual reports. University administration is responsible for designing the reporting process so that faculty contributions are recognized.

2x.1.3 Faculty Rights

In order for faculty to fulfill the expectations that derive from their positions within the university, they should be provided an environment conducive to teaching, research and service. Faculty should expect to undertake a level of teaching, research, and service comparable to that of faculty in benchmark universities.

Faculty members work within an environment of academic freedom, including freedom from external pressures to conform to restricted intellectual, pedagogical, or political orientations to their duties. Faculty should be able to participate in governance activities, such as membership in Faculty Council and collective bargaining through the Professional Staff Association, without hindrance.

Faculty members should have access to privileges traditionally associated with research universities. Such privileges include sabbatical leaves and leaves of absence, as well as support for grant applications, grant administration, and travel related to conferences and research activities.

2x.2 MEMBERSHIP IN THE FACULTY AND DEFINITION OF FACULTY RANKS

2x.2.1 Membership

The faculty consists of all full-time positions with the tenure-track ranks of Assistant Professor, Associate Professor, Professor, and Distinguished Professor. As presiding university officer, the President is a member of the faculty. Administrators designated by the President may also be members of the Faculty. Only members of the faculty have the privilege to vote in faculty meetings.

[From Section 2.1: The faculty consists of all full-time teaching staff in the tenured and tenure-track ranks of Distinguished Professor, Professor, Associate Professor, and Assistant Professor. The President, who
Proposed Revision to 2007 Faculty Handbook, 2008 Sections 2x – 2x.4 [old version italicized in brackets]

is the presiding officer, along with certain other administrative personnel designated by the President, are considered members of the faculty. Professors Emeriti are not permitted to vote with the faculty.]

2x.2.2 Tenure-Track Faculty Ranks

2x.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 accompanied by a recommendation for promotion to associate professor.

[From Section 2.2.3: Assistant Professor: This position is intended primarily for individuals with terminal degrees in their fields who are in the early stages of their professional careers. They are appointed to this rank in the expectation that they will excel in teaching, scholarly research, and service such as to warrant promotion and tenure. Ordinarily, a recommendation for tenure as Assistant Professor is accompanied by a recommendation for promotion to Associate Professor.]

2x.2.2.2 Associate Professor: This position is intended for individuals who have established a record of excellence in teaching, scholarly research, and service. An individual may be appointed as an untenured associate professor with a tenure eligibility date specified or as a tenured associate professor. An associate professor may be recommended for promotion in any year subsequent to initial appointment.

[From Section 2.2.3: Associate Professor: This position is intended for individuals with terminal degrees in their fields who have established a record of excellence in teaching, scholarly research, and service.]

2x.2.2.3 Professor: This position is intended for individuals who have built a sustained record of excellence in teaching, scholarly research, and service, and whose accomplishments are nationally recognized in their field(s) of expertise.

[From Section 2.2.3: Professor: This position is intended for individuals with terminal degrees in their fields who have built a record of sustained excellence in teaching, scholarly research, and service and who have earned a position of leadership in one or more of these areas. Their work is known and respected throughout the national academic community.]

2x.2.2.4 Distinguished Professor: This position is intended for individuals whose accomplishments significantly exceed those of professors, and include a sustained record of nationally and internationally recognized preeminence in their field(s) of expertise.

[From Section 2.2.3: Distinguished Professor: This position is intended for individuals with terminal degrees in their fields who have achieved such a record of extraordinary accomplishment in teaching and in scholarly research as to mark them as preeminent leaders in their area of academic specialization. Their work is known and respected throughout the international academic community.]

Note: The term "scholarly research" may be taken to include alternative demonstrations of individual achievement in disciplines and sub-disciplines in which different standards prevail, such as the production of a body of original, creative, and professionally recognized work by faculty with fields of expertise in architecture, theater, creative writing, and the arts.
From Section 2.2.3: Exceptions: In each of the above positions, exceptions to the criterion of the terminal degree may be made for individuals who have an outstanding record of professional accomplishment appropriate to the rank involved. Although in most academic fields, the terminal degree refers to an earned doctorate, in certain academic areas the doctorate is not ordinarily required of candidates for appointment, promotion, and tenure.

