

**Newark Faculty Council**  
**Meeting of Monday, April 13, 2015,**  
**11:30 am -1:00 pm**  
**Chancellor's Conference Room – CLJ**

**Minutes**

**In attendance: *Members:* J. Aveni, P. Boxer, A. Gates, M. Hamidullah, J. Josephson, J. Kettle, B. Komisaruk, K. Kressel, Ray Leibman, L. Monteiro, K. Reavie, T. Szatrowski, M. Vasarhelyi; *Chancellor* Nancy Cantor; *Provost* Todd Clear; *Chancellor's Staff:* Shirley Collado, Kyle Farmbry, Bonnie Veysey; *Guest:* David Troutt; *Administrative Support:* Janice Friedland.**

**I. Provost's Report:**

- Seed Grant Program: Graduate School dean Kyle Farmbry described the seed grant program, noting that 72 submitted proposals have been considered by the review committee and have also been reviewed by the deans. Based on those recommendations, the provost and chancellor will announce which will be funded in May. Both short and long-term projects will be funded and an infrastructure will be developed to support the future continuation of the program. Since there were a greater number of larger proposals, some may need to be reworked to form collaborations so that as many as possible can be funded. It was suggested to devise a plan b for those which do not receive support, to decide how to filter them into the process. Other means of funding might be explored.
- IMRT (Initiative for Multidisciplinary Research Teams) series: In the absence of Vice Chancellor Nabil Adam, Provost Clear reported that more proposals were submitted than expected. They are thinking about them collaboratively for the first stage of evaluation. Additional funds may be assigned to create as many 'wins' as possible.

**II. The New Professoriate:** Law Professor David Troutt reported that the New Professoriate Working Group which he chaired is considering a series of recommendations. They have been examining five specific areas:

- 1) Supporting and Evaluating Publicly Engaged Scholarship – how to conceptualize what we already do and give professional recognition to appropriate individuals.
- 2) Innovations in Promotion and Tenure Criteria – to devise a more flexible tenure clock; to establish a goal for all TT faculty to receive tenure and create positions for faculty who are turned down for tenure. Revisions to Form 1a were also recommended. The group discussed the need for consistent mentoring before and after tenure, as well as a need to 'mentor the mentors.' They also recognized that individual faculty may have different pursuits at different times in their careers but are confined by the rigid tenure process.
- 3) Building Institutional Resources for the New Professoriate – There is a misconception that publicly engaged scholarship can only be achieved by senior faculty who have the time. Junior faculty need to receive more resources. More female and minority faculty should be recruited and a more substantial infrastructure must be put in place.

- 4) Non-Tenure-Track Faculty and Part-time Lecturers are fulfilling an increasingly important role and are supported by recent policy changes. Suggested goals include:
  - Aspire to hire more instructors in full-time positions
  - Create greater resources for professional development
  - Reward longevity with stability
  - Build and commit more resources
  - Evaluate compensation packages
  - Extend full voting rights
- 5) Graduate and Post-graduate Training – many graduate students are not taught how to teach. Graduate students need more than just career training – they must be trained for actual jobs that are out there. The role and structure of the Graduate School must be expanded to advance these priorities.

Ray Leibman noted that the place in the process for PTLs must be better defined. They need to be recognized and respected for their business acumen as well as their academic experience.

Ted Szatrowski questioned whether giving voting rights to non-tenure-track and PTL faculty could create problems. Miklos Vasarhelyi cautioned about being too broad and possibly weakening the rights of tenure-track and tenured faculty in the process. He suggested that the recommendations might need to be narrowed a bit. Perhaps a separate track could be created for publicly engaged scholarship.

Dr. Cantor explained that the committee's recommendations are meant to be comprehensive. Some recommendations will be handled right away and others may require further discussion. Different pieces from the working group's report will receive different attention, but a broad discussion is still useful. The deans will receive the reports first, and sometime in the fall the faculty and others will weigh in.

Discussion followed on the working group's recommendation to find a permanent place for faculty who are denied tenure, which can be devastating to a career. Ken Kressel suggested it might be better to focus on proper mentoring and resources.

Dr. Clear noted that this working group is meant to be a vehicle to discuss how to change the current narrow definitions of the professoriate. Often tenure is denied to faculty members who may have continued value to the university. John Aveni commented that Rutgers is one of the only universities to establish new titles and tracks for NTT faculty. A two-track system is essential. He thanked the New Professoriate working group for examining these issues.

Ted Szatrowski cautioned the group to phrase their recommendations in a way that they not be construed as lowering RU-N's expectations.

Dr. Cantor noted that the Rutgers Academic Affairs committee and the PRC have discussed this matter. We're not the only ones talking about these issues. Lyra Monteiro suggested a diverse faculty needs to be considered beyond the NTT/PTL level. Jyl

Josephson noted the connection with her committee on diversity. It was also pointed out that 5 year masters/bachelors degrees have diversified the masters programs. Graduate students in the masters programs and even undergraduates need to be seen as future academics - as part of a pipeline to future academic careers.

NFC members were encouraged to attend the Town Hall meeting next week on the Strategic Plan implementation.

The meeting was adjourned at 1:00 pm.