



# Bentley University

## Faculty Manual

### 2025-26

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Please note: This document is under review by the Senate Planning Committee and is subject to further revision.

## SECTION 1.0 OVERVIEW MISSION, VISION, VALUES, AND STRATEGIC PLAN

### 1.1 OVERVIEW

For more than a century, Bentley University has been educating business-minded students to make a positive difference in the world. Bentley's history has been one of steady evolution from a vocational, two-year, certificate-granting institution to a degree-granting business college to a global business university offering undergraduate, master's level, and PhD degrees. A private, nonprofit university incorporated under Massachusetts law, Bentley enrolls more than 4,000 undergraduate and 1,000 graduate students each year.

Bentley University is authorized by its charter to:

*...conduct an institution of higher education to provide instruction in business and liberal arts and sciences; to prepare, publish and circulate publications in the foregoing areas stipulated, but not for the purpose of carrying on propaganda or otherwise attempting to influence legislation; to grant to students properly accredited and recommended by the faculty the degrees of "Associate in Science," "Bachelor of Science," "Bachelor of Arts," "Master of Science in Taxation," and "Master of Science in Accounting," and other Masters degrees limited to business related disciplines, "Doctor of Philosophy in Business" and "Doctor of Philosophy in Accountancy..."*

Bentley's history is one of dynamism and innovation. When Harry Bentley first set out to change business education in 1917, he sought to immerse students in the professional field of accountancy instead of simply teaching the basic tools of bookkeeping.

Today, Bentley University keeps that pioneering spirit alive by providing students with the critical thinking and practical skills to help them collaborate effectively, communicate clearly, and lead successful, rewarding careers centered on the principle that making an impact doesn't just move business forward, it moves society forward.

At Bentley, learning happens not just in the classroom, but in all corners of campus. Through numerous centers—including the W. Michael Hoffman Center for Business Ethics, Bentley Service-Learning and Civic Engagement Center, The Jeanne & Dan Valente Center for the Arts & Sciences, Gloria Cordes Larson Center for Women and Business, Badavas Center for Innovation in Teaching and Learning, and Pulsifer Career Development Center—Faculty and thought-leading experts share their knowledge with the community, focusing on key areas of business and society.

Since Bentley first opened its doors, nine presidents have guided the university through periods of evolution, including the relocation from Boston to the scenic Waltham campus, the expansion of degree offerings and graduate programs, and the growth of international education and enrollment opportunities. In 2021, Dr. E. LaBrent Chrite became Bentley's ninth president. Since arriving on campus, he has led an ambitious strategic-positioning effort to ensure the institution's long-term vitality, health, and impact in a disrupted higher education market.

### 1.2 MISSION, VISION, AND VALUES

#### **Bentley's Mission**

Bentley University changes the world with a transformative business education, integrated with arts and sciences, that inspires and prepares ethical leaders who will confront the challenges of today and shape the opportunities of tomorrow.

#### **Our Vision**

- Bentley University is known nationally and internationally as a business-focused center of learning that operates in an ethical and socially engaged environment.
- It distinctively integrates business and arts and sciences to produce graduates respected for their

professional and societal contributions throughout their lives.

- Its identity is based upon promoting principled and transformative enterprise through education and impactful research, building on its historical strengths in accountancy, business ethics, and information technology.
- Thanks to its achievements, Bentley is highly sustainable in resources and scale, and it is an attractive partner for global centers of teaching and research excellence.

### **Bentley's Values**

Bentley University is a community of students, faculty, and staff who are committed to learning. To create the best environment for learning, we as a community embrace these core values to guide our conduct:

- **Caring:** We practice understanding, compassion, and kindness. We recognize the whole person and their well-being, and we think beyond ourselves and our immediate goals to consider the impact our actions have on other people.
- **Collaboration:** We welcome new perspectives as we work with others toward a common goal. We seek out opportunities for partnership and teamwork, readily sharing our knowledge and expertise with others.
- **Diversity:** We are all different and that makes our community stronger. We embrace and seek to understand those with different beliefs, backgrounds, and life experiences. We celebrate those differences as opportunities to learn and grow. We protect and affirm the right of all people to be themselves.
- **Honesty:** We act with honesty and integrity in our academic, personal, and professional affairs. We are dedicated to ethical and transparent behavior, and we hold ourselves accountable for our words and actions.
- **Impact:** We recognize our potential to make a difference. We use the power of business and innovation to positively impact individuals, organizations, and the communities we serve at home and abroad.
- **Learning:** We are here to learn and develop. We are passionate about knowledge and want to continue to learn throughout our lives. We are eager and willing to try new experiences and ways of thinking. We appreciate that much of our learning will occur by interacting with others, inside and outside of the classroom.
- **Respect:** We treat others as they would like to be treated. We recognize the inherent dignity and worth of all members of our community and strive to better understand and appreciate everyone. We are committed to keeping our community free of vandalism, hate speech, violence, and harassment.

## **1.3 ACCREDITATION**

Undergraduate and graduate business programs at Bentley University are accredited by the Association to Advance Collegiate Schools of Business (AACSB International). The accreditation indicates that Bentley University meets or exceeds established standards as determined by periodic AACSB peer group reviews. The AACSB quality standards relate to curriculum, faculty resources, admission, degree requirements, library and computer facilities, financial resources, and intellectual climate.

Bentley is also accredited by the New England Commission of Higher Education (NECHE), indicating that the school meets or exceeds established standards, as determined by periodic peer group review. As an accredited



university, Bentley is judged to have the necessary resources and institutional integrity to achieve its stated purpose through its educational programs.

## **SECTION 2.0 ADMINISTRATIVE ORGANIZATION**

### **2.1 BOARD OF TRUSTEES**

Ultimate authority of governing Bentley University is vested in the Board of Trustees. The Board oversees all of the properties, funds, and activities of the university. The Board delegates the authority to oversee the day-to-day operations of the university to the President and officers, employees, and agents of the university. The Board conducts much of its oversight through a variety of committees. There are currently 11 Standing Committees of the Board of Trustees: Academic Affairs; Audit; Administration and Finance; Compensation and Benefits; Diversity, Equity, and Inclusion; Enrollment Management; Executive; Investment; Student Affairs; Trustee Affairs and Governance; and University Advancement. There are also two subcommittees: Physical Facilities (Administration and Finance) and IT/Cyber Security (Audit). Faculty representatives are non-trustee members of the Academic Affairs, Enrollment Management, Student Affairs, and Physical Facilities committees.

There is also an Executive Committee of the Board that can act of behalf of the Board in between meetings of the Board. The By-Laws and Charter Articles of Organization can be found at <https://www.bentley.edu/about/board-of-trustees/bylaws>.

### **2.2 PRESIDENT**

The Board appoints the President, who is the Chief Executive Officer of the university and oversees the business of the university. The President also is a member of the Board of Trustees. In 2021, the Board appointed Dr. E. LaBrent Chrite as the ninth president of Bentley. Before joining Bentley, Dr. Chrite served as the president of Bethune-Cookman University and, prior to that, as dean of the University of Denver's Daniels College of Business and dean of the Feliciano School of Business at Montclair State University. Dr. Chrite holds a PhD from the University of Michigan, an MS from the University of Missouri-Columbia, and a BA from Michigan State University.

