



University General Counsel and Executive Director of Employee Relations

file: PSA/AAUP

MEMORANDUM

TO: Saul K. Fenster, President, NJIT
 Eugene Golub, President, PSA/AAUP
 Gary L. Thomas, Provost, NJIT
 Robert Dresnack, Chief Negotiator, PSA/AAUP
 Henry Mauermeyer, Vice President for Administration & Treasurer, NJIT

FROM: Robert H. Avery, General Counsel & Executive Director for Employee Relations, NJIT

DATE: December 7, 1993

RE: Minutes of Meeting of Officers of NJIT and PSA/AAUP Regarding Faculty Load Methodology

The following represents the minutes of a specially called meeting of the above-referenced individuals concerning the appropriate statement of methodology for teaching load at NJIT, where consensus was reached in good faith representing guiding principle.

The fundamental principles espoused in the Preamble to Section 216 of the governing Faculty Handbook (attached) concerning faculty load methodology, are recertified, and adjusted as necessary, concomitant with NJIT's current status as a research university. Further, NJIT recognizes the nominal teaching load of nine contact-hours per semester as representing that evolution of NJIT to its current status as a public research university.

This recertification and recognition is understood to be dollar neutral at this point in time, from and with respect to status quo prior to recertification methodology. However, it is contemplated that there are potential redistributions of certain individual load assignments, modest class size adjustment where and when appropriate and necessary flexibility in program administration to maintain institutional integrity while remaining true to the methodology herein recertified.

The principals, to this meeting of the minds, further understand that those faculty who are primarily, only teaching may be expected to teach up to 12 hours. Currently, excluding School of Architecture faculty hours, the university cites approximately 37 +/- faculty teaching

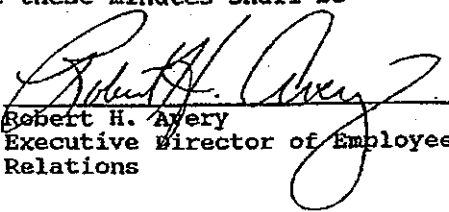
twelve (12) hours and 14 more teaching between 9 and 12 hours. This snapshot represents significantly less than 18% +/- of the faculty body and within the College of Engineering the percentage is lower still. It is anticipated that these numbers will not increase and over time will diminish as the academic mission of the university is fully realized throughout its faculty constituency.

As governance of consensus is appropriate from time to time, the principals or their formal successors and/or assigns agree to maintain periodic review of the integrity of this methodology giving due attention and respect to real or genuinely perceived aberrations herefrom as brought forward by the university, its individual faculty and/or from among the governing jurisdiction of the PSA/AAUP or Faculty Council.

Initially, the university commits to aggressively certify this methodology from among the faculty engaged primarily in teaching within the graduate disciplines. Additionally, it is understood that governance of principles herein espoused contemplates undergraduate cooperative education, and other similar teaching relating assignments to be recognized as part of the faculty assignment and be handled in an equitable, consistent and reasonable practice at the departmental level.

Agreement with the minutes as set out above shall be certified by initialling his assent next to his respective name.

Finally, the principals agree that this recertification contemplates the sunseting, as specifically negotiated to good faith closure, of Article XIII. G., Thesis Advisement Reimbursement of the successor Collective Bargaining Agreement between NJIT and the PSA/AAUP as well as a comprehensive negotiated package of mutual concessions as discussed in principle heretofore, at which time these minutes shall be recertified.


Robert H. Avery
Executive Director of Employee
Relations

RHA:BCD