

New Brunswick Faculty Council
Statement on Professionalizing "NTT" faculty
April 22, 2016

Growth during the past several decades in the number of new kinds of Rutgers faculty – styled "conditional," "adjunct," "non-tenure-track," "part-time lecturer," etc., or, for short, "NTT faculty" – represents a dramatic shift in the composition of the university's faculty. During the next several months, the New Brunswick Faculty Council will prepare a comprehensive report and recommendations concerning the status of these faculty, to be discussed and voted on at the first NBFC meeting of the academic year 2016-17.

In this connection, we note the comments of William G. Bowen, the president-emeritus of Princeton University, given at the invitation of Rutgers University on the occasion of the presidential symposium commemorating Rutgers' 250th anniversary.¹ Dr. Bowen called for professionalizing NTT faculty by means such as the following:

- establishing "a well-formulated set of titles, plus compensation and benefits commensurate with contributions";
- "a clear understanding of terms of appointment and opportunities for reappointment";
- "a well-defined evaluation process that spells out basic protections (rights of appeal) for NTT faculty who must enjoy the core elements of academic freedom, such as the right to express one's own views on even the most controversial issues"; and
- "measures to confer dignity and respect on NTT faculty, with, for example, the right to participate in faculty deliberations. The large set of NTT faculty should be regarded as within the mainstream of higher education, not as step-children."

We emphatically approve of the general tenor of these suggestions.

¹ See Dr. Bowen's remarks at the presidential symposium on the future of the research university, held in April 2016 to celebrate Rutgers' 250th anniversary.