### **2.3 PRESIDENT'S CABINET**

President Chrite oversees a cabinet that manages the various operations of the university. Members of the cabinet include university officers holding the following positions:

- Provost and Vice President for Academic Affairs
- Vice President and Chief Human Resources Officer
- Vice President for University Advancement
- Vice President for Administration and Finance and Chief Financial Officer/Treasurer
- Vice President, General Counsel and Secretary of the Corporation
- Vice President for Marketing and Communications
- Vice President for Enrollment Management
- Vice President and Chief Information Officer

- Vice President and Chief Diversity and Inclusion Officer
- Vice President for Strategy and Innovation
- Vice President for Student Affairs and Dean of Students
- Chief of Staff
- Dean of Arts & Sciences
- Dean of Business

## SECTION 3.0 ACADEMIC ADMINISTRATION

The administration of Bentley's academic affairs reflects and supports the university's mission to provide an integrated business and arts and sciences education at both the undergraduate and graduate level.

### 3.1 OFFICE OF THE PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

The Provost and Vice President for Academic Affairs is the chief academic officer of the university and is responsible for the overall strategy, administration, and management of its academic programs and services. The Provost is responsible for (a) the employment of academic faculty members; (b) the teaching and research activities of faculty members; (c) the budgeting and allocation of resources; (d) academic program planning, development, and evaluation; (e) the preparation and view of academic strategic plans, ensuring coordination with the institution's overall mission; and (f) the operations of all departments within Academic Affairs.

Reporting directly to the Provost are the Dean of Arts and Sciences; the Dean of Business and the McCallum Graduate School of Business; the Office of the Registrar; Academic Technology, Library and Online Learning; the Research Council; and the Wilder Professor and Bentley Learning and Teaching Council.

Bentley's distinctive, integrated character is reflected in the structure of the academic administration. First, the Provost and the two deans constitute the Office of the Provost. Through this office, the deans and the Provost set the academic strategic direction and priorities, ensuring that they are fully aligned with the university's strategic plan and supportive of the strategic priorities of other university divisions. The direction set within the Office of the Provost is administered by the Deans' Council, which also implements academic strategy.

#### 3.1.1 DEANS' COUNCIL

The Deans' Council ensures that the faculties of Business and Arts and Sciences work collaboratively. It is composed of the Dean and Associate Dean of Arts and Sciences, the Dean and Associate Dean of Business, the Associate Dean for Academic Affairs, and the Executive Director of External Relations.

Under the Provost's direction, the Deans' Council has responsibility for academic planning and goal setting; faculty selection, retention, evaluation, support, and development; and fiscal planning and execution. Programs and centers that report to the Deans' Council through its members include, but are not limited to, the Honors Program; Academic Advising; the Cronin Office of International Education; Academic and Accreditation Services; the Alliance for Ethics and Social Responsibility; undergraduate and graduate degree programs; and Executive Education. Each of these units is represented on the council. Though the Deans' Council has significant responsibility for administering the Academic Affairs division, the academic departments retain responsibility for undergraduate majors and minors and specialist master's programs.

The chart below provides a graphic representation of the Office of the Provost and Deans' Council.

### 3.1.2 DEAN OF BUSINESS AND THE GRADUATE SCHOOL OF BUSINESS

The Dean of Business is responsible for undergraduate, graduate, and executive education curricula and co- and extracurricular business activities. The business dean works with the Provost, the Associate Dean of Business, the Associate Provost, the 11 business department chairs, and business faculty members to develop and implement academic programs that balance academic rigor with relevance to the business community. The dean is responsible for the financial operation of the business departments, the Graduate School of Business, executive education, and business-related learning and research centers. The dean has ultimate responsibility for building, maintaining, and overseeing the budget for these units.

### 3.1.3 DEAN OF ARTS AND SCIENCES

The Dean of Arts and Sciences is responsible for undergraduate and cocurricular arts and sciences activities. The Arts and Sciences dean works with the Provost, Associate Dean of Arts and Sciences, the Associate Dean for Academic Affairs, the eight Arts and Sciences Department chairs, and Arts and Sciences faculty members to develop and articulate a distinctive role for the arts and sciences that contributes fundamentally to undergraduate education; to foster curricular and cocurricular innovation at the intersection of business and the arts and sciences; and to significantly enhance the scholarly reputation of the institution. The Associate Dean of Arts and Sciences and the Arts and Sciences Department chairs report directly to the Arts and Sciences Dean.

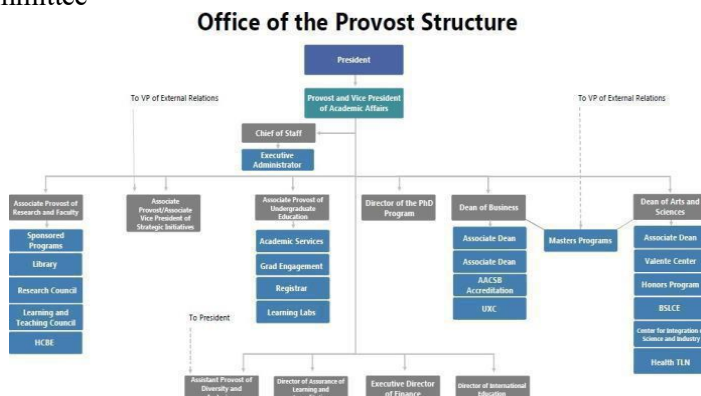
## SECTION 4.0 GOVERNANCE SYSTEM OF THE UNIVERSITY

The unique development of the university, in many ways, is the result of a close working relationship among students, faculty, administrators, and the Board of Trustees. This collegiality has been present throughout the history of the university and is actively supported by the President and the Board of Trustees.

### 4.1 COMMITTEES OF THE BOARD OF TRUSTEES

At the present time, there are 11 Standing Committees of the Board of Trustees and two subcommittees. The Board may establish other committees as it deems necessary. The current committees are:

- Academic Affairs Committee
- Audit Committee
- Administration and Finance Committee
- Compensation and Benefits Committee
- University Advancement Committee
- Investment Committee
- Enrollment Management Committee
- Student Affairs Committee
- Trustee Affairs and Governance Committee
- Executive Committee



- Diversity, Equity, and Inclusion Committee
- IT/Cybersecurity (subcommittee of Audit)
- Physical Facilities (subcommittee of Administration and Finance)

The Standing Committees of the Board shall have the powers and duties set forth in these By-Laws and such other powers and duties as the Board may delegate to them. Each Standing Committee shall establish and maintain a Charter setting out the Standing Committee's responsibilities. They shall exercise their powers and perform their duties subject to the direction and approval of the Board. They may make recommendations to the Board for the establishment of new policies or any changes in existing policies, but they have no decision-making authority except pursuant to specific delegation by the Board of Trustees or the Executive Committee. Only duty-appointed trustee members of each Standing Committee shall have voting privileges, with the exception of the outside advisory members of the Investment Committee, who shall be allowed to vote. The Chair and Vice Chair of the Board shall be members of each Standing Committee and shall have voting privileges. Each Standing Committee shall meet at such times and places and upon such notice as it may determine and shall decide whether written minutes are necessary and desirable and how they should be distributed to the trustees. A majority of the trustee members of a Standing Committee shall be a quorum for the transaction of business. Details of the membership, powers, and duties of each committee are below.

### **Academic Affairs Committee**

The Academic Affairs Committee shall be composed of not fewer than five trustees and not fewer than four faculty members. *Ex-officio* members comprise the Vice President for Academic Affairs/Provost, the academic deans, and the Chair of the Faculty Senate. The Academic Affairs Committee shall consider and advise the Board of Trustees on current matters and future planning relating to academic programs, faculty appointments requiring action of the Board of Trustees, emeritus appointments, and relations with other educational institutions. The committee shall also serve as the liaison with the faculty with respect to academic affairs. The Academic Affairs Committee shall have such other powers and duties as may be delegated to it by the Board of Trustees from time to time.