2x.2.3 Sponsored/Endowed Chairs

These externally-funded positions are intended for individuals with notable records and expertise in a specific field of academic research. The holder of a sponsored chair may or may not be tenured at the university.

[2.2.4 Sponsored Chair, Endowed Chair
These positions are intended for individuals whose exceptional record and expertise in a specific field warrant this position of leadership over a well-defined academic research activity. The holder of a Sponsored Chair may or may not be tenured at the university. Sponsored Chairs are appointed for fixed terms established at their commencement. The appointments may be renewed after a through performance evaluation.]

2x.2.4 Professors Emeriti

Faculty members who have served the university for an extended period of time may be granted the honorary title of Professor Emeritus (or Professor Emerita) upon retirement.

Recommendations for awarding this title originate in the primary academic department of the retiree and are sent to the appropriate dean and then to the provost for approval. The title itself is conferred upon action by the Board of Trustees. Professors Emeriti do not have voting privileges.

2x.2.5 Associate Faculty Members

This designation is granted to all faculty from other universities who are members of Federated Departments, as defined in section 2x.4.3. Associate Faculty Members have the right to attend NJIT faculty meetings with voice, but not vote. However, faculty from other universities who serve as Chairpersons of Federated Departments are full voting members of the NJIT faculty for the duration of their terms as Chairpersons.

[From Section 2.1: Faculty from other universities who serve as Chairpersons of Federated Departments are also full voting members of the NJIT faculty for the duration of their terms as Chairpersons. All other faculty from other universities who are members of the Federated Departments are considered non-voting associate members of the NJIT faculty. Such associate members do have the right to attend NJIT faculty meetings.]

2x.3 STAFF

2x.3.1 GENERAL STATEMENTS ON INSTRUCTIONAL STAFF

The instructional staff consists of members of the university community who hold non-tenure track positions, including University Lecturers, Visiting Professors, Research Professors, Research Associates, Post-Doctorial Fellows, Adjunct Instructors, and Affiliated Faculty Members. The extent of their role in departmental governance is determined by the bylaws of the administrative unit of appointment. Members of the Instructional staff do not have voting privileges in faculty meetings.

[2.2.5 Instructing Staff Positions
The Following Full- And Part-Time Positions Are Not Tenure-Track]

2x.3.2 Instructional Staff Positions

- **University Lecturer.** This full-time, non tenue-track position is designed to support the instructional role of the faculty and to provide a degree of flexibility allowing the university to achieve its goals. Intended primarily as a teaching position, the position of university lecturer can be used to fill an administrative position in special circumstances. Both evaluation and consideration for advancement are managed by the administrative unit of appointment.

  - Special Lecturer: This full-time non tenure-track position is designed to supplement the faculty and to provide a degree of flexibility allowing the university to achieve its goals more effectively. The position is intended for individuals with graduate degrees who have special skills in teaching and/or administrative work.

- **University Lecturer in (Discipline):** This full-time non tenure-track position is intended primarily as a teaching position. Their appointment, evaluation, and consideration for promotion to senior rank shall be managed by each school and department. Individuals holding this position must have a terminal degree or a graduate degree and extensive work experience in the relevant discipline.

- **Senior University Lecturer.** This full-time non tenure-track position is reserved for university lecturers whose record of sustained instructional excellence warrants advancement to a senior rank. Both evaluation and consideration for advancement are managed by the administrative unit of appointment.

  - Senior University Lecturer in (Discipline): This full-time non tenure-track position is reserved for University Lecturers who have performed in a manner deserving of promotion to a senior rank. Their appointment and evaluation shall be handled as in the case of University Lecturers.

Regarding University Lecturer and Senior University Lecturer Positions: In keeping with the natural strong preference for appointing tenure-track and tenured faculty as a means of achieving and enhancing academic excellence, each department and school shall determine the size of its Lecturer cohort. The size should be the minimum consistent with the goals and needs of the school or department.

- **Visiting Professor (including Visiting Assistant Professor, Visiting Associate Professor, Visiting Professor, and Visiting Distinguished Professor):** These full-time positions are temporary appointments, normally designed for individuals who hold academic appointments at other universities or research centers. Appointments are managed by the host administrative unit.

