

FACULTY ROLES, RIGHTS, AND RESPONSIBILITIES UNDER SHARED UNIVERSITY GOVERNANCE

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The *NJIT Faculty Handbook* defines the Faculty (§2.2) and delineates some of the Faculty's basic rights (§2.1.3). The purpose of this document is to clarify the role, responsibilities, and rights of Faculty in the context of ongoing efforts to improve academics at NJIT, especially in regard to academic governance.

The faculty acknowledges that the Board of Trustees is charged with the conduct, control, management and administration of the university, including determining the policies for the organization, administration and development of the university. Furthermore, as the chief executive officer of the university, the President is assigned authority and delegation of duties by the Board of Trustees, consistent with laws, regulations, and the best interest of the university. In this context, shared governance at NJIT affords the entire community an opportunity to engage in participatory decision-making.

The Faculty is only one of many stakeholder groups in the university, and it regularly interacts and collaborates with the administration and with the other stakeholder groups, and abides by the same general principles of conduct (as stated in the Policy on Shared Governance). However, the Faculty also differs from other stakeholder groups involved in shared governance because the Faculty serves as the primary agent overseeing academic affairs, including

- Maintaining fair and competitive standards in all academic matters
- Ensuring the standards of admission, currency, performance, and graduation in all degree programs, and ensuring that students are held to standards commensurate with the degrees they pursue
- Promoting excellence in all forms of teaching
- Promoting excellence in research and scholarship
- Providing consultative input into any and all matters that affect the character of the learning environment and the quality of scholarly and creative activities

The Faculty also has the authority to conduct business concerning Faculty affairs that are not regulated by collective bargaining. In this capacity, for example, the Faculty manages the Faculty Handbook, including policies concerning promotion and tenure and sabbatical leaves.

The bicameral structure of shared governance at NJIT recognizes the unique role of the Faculty by dedicating one of the university's two senates—the Faculty Senate—to the governance of academic matters and of the Faculty's own affairs. The Faculty Senate represents the Faculty, although certain academic and Faculty matters of exceptional importance require deliberation by the Faculty as a whole, as specified in the Constitution and Bylaws of the Faculty Senate.

The university administration accords Faculty unique privileges in expectation that each Faculty member will undertake a level of teaching, research, and service comparable to that of Faculty in benchmark universities, and that the Faculty as a whole will embody as well as enforce high academic standards. Toward this end, the administration is responsible for providing Faculty members with a collegial work environment that supports academic freedom—including freedom from external pressures to conform

to restrictive intellectual, pedagogical, or political orientations to their duties (*Faculty Handbook* §2.1.2). Faculty should be able to participate in governance activities without hindrance. Faculty should also have access to opportunities traditionally associated with research universities, including opportunities for sabbatical leaves and leaves of absence, as well as support for grant applications, grant administration, and travel to conferences and research activities (*Faculty Handbook* §2.1.3) consistent with university resources and priorities. Faculty, in turn, have the responsibility to fulfill their obligations in teaching, research, and service, working in collaboration with the administration to ensure that all academic programs and activities meet or exceed competitive academic standards.

Summary of Faculty Rights and Responsibilities

The following list of rights and responsibilities is not meant to be exhaustive; rather, it is representative of the kinds of roles and duties that are traditionally accorded to Faculty at research universities.

1. To carry out effective instruction, innovative scholarly research and creative activity, and meaningful service to the university
2. To formulate, maintain, and oversee competitive standards and excellence in the university curriculum, including maintaining and periodically adjusting the requirements and standards for degree programs
3. To formulate, maintain, and ensure competitive standards and excellence in both classroom and online teaching
4. To pursue the acquisition and dissemination of knowledge in both research and teaching
5. To provide consultative input into any and all matters that affect the character of the learning environment and the quality of scholarly and creative activities undertaken by members of the university community
6. To collaborate with the university administration in order to ensure standards of excellence in all academic matters
7. To collaborate with other stakeholder groups in the university in order to ensure the smooth implementation of competitive standards in all academic matters, including admissions, graduation certification, and other administrative areas
8. To collaborate with students in providing them with the best possible educational programs and career opportunities
9. To have the right to work within an environment of academic freedom, including freedom from external pressures to conform to restrictive intellectual, pedagogical, or political orientations, and freedom to participate in governance activities without fear of hindrance
10. To have access to opportunities traditionally associated with research universities, including sabbatical leaves and leaves of absence, and support for grant applications, grant administration, and travel related to conferences and research activities consistent with university resources and priorities.