### **Audit Committee**

The Audit Committee shall be composed of not fewer than five trustees and, as *ex officio* members, the Vice President for Administration and Finance, the Treasurer, the Executive Director of Financial Operations, and the internal and external auditor. The Audit Committee shall periodically appraise the financial control and accounting systems of the university and recommend any changes that it deems appropriate or necessary; maintain an ongoing analysis and review operating statements and internal audit reports; recommend annually the appointment of individual auditors and submit them to the Board of Trustees with recommendations for action; review the proposed scope of any internal audits; annually review and approve the audited financial statements of the university; annually review and approve the management letter provided by the independent auditors; review relationships among management and independent auditors and make recommendations to the Board of Trustees with respect to each; review the responses to the annual conflict of interest disclosures; review the annual Form 990 filing; and review management's actions relative to financial operations and control risks.

### **Administration and Finance Committee**

The Administration and Finance Committee shall be composed of not fewer than five trustees. And, as *ex officio* members, the Vice President for Administration and Finance, the Treasurer, the Executive Director of Financial Operations, and the Vice President for Academic Affairs/Provost. The Committee of Administration and Finance shall review the annual budget and recommend its approval or modification. Such a review is to be made, with recommendations submitted, prior to compensation commitments to faculty and administrative staff applicable to the following academic year. The final budget for the succeeding fiscal year shall be presented to the Administration and Finance Committee and the Board of Trustees for approval before the fiscal year begins. The committee shall be kept informed of, consider proposals for, and make recommendations with regard to the general business affairs and financial organization and operation of the university. The committee shall report its findings and recommendations to the Board of Trustees or the Executive Committee. The committee shall consider proposals for, and make recommendations with respect to, the location

of all buildings, facilities, and such related appurtenances as utilities, roads, and parking areas; care of the improvements of grounds and major renovation work; commissioning of project architects and engineers; and approval of proposed contractors for construction and other projects. The committee shall have the authority to accept and approve all new construction on behalf of the university but shall not incur any expense not previously authorized by the Board of Trustees or the Executive Committee. The committee shall report its findings and recommendations to the Board of Trustees or Executive Committee. It shall be the responsibility of the committee to review the long-range technology strategy of the university and plans for the Information Services Division, review the status of the division's operations and services, and make recommendations regarding major technology capital projects and expenditures and such other responsibilities as fall within the purview of the Vice President of Administration and Finance. The Administration and Finance Committee shall have other such powers and duties as may be delegated to it by the Board of Trustees from time to time.

#### **Compensation and Benefits Committee**

The Compensation and Benefits Committee shall be composed of not fewer than five trustees. The Compensation and Benefits Committee shall review and recommend to the Board executive compensation, assuring that such compensation is reasonable. The committee shall also review institution-wide employee retirement, pension, health, and other benefit plans; be advised of and monitor the options available to employees in retirement and pension plans; and be assured that employees receive adequate education and advice regarding the options offered them.

#### **Diversity, Equity, and Inclusion**

The Diversity, Equity, and Inclusion Committee will consist of not fewer than five duly elected trustees in addition to the Chair and Vice Chair of the Board and the President of the University, who are *ex officio* voting members. The Vice President and Chief Diversity and Inclusion Officer or their designees will be staff to the Diversity, Equity, and Inclusion Committee. The Diversity, Equity, and Inclusion Committee is to ensure continuing Board and institutional progress toward: (i) the diversity, equity, and inclusion objectives of the university's strategic plan; (ii) the integration of diversity, equity, and inclusion values in Board decision-making; and (iii) the creation of a more diverse, equitable, and inclusive campus culture and climate for students, staff, and faculty.

#### **University Advancement Committee**

The University Advancement Committee shall be composed of not fewer than five trustees and the Vice President for University Advancement *ex officio*. The University Advancement Committee shall consider proposals for, make recommendations with respect to, and assist the President in the financial development, fundraising, and alumni affairs of the university and carry out other projects and assignments as directed by the Board. In consultation with the Administration and Finance Committee, the University Advancement Committee shall make recommendations for naming facilities and parts of facilities. The University Advancement Committee shall have such other powers and duties as may be delegated to it by the Board of Trustees from time to time.

#### **Investment Committee**

The Investment Committee shall be composed of not fewer than five trustees and, as *ex officio* members, the Vice President for Administration and Finance and Chief Financial Officer/Treasurer and such outside advisory members as the Board shall determine. The Investment Committee shall, subject to the general direction and control of the Board of Trustees, manage the investments of the university; retain the services of professional consultants if, in the Investment Committee's judgement, it should be desirable; submit a report at each Board and Executive Committee meeting on the performance of the university's endowment and deposited funds; designate such banks or trust companies in which the funds of the university shall in the name of the university from time to time be deposited or invested; and keep the Executive Committee and the Board of Trustees informed on investment policy and of major changes made or recommended in such policy. The Investment Committee shall have such other powers and duties as may be delegated to it by the Board of Trustees from time to time.

#### **Enrollment Management Committee**

The Enrollment Management Committee shall be composed of not fewer than five trustees, not fewer than two

faculty, and, as *ex officio* member, the Vice President for Enrollment Management. The committee shall consider and approve the university's current strategy and long-term planning for recruitment, admission and pricing strategies, and financial aid. The Enrollment Management Committee shall have other such powers and duties as may be delegated to it from time to time.

### **Executive Committee**

The Executive Committee of the Board of Trustees shall be composed of the President; the Chair of the Board of Trustees; the Vice Chair of the Board of Trustees; the Chairs of the Academic Affairs Committee, Audit Committee, and Committee on Administration and Finance; as well as three at-large members designated by the Chair. The members of the Executive Committee shall be elected to one-year terms at each Annual Meeting of the Board of Trustees.

### **IT/Cybersecurity (Subcommittee of Audit)**

The IT/Cybersecurity Committee will be composed of no fewer than three trustees. The Vice Chair of the Board of Trustees, the Audit Committee Chair, and the President shall be *ex officio* members with voting powers. The Vice President and Chief Information Officer shall be responsible for providing support for the committee's work. The participation of at least half the number of members with voting powers shall constitute a quorum for the conduct of business. The IT/Cybersecurity Committee will assist the Board of Trustees in meeting its fiduciary responsibilities with respect to the university's information technology (IT) and cybersecurity programs and risks. The committee has the authority to review and provide oversight on matters related to the university's IT strategy, operations, policies, and controls, including but not limited to IT strategy and projects, risk management, IT and cybersecurity, and internal IT controls.

### **Student Affairs Committee**

The Student Affairs Committee shall be composed of not fewer than five trustees, not fewer than two faculty members and students, and, as *ex-officio* member, the Vice President for Student Affairs. The Student Affairs Committee shall consider proposals for, and make recommendations with respect to, all non-academic matters affecting student life and shall serve as the evaluation and planning agency for Student Affairs and such related departments as Housing and Residence Life, Student Activities, and Counseling. The committee shall also serve as the principal trustee liaison with student government. The Student Affairs Committee shall have such other powers and duties as may be delegated to it by the Board of Trustees from time to time.

### **Trustee Affairs and Governance Committee**

The Trustee Affairs and Governance Committee shall be composed of not fewer than five trustees, and the General Counsel of the University shall serve as *ex officio*. It shall be the duty of the Trustee Affairs and Governance Committee to oversee the governance process for the Board. The committee shall search out and secure qualified candidates for the position of trustee who are persons of high integrity and good moral character, interested in furthering and advancing higher education generally and the purposes of the university, and in providing the required leadership and guidance. The committee shall also be responsible for orienting, developing, motivating, and assessing the performance of trustees and shall make recommendations for nominations for additional terms. The committee shall also make recommendations to the Board regarding the election of officers of the university. The President shall recommend candidates for Honorary Degrees to the committee. The committee will recommend candidates for Honorary Degrees to the full Board. Normally, these recommendations shall be made in time for consideration at the winter Board meeting.