  - Visiting Assistant Professor, Visiting Associate Professor, Visiting Professor, Visiting Distinguished Professor: These full-time positions are temporary appointments, ordinarily for one year, normally designed for individuals who hold academic appointments at other universities.

- **Research Professor/Research Associate (including Distinguished Research Professor, Research Professor, Research Associate Professor, Research Assistant Professor, Senior Research Associate, Research Associate, Research Assistant, Post-Doctorial Fellow):** These full-time positions support the research role of the faculty. Both evaluation and consideration for advancement are managed by the administrative unit of appointment.
• **Distinguished Research Professor, Research Professor, Research Associate Professor, Research Assistant Professor, Senior Research Associate, Research Associate, Research Assistant, Post-Doctoral Fellow:** These full-time positions are termed appointments, ordinarily not to exceed three years, which involve research and, in some cases, teaching responsibilities.

• **Adjunct Instructor:** Adjuncts are hired on a term-by-term, part-time basis to fill specific teaching needs. Both evaluation and consideration for advancement are managed by the administrative unit of appointment.

• **Adjunct Staff:** Members of the Adjunct Instructing Staff are hired on a term-by-term basis to fill specific teaching needs not being met by the Faculty or by other members of the Instructional Staff. This is a part-time position, ordinarily involving the assignment of one or two courses a term.

• **Affiliated Faculty Member:** This honorific designation is reserved for individuals who are not NJIT employees and are not paid for their services by NJIT, but rather participate voluntarily in faculty-directed activities involving research or instruction, such as serving on thesis and dissertation committees, mentoring students, participating in curriculum review and strategic planning activities, and assisting with international programs. Affiliated Faculty Members are appointed to three-year, renewable terms on the recommendation of the Chairperson of an academic department or the Director of a degree program, subject to the approval of the appropriate college Dean and the Provost. At the discretion of the university, Affiliated Faculty Members may appear on department or program websites, may identify themselves as Affiliated Faculty Members outside NJIT, and may be granted access to specific resources at NJIT, such as library privileges and guest parking privileges when they are on campus for relevant activities.

### 2x.4 ACADEMIC UNITS

As a research university, NJIT is structured into traditional academic units: colleges (or schools) and departments. Currently, there are six colleges, five of which are the locus of regular faculty appointments. Each college is led by a Dean, reporting to the Provost. Newark College of Engineering (NCE), the College of Science and Liberal Arts (CSLA), and the College of Computing Sciences (CCS) contain a number of academic departments, each headed by a Department Chairperson. The College of Architecture and Design (CoAD) consists of NJ School of Architecture and the School of Art and Design. The School of Management (SoM) consists of a single faculty unit. The Albert Dorman Honors College (ADHC) is designed to meet the needs of Honors students. Though it is led by a Dean, there are no Faculty appointments within ADHC.

#### 2x.4.1 Policy on Change of Department Affiliation.

Non-tenured and tenure-track faculty members may request to change their department affiliation. To be implemented, this request must be approved by the Promotion and Tenure Committee of the receiving Department, by the Dean of the College as well as the Dean of the new College if the change involves two colleges, and the Provost. In the case of non-tenured faculty, this request must be made before the time of tenure eligibility.

In the case of tenured Faculty, the request for a change of Departmental affiliation must be approved by the Promotion and Tenure Committee of the receiving Department, by the appropriate Dean(s) and by the Provost.
2x.4.2 Joint Appointments

In most cases Faculty appointments are made to a specific Department within a specific College, with promotion and tenure being considered exclusively within that single unit. However, in pursuit of multidisciplinary activities, either in teaching, scholarly research, or both, a faculty member may seek a joint appointment in more than one academic unit. Unless unusual circumstances indicate otherwise, the request for a joint appointment should be honored.

2x.4.2.1 Policies and Procedures on Joint Appointments

General procedures: The request for a joint appointment is initiated by the faculty member and should be addressed to the Chairperson of each academic unit involved. To be implemented, the request must be supported by both Chairpersons, by both Promotion and Tenure Committees, by the Dean of the College (both Deans, if more than one college is involved), and by the Provost.