The committee shall review the University By-Laws and recommend revisions to the full Board. The Trustee Affairs and Governance Committee shall have such other powers and duties as may be delegated to it by the Board of Trustees from time to time. The Secretary shall keep the Trustee Affairs and Governance Committee currently informed of the vacancies occurring on the Board and shall inform the Board of Trustees of the Trustee Affairs and Governance Committee's recommendations at least 15 days prior to the meeting at which the election of new trustees is to take place.

Faculty are eligible to be on the Academic Affairs Committee, Enrollment Management, Physical Facilities Subcommittee of the Administration and Finance Committee, and the Student Affairs Committee. Students are eligible to be on the Physical Facilities Subcommittee of the Administration and Finance Committee and the Student Affairs Committee.

## **4.2 FACULTY OF THE UNIVERSITY**

### **4.2.1 PREROGATIVES**

Subject to the By-Laws of the Board of Trustees, the faculty participates in the formulation of academic policies and practices relative to faculty appointments, promotion and tenure recommendations, admission, academic programs, student achievement, curriculum, academic standards, the evaluation of the instructional program, and the establishment of degree requirements, as well as the certification of students for graduation.

### **4.2.2 MEMBERSHIP**

#### **1. General Faculty**

The General Faculty of Bentley University consists of the following and those approved under Sections 4.2.2.6 and 4.2.2.7:

- President
- Provost and Vice President for Academic Affairs
- Vice President for Finance and Chief Administrative Officer
- Vice President of Student Affairs
- Deans, Associate Deans, and Assistant Deans of the University
- Full-time faculty and adjunct (part-time) faculty holding the following academic ranks:
  - Professor
  - Associate Professor
  - Assistant Professor
  - Lecturer
- Director of the Library
- Senior Director of Academic Technology
- Full-time library professionals holding appropriate graduate degrees
- Director of Athletics
- Director of Counseling
- Registrar and Assistant Registrars

#### **2. Full-Time Faculty**

- a. The full-time faculty consists of those individuals holding a full-time teaching appointment and contract in one of the academic departments. These appointments may be at the rank of Lecturer, Senior Lecturer, Assistant Professor, Associate Professor, or Professor.
- b. Visiting Professors are classified according to the rank of Lecturer and above.
- c. Full-time faculty are expected to teach, advise students, engage in scholarly activity, and contribute to the governance of the university through participation on committees and various other bodies.

#### **3. Faculty Holding Multiple Appointments**

Faculty members may hold appointments in more than one academic department.

**a. Joint Appointments**

Some tenured faculty may hold joint appointments if they regularly teach or have an extended record of scholarship in more than one department. Faculty members holding joint appointments are entitled to all the rights and responsibilities, including voting, in all departments in which they hold an appointment.

Faculty members may not apply for a joint appointment until they have successfully achieved tenure in a single department. Therefore, tenure-track faculty members are not eligible for joint appointments.

Faculty members holding joint appointments are considered to have tenure and rank in both departments. For external reporting purposes, faculty members are included in the initial department in which they received tenure.

Faculty members holding joint appointments are eligible to serve on university-wide committees and task forces that include faculty representation, but only as a representative of their primary department. The department that they may represent will be noted in their annual contract and will be their primary department in Human Resources. Faculty serving on such committees and task forces while holding a joint appointment may not change their primary department during their term of office.

**b. Secondary Appointments**

A full-time faculty member may hold a secondary appointment in another department. Faculty members holding secondary appointments may participate in all activities of the second department except voting.

A faculty member holding a secondary appointment is not considered to have tenure in the secondary department. Tenure-track faculty are eligible for secondary appointments.

Faculty members holding secondary appointments are eligible to serve on university-wide committees or task forces that include faculty representation, but only as members of their primary department.

**4. Adjunct (Part-Time) Faculty**

Adjunct (part-time) faculty members are hired on a course-by-course basis. Such faculty members teach one or two courses per semester.

**5. Emeriti Faculty**

At the time a full-time faculty member retires from Bentley University in good standing, the tenured members of a department may petition, with supporting evidence, the Provost and Vice President for Academic Affairs and appropriate dean to recommend that the President request the Board of Trustees to add emeritus to the faculty member's title at current rank to recognize service as a faculty member at Bentley University. In the absence of exceptional factors, the retiree must have been at the university for at least 15 years.

The title "posthumous emeritus" may also be awarded to faculty who were employed by Bentley at the time of death and meet the emeritus requirements. A petition with supporting evidence must be submitted by the department to the Provost and appropriate dean within one year of the time of death.

**6. Roster of Faculty**

The Office of Human Resources shall maintain a list of all faculty members at Bentley University. This list shall identify the status (full-time or adjunct), type of contract (tenured, tenure-track, non-tenure-track, or visiting), academic rank, and primary departmental affiliation.

**7. Request for General Faculty Status**

Any person desiring General Faculty status, who is not listed in Section 4.2.2.1 may request inclusion in the General Faculty by presenting appropriate credentials to the Provost and Vice President for Academic Affairs, indicating whether voting privileges are sought. If the Provost and Vice President for Academic Affairs agrees with the petition, the Provost and Vice President for Academic Affairs shall forward the request to the Faculty Senate for approval.



Upon approval by both the Provost and Vice President for Academic Affairs and the Faculty Senate, General Faculty status shall be conferred for as long as the petitioner remains in the position held at the time of the request.

#### **4.2.3 GENERAL FACULTY MEETINGS**

##### **1. Regular Meetings**

Regular meetings of the General Faculty are held during the academic year. The dates of faculty meetings shall be published at the beginning of the academic year.

##### **2. Special Meetings**

- a. Special meetings of the General Faculty may be called by the President or the Provost and Vice President for Academic Affairs or by the Faculty Senate with three business days' written notice.
- b. Upon the written request of 20 percent of the full-time faculty or 10 percent of the General Faculty (as defined in Section 4.2.2.1), the Faculty Senate shall also call a special meeting of the General Faculty with three business days' written notice.
- c. Meetings of only full-time faculty may be called by the Faculty Senate with three business days' written notice.

##### **3. Notice**

The Chair of the Faculty Senate, or designee, shall notify the General Faculty in writing of the time and place of all meetings. The Chair, or designee, shall also publish the agenda in advance, ensure that minutes of faculty meetings are taken, make minutes available to the faculty, and ensure that a permanent file of agendas and minutes is kept.

##### **4. Presiding Officer**

The Chair of the Faculty Senate presides at all meetings of the faculty. In the Chair's absence, the Vice Chair presides.

##### **5. Rules of Order**

- a. All meetings shall be conducted according to *Robert's Rules of Order* in all cases where they are applicable and are not inconsistent with other provisions of Section 4.0 of the Faculty Manual.
- b. A parliamentarian for the faculty shall be appointed by the Chair of the Faculty Senate at the first faculty meeting of the academic year.

##### **6. Attendance**

Attendance at faculty meetings is expected of all full-time faculty members. The Secretary, or designee, shall keep a record of attendance.