Specific implications of joint appointments:

- Each joint appointment involves a primary and secondary status. The primary Department is responsible for evaluation for sabbatical leave, merit, promotion, and tenure through its regular procedures. The secondary Department is expected to contribute to the process through recommendations to the primary Department.  
- Teaching assignments and research programs are negotiated between the faculty member and the Chairpersons of both Departments. A faculty member is expected to serve on committees within the primary Department, but not in the secondary Department unless the faculty member asks to serve on a particular committee. Joint appointees are expected to attend Department meetings of the primary Department and should be invited to meetings of the secondary Department.
Teaching loads and research programs are to be negotiated between the faculty member, the Chairpersons of both Departments and, where appropriate, the P&T Committee of the primary Department. FTEs must be factored into negotiations. A faculty member must serve on committees within the primary Department, but normally does not serve in such capacities in the secondary Department. It is expected that joint appointees will, however, participate in appropriate activities (e.g., teaching, research projects, etc.) in their secondary Department on an annual basis. Continuation of a joint appointment is by common agreement of all the parties involved. Where operational conflicts cannot be resolved, the appropriate Dean(s) and the Provost will mediate and make final adjudications.

Continuation of a joint appointment is by common agreement of all the parties involved. When conflicts arise which cannot be resolved within the Departments, the appropriate Dean(s) and the Provost will mediate and make final adjudications.

A Faculty member may also request a joint appointment with a Research Center or with an interdisciplinary program. In such cases the Chairperson of the primary Department consults with the Director of the Center or program to determine the responsibilities of the faculty member and solicits input regarding merit, promotion and tenure.

From Section 2.2.3:
- Types of Appointments
  - Joint Appointment Within the Same College: This appointment carries a primary and secondary appointment, following the guidelines described under procedures above.
  - Joint Appointments Across Two Colleges: The above procedures are followed, with the additional agreement of the respective Deans of the colleges. Conflict at this level will be resolved by the Provost.
  - Joint Appointments With NJIT Centers Or Interdisciplinary Programs: normally retain the faculty member with full membership in a Department (or college) with salary, teaching load, FTEs, research projects, and other responsibilities to be negotiated among the faculty member, the Department (or college), and the center or program.

Where a Federated Department or program has been created between NJIT and another university, the faculty members retain full membership in their Departments at the primary University. Recommendations regarding merit, promotion and tenure are made through the Promotion and Tenure process at the home University, with input from the other University. Teaching assignments, committee activity, scholarly research, leaves, support for publication and for travel to conferences are all based in the Department of the primary University. For NJIT Faculty in Federated Departments, all NJIT personnel policies and applicable collective bargaining agreement parameters will be retained.

Joint Appointments Between NJIT and Another University (E.G., Rutgers-Newark):
Where a Federated Department or program has been created, the faculty members retain full membership in their Departments at their primary university, and also participate in the designated activities (e.g., graduate studies, research, course scheduling) of the Federated Department. All NJIT personnel policies and applicable collective bargaining agreement parameters will be fully retained, with appropriate consultation with the Federated Departments.

A request for a joint appointment with a Department or Program at another college not Federated with NJIT will be reviewed and negotiated on an individual basis.
2x.4.3 FEDERATED DEPARTMENTS

Upon the recommendation of the faculty, and with the approval of the administration, an academic Department or other faculty unit, such as a division within a Department, may federate with an academic Department or faculty unit of another university (e.g. Rutgers-Newark) in order to offer an expanded program, provide better services to students and faculty, and improve overall service. The resulting "Federated Department" exists as a full-fledged academic Department at both universities.

[1. 3 Federated Departments/Units

Upon the recommendation of the faculty, and with the approval of the administration, an academic Department or other faculty unit, such as a division within a Department, may federate with an academic Department or faculty unit of another university (e.g. Rutgers-Newark) in order to offer an expanded program, provide better services to students and faculty, and improve overall service. The resulting "Federated Department" exists as a full-fledged academic Department at both universities.]

2x.4.3.1 Formation and Dissolution of Federated Departments with Rutgers-Newark

- Definition: The appellation "Federated Department" recognizes that each such Department has been created out of two separate Departments or faculty units, one at NJIT and one at Rutgers-Newark.

- Procedure for Forming Federated Departments: Whenever a majority of the faculty in an academic Department or faculty unit at NJIT and a majority of the faculty in an academic Department or faculty unit at Rutgers-Newark each vote to establish a Federated Department with each other, a proposal to federate will be brought to the Committee on Academic Affairs and, upon approval, to a meeting of the NJIT faculty. The recommended federation will be presented to the administrations of both universities for final approval.