##### **7. Voting**

The following members of the General Faculty shall have the right to vote:

- President
- Provost and Vice President for Academic Affairs
- Vice President of Student Affairs
- Deans, Associate Deans, and Assistant Deans in Academic Affairs
- Full-time faculty holding the following academic ranks:
  - Professor
  - Associate Professor
  - Assistant Professor

- Senior Lecturer
- Lecturer
- Senior Director of Academic Technology,
- Director of the Library
- Full-time library professionals holding appropriate graduate degrees

## **8. Quorum**

A quorum of 50 percent plus one of all voting members is required to conduct business at General Faculty meetings.

## **9. Proxies**

There is no provision for proxy voting.

## **10. Confidentiality**

Discussions and actions taken at meetings of the faculty, or of its committees, that are confidential shall be communicated to students, staff, and the public only by the President, the Provost and Vice President for Academic Affairs, or the Secretary of the General Faculty after the administration and the Faculty Senate have agreed to release such information.

## **11. New Business**

A two-thirds vote of those present, and voting is required to carry any item of new business that has not appeared on the agenda of a meeting.

## **12. Amendments to the Faculty Manual**

Changes in and amendments to the Faculty Manual are divided into two categories:

- a) **Category I:** Substantive additions, deletions, or amendments recommended by either the faculty or administration. Such changes require approval by the Senate, faculty, and, in certain cases, the Board of Trustees.
- b) **Category II:** Editorial changes and insertion of provisions already approved by the faculty. Such changes require Faculty Senate approval and shall be reported to the faculty at the next General Faculty meeting.

Amendments to Sections 4.2, 4.3, 5.0, and 6.5.1 of this manual shall require prior written notice to the General Faculty of the content of the amendments, in motion form, and a two-thirds vote of the faculty present and voting at the meeting at which any such amendment is considered.

Any amendments to Sections 4.2.1, 4.2.2, 5.0, 6.1, and 6.2 are subject to the approval of the Board of Trustees, who have the right, acting alone, to amend the referenced sections at any time.

## **4.3 FACULTY SENATE**

The Faculty Senate comprises 31 members, 29 voting and 2 nonvoting. It receives the reports of Standing Committees and acts on their recommendations. It represents and acts for the General Faculty in all matters of faculty governance except those which concern changes in the governance structure itself, changes in the rules governing promotion and tenure, and major curricular changes (as defined in Section 4.4.10.3 Curriculum Implementation Committee, Category I), all of which must be submitted to the General Faculty. Other matters may be placed before the General Faculty for final action following the procedures described below.

### **4.3.1 SENATE MEMBERSHIP**

Senate and Senate Committees employ the nomenclature detailed in Section 4.3.9.

4.3.1(1): The Faculty Senate shall have thirty-one (31) voting members:

- Senators – Members elected by Academic Departments, Senators-at-Large, the Adjunct Faculty Senator, and the Library Staff Senator. The number of Senators-at-Large shall be such as to bring the total count of Senators to twenty-five (25). Should an elected Academic Department senator be unable to represent their department, the Department Chair may appoint a designee to substitute for the absent senator and notify the Senate Chair of such an interim appointment.
- President (ex officio)
- Provost and Vice President for Academic Affairs (ex officio)
- Dean of Business (ex officio)
- Dean of Arts and Sciences (ex officio)
- Registrar (ex officio)
- Executive Director of the Library (ex officio)

4.3.1(2): The Faculty Senate shall have six participating members:

- Associate Provost for Student Success
- Associate Provost for Research and Faculty
- Associate Dean of Assurance of Learning and Accreditation
- Director of Undergraduate Admissions
- Director of the Pulsifer Career Development Center
- Senior Director of the Academic Technology Center

4.3.1(3): The Faculty Senate shall have two student members:

- One undergraduate student appointed by the Academic Affairs Board of the Student Government Association.
- One graduate student appointed by the Graduate Student Association.

#### **4.3.2 ELIGIBILITY**

1. Any member of the full-time faculty who holds academic rank may serve as either a Departmental or At-Large Senator.
2. No department may hold more than one at-large seat.
3. Senators are not eligible for election to any other Special or Standing Committees of the Faculty or committees of the Board of Trustees.
4. The Nominations Committee, a subcommittee of the Faculty Senate, shall resolve any question of eligibility for the Senate.

#### **4.3.3 TERM**

Senators shall serve a term of three (3) years and may be reelected. Academic departments shall expeditiously fill any vacated departmental seat. Senators may be recalled by their constituencies.

#### **4.3.4 ELECTION**

1. At-Large Senators shall be elected electronically prior to the last General Faculty meeting of the fall semester of the academic year preceding their terms as Senators.
  - a. Elections to the Promotion & Tenure Committee shall also be conducted electronically, with the results made known at least one week prior to the election for faculty Senators.
2. The Nominations Committee, a subcommittee of the Faculty Senate, shall prepare a slate of candidates from open nominations and, if necessary, via an emailed primary ballot.

3. The Nominations Committee shall oversee the elections and be responsible for soliciting nominations from the faculty. In all instances, voting will be confidential and restricted to one vote per eligible faculty member for each position on the ballot.
4. Departmental Senators, the Professional Staff Senator, and the Adjunct Senator shall be elected by their constituents as soon as possible after the results of the At- Large Senate election is made known. The Nominations Committee, a subcommittee of the Faculty Senate, shall inform each academic department during the semester prior to the expiration of the term of a Departmental Senator. Such an election will take place prior to the course scheduling for the subsequent fall semester. The results of these elections will then be communicated to the Chair of the Faculty Senate.
5. Senators are not eligible for election to any other Special or Standing Committee of the Faculty or committees of the Board of Trustees. Following the final General Faculty meeting for the academic year, prior to which the results of the elections to Faculty Standing and Board of Trustees Committees will be made known, the Planning Committee shall meet to prepare a slate of Senators to be assigned to the Standing Trustees. In selecting Senators to recommend for the committee assignments, the Planning Committee shall be sensitive to both continuity and balance (e.g., departmental, junior and senior faculty, and gender representation).
6. Newly elected Senators officially take office on July 1. During the spring semester after their election, they shall meet with continuing Senators for the purpose of electing the officers of the Faculty Senate and others who shall constitute the Planning Committee for the next academic year.
7. If an At-Large seat on the Senate is vacated before the term of office expires, following Nominations Committee procedures, an eligible faculty member, generally the person receiving the next highest number of votes in the last election, will be appointed to complete that academic year. Should the vacancy be for more than the remainder of that academic year, the Nominations Committee will conduct an election of a faculty member to complete the remainder of the unexpired term. The election results will be made known prior to the last General Faculty meeting of the year.

#### **4.3.5 DUTIES OF THE FACULTY SENATE**

The Faculty Senate is responsible to the General Faculty and shall report its agenda, activities, and actions on a timely basis, through notices and at General Faculty meetings. It shall act on its decisions and those of the General Faculty through appropriate governance channels and has the following specific duties and authority:

1. To represent the faculty in all matters of concern to the faculty.
2. To discharge all governance activities of the faculty as its representative body, except for matters noted in item 12 below.
3. To bring before the General Faculty for final resolution issues that concern changes in the fundamental structure of the governance system, changes in procedures relating to promotion and tenure, and Category I curricular changes.
4. To recommend to the President and/or trustees, on behalf of the faculty, changes in policy, procedure, practices, organizational structure, or other matters of concern to the faculty.
5. To react to the President and/or trustees, on behalf of the faculty, on changes or proposed changes in policy, procedure, practice, organizational structure, or other matters of concern to the faculty.
6. To call for and act on the reports of Standing Committees of the Faculty and other committees of the faculty.

7. To adjudicate the concerns of Standing and other committees as to charge, procedures, and jurisdiction.
8. To fill temporary vacancies on Special and Standing Committees of the Faculty or Committees of the Board of Trustees according to the procedures of the Nominations Committee.
9. To appoint faculty members to non-elective committees, administrative committees, and other groups that seek faculty representation.
10. To establish Standing Committees, subcommittees, adhoc committees, and task forces as necessary.
11. To study matters referred to it by the General Faculty, the administration, and/or the Board of Trustees.
12. To approve changes to the Faculty Manual, except where such changes are the prerogative of the General Faculty, and to report changes to the Provost and Vice President for Academic Affairs, President, and the Academic Affairs Committee of the Board of Trustees.
13. To serve as a hearing body in cases of faculty grievances where no other grievance procedure exists.
14. To appoint members of the Faculty Advisory Board.

#### **4.3.6 DUTIES OF FACULTY SENATORS**

1. Senators are responsible for promoting the welfare of Bentley University by representing the faculty in matters of governance. They should be prepared to present to the Senate the concerns of their departments and of other groups of faculty about which they have knowledge. Senators are to keep their colleagues apprised of matters that arise in the Senate.
2. Each elected faculty member of the Senate shall sit on one and only one of the following: a Standing Committee of the Faculty, a Board of Trustees Committee on which faculty serve, or the Planning Committee of the Senate for a term of one year. At least two elected faculty members of the Senate sit on each Standing Committee of the Faculty; at least one sits on each Board of Trustees Committee on which faculty serve.
3. During May the newly elected Senators and continuing Senators shall convene to consider the recommendations of the Nominations Committee for committee assignments for Senators.
4. Duties of Officers
  - a. The Faculty Senate shall annually elect a Chair, Vice Chair, and Secretary. The officers shall serve a term of one year commencing July 1 and may be reelected. The Chair may serve no more than three consecutive terms.
  - b. The Chair of the Faculty Senate shall preside at meetings of the Faculty Senate and General Faculty. The Chair represents the Faculty Senate on the Graduate Council, the PhD Council, the Academic Affairs Committee of the Board of Trustees, the President's Cabinet, and such other committees and groups as may require such representation. The Chair of the Senate presides at meetings of the Planning Committee. The Chair shall keep the General Faculty informed in a timely manner of actions taken by the Faculty Senate.
  - c. The Vice Chair of the Faculty Senate shall assist the Chair of the Faculty Senate and fulfill the duties of the Chair when the Chair for any reason is unable to do so.
  - d. The Secretary of the Faculty Senate shall keep minutes of Faculty Senate and General Faculty meetings, keep records of attendance at these meetings, issue notices of meetings and meeting agendas to Senators and the General Faculty, distribute the approved minutes of these meetings to

the General Faculty, and serve as Editor of the Faculty Manual.

- e. These officers, along with one other Senator elected by the Senate and the immediate past Chair of the Senate (whether an elected Senator or not), constitute the Planning Committee. The Planning Committee sets agendas for Faculty Senate and General Faculty meetings and guides the attention of the Faculty Senate to long-range concerns and immediate agenda items.

#### 4.3.7 PROCEDURAL MATTERS

1. The Senate shall meet regularly. Meetings are open to the General Faculty. Notices of meetings and the agenda shall be made available to the General Faculty. The Senate may vote to meet in executive session under extraordinary circumstances. Special meetings may be called as needed.
2. A quorum of 50 percent plus one of the voting membership of the Senate is required to conduct business.
3. Meetings of the Faculty Senate shall be conducted according to *Robert's Rules of Order* in all cases where they are applicable and are not inconsistent with other provisions of this Section 4.3.

A petition presented to the Faculty Senate bearing the names of 10 percent of the full-time faculty shall move an issue to the General Faculty for final consideration.

#### 4.3.8 NOMINATIONS COMMITTEE

1. The Nominations Committee, a subcommittee of the Faculty Senate, nominates faculty members for election or appointment to most committees that have faculty as members, the exceptions to these being the Graduate Council, the PhD Council, the Research Council, and *ex officio* positions. The Nominations Committee determines the eligibility of faculty for each vacancy and conducts the elections of faculty to the Special and Standing Committees of the Faculty and committees of the Board of Trustees.
2. The goal of the Nominations Committee is to ensure that faculty members
  - a. Are fully aware of openings on various university committees
  - b. Have full opportunity to volunteer for committee membership. At all times the committee shall be guided by the principles of equity and fairness to all faculty members.
3. The Nominations Committee is composed of six voting members of the full-time faculty with representation from the various ranks and disciplines. Four members are elected from the full-time faculty, and at least two members are appointed from the Senate by the Faculty Senate during its last meeting of the academic year. The term on the Nominations Committee for an elected member is three years, while Senators are appointed annually. Terms shall be staggered. Vacancies on the Nominations Committee shall be filled at the next regular meeting of the Faculty Senate following notice of a vacancy.

BUSINESS	ARTS & SCIENCES
Accountancy	English and Media Studies
Computer Information Systems	History
Economics	Global Studies
Finance	Mathematical Sciences

Information Design & Corporate Communication	Modern Languages
Information & Process Management	Natural and Applied Sciences
Law, Taxation & Financial Planning	Philosophy
Management	Sociology
Marketing	

4. The Nominations Committee shall annually survey the faculty to determine present committee activity and future preferences. Nominations shall be based on this information, as well as the criteria that each committee shall be composed of a broad representation of faculty and from a broad representation of the departments of Business and the departments of the Arts and Sciences. For curricular purposes, the following classification of the academic departments has been adopted.
5. Specific operating guidelines of the Nominations Committee shall be maintained by the Secretary of the Faculty Senate and be available to all faculty members.
6. The procedure for filling vacancies on Special and Standing Committees of the Faculty and committees of the Board of Trustees is as follows:
  - a. When a vacancy occurs on a Special or Standing Committee for any reason, the Chair of the Senate shall be notified by the Chair of the committee.
  - b. The Nominations Committee shall usually nominate as the replacement the next eligible person receiving the next highest number of votes at the last election.
  - c. The nomination shall be approved by the Faculty Senate by a majority vote of the voting members present at its next meeting.
  - d. The newly appointed member shall serve on the committee for the remainder of the unexpired term.
  - e. A vacancy that occurs near the end of the academic year may, if the Senate so chooses, be filled by election at the time when regular elections to Special Committees, Standing Committees, and Board of Trustees are conducted.
7. The Nominations Committee shall be responsible for maintaining the membership of the Faculty Advisory Board, which shall consist of 10 or more members of the General Faculty appointed by the Nominations Committee, subject to ratification by the Senate, to serve as an available pool of faculty to provide requested participation on university non-faculty and ad hoc committees.

#### **4.3.9 NOMENCLATURE**

For the purposes of Senate and all Senate Committees, the following definitions apply:

1. Senator: Senators shall include: (a) members elected as one of the twenty-three full-time faculty holding academic rank in terms of Section 4.3.1, (b) an adjunct faculty member chosen by the adjunct faculty without regard to department, who is an active member of the faculty, and, (c) one member elected from the Library staff defined in Section 4.2.3.7. The adjunct faculty member will not be asked to serve on a Senate committee. Full-time faculty senators have voting rights on all of the Senate Committees to which they are appointed.

2. Ex officio member: Member of the Senate or a Senate Committee by virtue of holding another office within the university. Ex officio members have voting rights on the Senate and on all Senate Committees to which they are appointed ex officio.

3. 4. 5. Participating member: Individuals



appointed to Senate and Senate Committees, who may hold another office within the university, but who attend Senate and Senate Committees as non-voting but otherwise fully engaged attending participants. Participating members are not to be calculated towards a quorum.