- Procedure for Dissolving Federated Departments: Federated Departments will review the issue of federation every three years. If, during a review, either a majority of the members of any one unit comprising a Federated Department, or a two-thirds majority of the full membership of a Federated Department, vote in favor of dissolution, the administrations of NJIT and Rutgers-Newark will meet to discuss the merits of, and steps to dissolve, the federation as quickly as feasible. Further, NJIT and Rutgers-Newark retain their independent managerial right to dissolve a Federated Department.

[2.23 Rules Governing Federated Departments with Rutgers-Newark

2.23.1 Formation and Dissolution of Federated Departments

- Definition: The appellation "Federated Department" recognizes that each such Department has been created out of two separate Departments or faculty units, one at NJIT and one at Rutgers-Newark.

- Procedure for Forming Federated Departments: Whenever a majority of the faculty in an academic Department or faculty unit at NJIT and a majority of the faculty in an academic Department or faculty unit at Rutgers-Newark each vote to establish a Federated Department with each other, a proposal to federate will be brought to the Committee on Academic Affairs and, upon approval, to a meeting of the NJIT faculty. The recommended
federation will be presented to the administrations of NJIT and Rutgers-Newark for final approval.

- **Procedure for Dissolving Federated Departments:** Federated Departments will review the issue of federation every three years. If, during a review, either a majority of the members of any one unit comprising a Federated Department, or a two-thirds majority of the full membership of a Federated Department, vote in favor of dissolution, the administrations of NJIT and other academic units, e.g. Rutgers - Newark, will meet to discuss the merits of, and steps to dissolve, the federation as quickly as feasible. Further, NJIT and the other institutions retain their independent managerial right to dissolve a Federated Department.

2x.4.3.2 Promotion and Tenure Procedures for Federated Departments with Rutgers-Newark

- The Committee Chairperson: The Chairperson of each Federated Department shall be the Chairperson of that Department's Promotion and Tenure Committee at NJIT and Personnel Committee at Rutgers-Newark. However, a Chairperson from Rutgers-Newark shall not vote when NJIT faculty members are under consideration, just as a Chairperson from NJIT shall not vote when Rutgers faculty members are under consideration.

- Committee Composition and Procedures

  - **NJIT Faculty:** When NJIT faculty members are under consideration by a Federated Department, the membership, duties, and procedures of the Federated Department's Promotion and Tenure Committee shall be in accordance with Section [insert here the number of the section in the revised Handbook that covers the composition of department P&T committees at NJIT], using the criteria in Section [insert here the number of the section in the revised Handbook that covers the criteria for P&T decisions at NJIT]. In addition to the P&T Committee, tenured Rutgers faculty in the Federated Department who are of equal or higher rank than that proposed for a candidate for appointment, reappointment, or promotion shall be non-voting participants in the promotion and tenure process. Their evaluation of the candidate will be recorded in the form of a memorandum that will accompany the Committee's formal recommendation.

  - **Rutgers-Newark Faculty:** When Rutgers-Newark faculty members are under consideration by a Federated Department, the membership, duties, and procedures of the Federated Department's Personnel Committee (i.e., P&T Committee) shall be in accordance with Section V of the Faculty Bylaws of Rutgers-Newark. Tenured NJIT faculty in the Federated Department who are of equal or higher rank than that proposed for a candidate for appointment, reappointment, or promotion shall be non-voting participants in the personnel process; their evaluation of the candidate will be recorded in the form of a memorandum that will accompany the Committee's formal recommendation.

- Determination of Promotion and Tenure/Personnel Committee and Procedures

  - Faculty members who are tenure-track at the inception of the Federated Department shall have the choice at the beginning of tenure evaluation of being evaluated only by faculty members who would have evaluated them if federation had not occurred, with or without vote as set forth above. If the faculty member chooses the latter method and the Chairperson of the Federated Department is not a tenured member of his or her home institution, the Dean of the college in which the federated faculty member was appointed shall select one of the tenured members of the home institution to act as Chairperson of the P&T Committee.
• With regard to all other members of a Federated Department, including tenure track faculty hired after the inception of a Federated Department, the P&T Committee and procedures of the Federated Department shall be in effect.