Designee: An individual who substitutes for a Senator, Ex officio member, or Participating member and has the same rights and obligations as their designator.

Designees are only allowed when this is explicitly stated for a particular Senate or Senate Committee position, or when approved by the Senate.

Student member: Student leaders appointed to Senate and Senate Committees as non-voting but otherwise fully engaged attending participants.

## **4.4 COMMITTEES OF THE FACULTY**

### **4.4.1 STATEMENT ON SERVICE ON FACULTY COMMITTEES**

Active participation on faculty committees is recognized as a normal and necessary part of a full-time faculty member's contractual obligation to render service to Bentley University. It is also recognized that excellence in the performance of the faculty is necessary if Bentley University is to fulfill its mission and maintain its quality. Meritorious service on university committees contributes to that excellence and shall be encouraged through positive consideration in matters of promotion, tenure, and merit increases.

There are two types of Faculty Committees: Special Committees and Standing Committees.

### **4.4.2 SPECIAL COMMITTEES OF THE FACULTY**

1. Special committees are permanent committees of the faculty which, because of their functions and specific reporting procedures, are considered to be outside the Standing Committee structure. Such committees do not report to the Faculty Senate in the normal course of conducting their business. However, they are responsible to the Faculty Senate and the General Faculty for carrying out their charges, they may appeal to the Senate for clarification or change in their charges and procedures, they may bring reports to the Faculty Senate and the General Faculty as necessary, and they may be called upon to report to the Faculty Senate in special circumstances as outlined in the charge to each committee.
2. No more than one member of any academic department may hold an elected seat on a Special Committee, and no faculty member may be elected to serve on more than two Special or Standing Committees of the Faculty.
3. Members of the Faculty Senate may not hold an elected seat on another Special or Standing Committee of the Faculty.
4. The Nominations Committee is responsible for filling vacancies on Special Committees.

### **4.4.3 FACULTY AFFAIRS COMMITTEE**

The major concern of the Faculty Affairs Committee (FAC) is to encourage the study and implementation of innovative methods for faculty development. When appropriate, this includes reviewing university policies and objectives that affect the faculty and making recommendations as needed.

#### **1. Membership and Eligibility**

The Faculty Affairs Committee consists of five (5) members of the faculty, with election limited as follows:

- At least one member must be from departments of the Arts & Sciences
- At least one member must be from departments of Business
- At least one member must be either a Lecturer or a Senior Lecturer



- At least one member must be from the part-time faculty
- At least one tenured member
- Dean of Arts and Sciences and Dean of Business, *ex officio*

## **2. Term**

The term of service on the committee is three (3) years.

## **3. Duties**

- Gathers, reviews, and approves disbursement of Faculty Development Funds
- Attends to any issue that affects faculty development as a whole

## **4. Procedural Matters**

- A Chair and a Secretary are elected annually by the committee from the elected members. The Chair shall be a tenured member.
- A majority vote of a quorum (3) of the committee is needed for all decisions.

### **Notes:**

- 3(a) changes “recommends” to “approves” disbursement of funds consistent with operating changes made by the Provost’s Office to push approval of these funds to the faculty level.
- When discussing the new structure, it was the intent of the current FAC that the committee be chaired by a tenured faculty member. Consistent with this thinking, the Chair of the Sabbatical Committee (below) should be a full professor

### **4.4.4 SABBATICAL COMMITTEE**

The major concern of the Sabbatical Committee (SC) is to gather, review, and recommend sabbatical requests to the Administration. When appropriate, this includes reviewing university policies and objectives that affect the sabbatical process and making recommendations as needed.

## **1. Membership and Eligibility**

The Sabbatical Committee consists of five (5) tenured members of the full-time faculty, with election limited as follows:

- All members must have taken at least one sabbatical
- At least two members must be from departments of the Arts & Sciences
- At least two members must be from departments of Business
- At least one Full Professor
- Dean of Arts and Sciences and Dean of Business and the McCallum Graduate School, *ex officio*

## **2. Term**

The term of service on the committee is three (3) years.

## **3. Duties**

- Gathers, reviews, and recommends sabbatical requests to the Administration.
- Attends to any issue that affects the sabbatical process.

## **4. Procedural Matters**

- A Chair and a Secretary are elected annually by the committee from the elected members. The Chair shall be a Full Professor.

- b. A majority vote of a quorum (3) of the committee is needed for all decisions.

#### **4.4.5 PROMOTION AND TENURE COMMITTEE**

The Promotion and Tenure Committee (P&T) reviews all applications for promotion and/or tenure, and after consideration presents the names of all applicants for promotion and/or tenure, together with the committee's recommendations, to the Board of Trustees through the Offices of the Provost and Vice President for Academic Affairs and President.

##### **1. Membership and Eligibility**

The Promotion and Tenure Committee consists of seven (7) tenured members of the full-time faculty with election limited as follows:

- At least three members shall be from the departments of Business and at least three members elected from the departments of Arts and Sciences
- No department may be represented by more than one member on the committee
- No member may be serving on the Faculty Senate
- At least three seats must be held by Full Professors

##### **2. Term**

The term of office shall be three (3) years. A member may serve any number of terms, but there must be a break in service of at least two (2) years between terms.

##### **3. Election**

- a. Members are elected electronically each year by the full-time members of the faculty prior to the last General Faculty meeting of the fall semester preceding their terms of office. The Nominations Committee shall plan the details of the election and supervise the electronic distribution and processing of all ballots. A primary election, if necessary, shall be conducted by mail prior to the election.
- b. If a vacancy should arise, the Nominations Committee shall, if necessary, conduct a primary by email, and the election to fill the unexpired term shall be conducted as timing dictates.
- c. In all instances, voting will be confidential and restricted to one vote per eligible faculty member for each position on the ballot.

##### **4. Duties**

- a. To receive and review all applications for promotion and/or tenure and, after consideration, promotion and/or tenure to the Board of Trustees of the university through the Offices of the Provost and Vice President for Academic Affairs and President.

##### **5. Procedural Matters**

- a. This committee, because of the confidential nature of its deliberations, does not report to the faculty except as provided in Section 5.9.8.4.
- b. A member of the P&T Committee seeking promotion must be granted a leave of absence from the committee for that year. See Section 3b above for filling the vacancy.
- c. A member of the P&T Committee shall be absent during discussion of and voting on a candidate from a member's own academic department.
- d. P&T Committee members holding joint appointments shall be absent during discussion of and

voting on a candidate from any department in which they are a member.

- e. P&T Committee members holding a secondary appointment shall be absent during discussion of and voting on a candidate only from their primary department.

See Sections 5.8 and 5.9 for detailed procedures.

#### **4.4.6 TEACHING AND SCHOLARLY ACTIVITIES COMMITTEE**

The Teaching and Scholarly Activities Committee (TSAC) is responsible for recommending winners of the Bentley University Scholar of the Year Award, recommending winners of the Gregory H. Adamian Award for Excellence in Teaching, selecting winners of Bentley University Awards for Innovation in Teaching, recommending to the appropriate dean those faculty deserving of special monetary awards established by the Board of Trustees, handling other teaching-related matters as may appropriately come before the committee, and dealing with other matters related to research and scholarly activities as may appropriately come before the committee.

##### **1. Membership**

- at least three tenured faculty members
- at least three full-time faculty members elected from Business departments
- at least three full-time faculty members elected from Arts and Sciences departments
- one Wilder Teaching Professor
- student representative for discussions deemed appropriate by the committee

##### **2. Eligibility**

No academic department shall be represented by more than one member on the committee.