[2.23.2 Promotion and Tenure Procedures for Federated Departments

- The Committee Chairperson: The Chairperson of each Federated Department shall be the Chairperson of that Department's Promotion and Tenure Committee at NJIT and Personnel Committee at Rutgers-Newark. However, a Chairperson from Rutgers shall not vote when NJIT faculty members are under consideration, just as a Chairperson from NJIT shall not vote when Rutgers faculty members are under consideration.

• Committee Composition and Procedures

  o NJIT Faculty: When NJIT faculty members are under consideration by a Federated Department, the membership, duties, and procedures of the Federated Department's Promotion and Tenure Committee shall be in accordance with Section 2.3.2, using the criteria in Section 2.2. In addition to the P&T Committee, tenured Rutgers faculty in the Federated Department who are of equal or higher rank than that proposed for a candidate for appointment, reappointment, or promotion shall be non-voting participants in the promotion and tenure process. Their evaluation of the candidate will be recorded in the form of a memorandum that will accompany the Committee's formal recommendation.

  o Rutgers-Newark Faculty: When Rutgers-Newark faculty members are under consideration by a Federated Department, the membership, duties, and procedures of the Federated Department's Personnel Committee (i.e., P&T Committee) shall be in accordance with Section V of the Faculty Bylaws of Rutgers-Newark. Tenured NJIT faculty in the Federated Department who are of equal or higher rank than that proposed for a candidate for appointment, reappointment, or promotion shall be non-voting participants in the personnel process; their evaluation of the candidate will be recorded in the form of a memorandum that will accompany the Committee's formal recommendation.

• Determination of Promotion and Tenure/Personnel Committee and Procedures

  ▪ Faculty members who are tenure-track at the inception of the Federated Department shall have the choice at the beginning of tenure evaluation of being evaluated only by faculty members who would have evaluated them if federation had not occurred, with or without vote as set forth above. If the faculty member chooses the latter method and the Chairperson of the Federated Department is not a tenured member of his or her home institution, the Dean of the college in which the federated faculty member was appointed shall select one of the tenured members of the home institution to act as Chairperson of the P&T Committee.

  ▪ With regard to all other members of a Federated Department, including tenure track faculty hired after the inception of a Federated Department, the P&T Committee and procedures of the Federated Department shall be in effect.]

2x.4.3.3 Federated Department Bylaws

• Creation of Federated Department Bylaws: Each Federated Department shall devise Department bylaws, which may not contradict the NJIT Faculty Handbook, the corresponding document at the other academic institution, or the applicable collective bargaining agreements of either university.
• Approval of Federated Department Bylaws: The bylaws of a Federated Department will be considered to be in effect when they have fulfilled the stipulations in Section [insert section #] and the equivalent regulations for approval of Department bylaws at the other university.

[2.23.3 Federated Department Bylaws
  • Creation of Federated Department Bylaws: Each Federated Department shall devise Department bylaws, which may not contradict the NJIT Faculty Handbook, the corresponding document at the other academic institution, or the applicable collective bargaining agreements of either universities.
  • Approval of Federated Department Bylaws: The bylaws of a Federated Department will be considered to be in effect when they have fulfilled the stipulations in Section 2.22 and the equivalent regulations for approval of Department bylaws at Rutgers-Newark.]

2x.4.3.4 Status of Federated Departments and Their Faculties

• Faculty Status in the Event of Dissolution: Should a Federated Department be dissolved, NJIT faculty shall retain full faculty status in the NJIT Department out of which the Federated Department was formed, or in another appropriate Department as determined by NJIT.

• Policies: All NJIT policies applicable to faculty, including collective bargaining agreement parameters, will be fully retained for NJIT faculty in Federated Departments.

[2.23.4 Status of Federated Departments and Their Faculties
  • Faculty Status in the Event of Dissolution: Should a Federated Department be dissolved, NJIT faculty shall retain full faculty status in the NJIT Department out of which the Federated Department was formed, or in another appropriate Department as determined by NJIT.
  • Policies: All NJIT policies applicable to faculty, including collective bargaining agreement parameters, will be fully retained for NJIT faculty in Federated Departments (see Section 2.23).]