##### **3. Term**

The term of service on the committee shall be three (3) years.

#### **4.4.7 STANDING COMMITTEES OF THE FACULTY**

##### **1. Membership**

- a. Except where noted, at least two Senators, appointed by the Senate, sit on each Standing Committee for a renewable term of one year. At-large members are elected for renewable three-year terms by the faculty prior to the final General Faculty meeting of the academic year. No faculty member may serve on more than two of the Special and Standing Committees of the Faculty. No more than one member of any department may hold an elected seat on a Standing Committee.
- b. When a vacancy occurs on a Standing Committee for any reason, the Chair of the Faculty Senate shall be notified by the Chair of the Standing Committee. The Nominations Committee of the Faculty Senate is responsible for identifying a replacement.

##### **2. Ex officio Members and Voting**

- a. The President of Bentley University and Provost and Vice President for Academic Affairs are *ex officio* members of all Standing Committees of the Faculty.
- b. *Ex officio* members of Standing Committees do not have the right to vote.
- c. *Ex officio* members may designate a representative to attend committee meetings.

##### **3. Procedures**

- a. A Chair and a Secretary are elected annually by the committee and may be reelected.
- b. Each Standing Committee shall establish its own policies and operating procedures, subject to review and approval by the Faculty Senate.
- c. Each Standing Committee may, when it deems it reasonable and efficient, establish subcommittees to deal with specific areas and concerns of the committee and meet as a committee of the whole only when necessary for administrative purposes or when it deems issues to be of unusual import. While any such structures remain within the control of the committee, the committee shall report to the Senate the subcommittees formed and the membership thereof, to be made available to the faculty.
- d. All Standing Committees shall report to the Faculty Senate and, in some instances, to the General Faculty by way of the Faculty Senate.

#### **4. Agenda, Minutes, and Records**

- a. Notices of meetings and agendas of Standing Committees shall be sent to committee members and the Secretary of the Faculty Senate in advance and made available to the General Faculty.
- b. Minutes shall be kept at each meeting of a Standing Committee and sent to the Secretary of the Faculty Senate prior to the next meeting of that committee. A complete record of actions taken and recommendations made shall be kept in a permanent file at the Office of the Faculty Senate and made available to any member of the General Faculty who wishes to consult it.

### **4.4.8 ACADEMIC STANDARDS COMMITTEE**

#### **1. Membership**

- Dean of Arts and Sciences, *ex officio*
- Dean of Business, *ex officio*
- Registrar, *ex officio*
- Associate Provost for Undergraduate Education, *ex officio*
- Two Senators appointed by the Faculty Senate
- Four faculty members elected by the General Faculty
- One student appointed by the Academic Affairs Board of the Student Government Association

The elected members may be of any academic rank, but not more than one member of this committee will be of the rank of Lecturer or Senior Lecturer. The student member shall not have the right to vote.

#### **2. Duties**

- a. To recommend university policies in such areas as graduation requirements, probation, academic warnings, quality point requirements, attendance requirements, examination policies and practices, grading systems, and the evaluation of student performance.
- b. To evaluate policies and procedures relative to the academic standards of the university and, where appropriate, to propose new policies and procedures.
- c. The committee shall elect a member of the Academic Standards committee to serve on the Academic Performance Committee for a term set by this committee but not to exceed the elected term on the Academic Standards Committee.

### **4.4.9 THE CURRICULUM COMMITTEES**

There are two committees charged with overseeing the Bentley undergraduate curriculum, the Curriculum Implementation Committee and the Curriculum Policy Committee. Each committee shall be elected separately by

the faculty, with additional members appointed to each by the Faculty Senate as specified below. Each committee shall report independently to the Senate, and its decisions will not be subject to review by the other.

#### 4.4.10 CURRICULUM IMPLEMENTATION COMMITTEE

The Curriculum Implementation Committee (CIC) is charged with ensuring that the strategic curricular goals of the university, as shaped by the Curriculum Policy Committee and articulated in the Faculty Manual, be maintained, and with reviewing curricular initiatives proposed by any of the several instructional units of the institution.

##### 1. Membership

- Dean of Arts and Sciences, *ex officio*
- Dean of Business, *ex officio*
- Two Senators appointed by the Faculty Senate
- Five faculty members elected by the General Faculty
- Registrar, *ex officio*
- Director of Strategic Initiatives and Academic Success, *ex officio*
- Director of Undergraduate Admissions, *ex officio*
- Associate Dean of Assurance of Learning and Accreditation, *ex officio*
- Executive Director of the Library, *ex officio*
- Director of the Pulsifer Career Development Center, *ex officio*
- One student appointed by the Academic Affairs Board of the Undergraduate Student Government Association. The student member shall have no vote.
- At least three faculty members from departments of Business and at least three from departments of the Arts & Sciences.

##### 2. Duties

- a) To consider curriculum recommendations of the academic departments and approve such recommended additions or changes as necessary.
- b) To establish and advise each department and appropriate university committees of operational guidelines and deadlines for submission of curriculum proposals or changes to the committee (a current version of these operating procedures is provided [here](#), including required information for submissions to contain).
- c) To establish communication of public comment periods for new course and program proposals to the general faculty, as well as guidelines for collecting, documenting, and responding to public comments.
- d) Report any curriculum approvals that fall within Category II (see subsection 3 below) and send agenda of needed approvals to Faculty Senate, where appropriate.

##### 3. Curriculum Approval

This section documents the formal faculty-led governance process. There may be other approvals and consultations recommended or required by other parties before this process commences. These additional pre-requisite steps are stipulated in the operational guidelines (the link to these guidelines is provided in subsection 2 above).

The submission of a proposal to the Curriculum Implementation Committee demarcates the beginning of the formal faculty governance process and presumes the completion of any prerequisite steps.

Upon proposal submission, there are four categories that a curriculum addition or revision can fall within.

**The following proposals are classified as Category IA**

- New degree programs or new majors
- Substantial revisions of existing degree programs or majors

The governance process for **Category IA** proposals is as follows:

- Advisory meeting required with:
  - Curriculum Policy Committee (to be performed prior to a proposal submission to CIC)
- Faculty notification of the proposal once submitted to the Curriculum Implementation Committee, followed by a minimum two-week public comment period
- Approval required by:
  - Curriculum Implementation Committee
  - Faculty Senate
  - General Faculty

The following proposals are classified as **Category IB**:

- New minors or new concentrations
- Substantial revisions of existing minors or concentrations
- Non-substantial revisions to the core curriculum
- Deactivation of existing degree programs, majors, concentrations, or minors

The governance process for Category IB proposals is as follows:

- Advisory meeting required with:
  - Curriculum Policy Committee (to be performed prior to a proposal submission to CIC)
- Faculty notification of the proposal once submitted to the Curriculum Implementation Committee, followed by a minimum two-week public comment period
- Approval required by:
  - Curriculum Implementation Committee
  - Faculty Senate
- Notification provided to:
  - General Faculty

a. **Category II:**

The following proposals are classified as Category II:

- All new permanent courses
- Deactivation of courses in existing programs (majors, minors, or concentrations) that affect programs in other departments
- Prerequisite changes and/or modifications of course requirements that affect programs of other departments
- Exclusion of majors or minors to existing programs

The governance process for Category II proposals is as follows:

- Faculty notification of the proposal once submitted to the Curriculum Implementation Committee, followed by a minimum one-week public comment period
- Approval required by:
  - Curriculum Implementation Committee
- Notification provided to:

- Faculty Senate

**b. Category III:**

The following proposals are classified as **Category III**:

- Faculty-led short-term courses to be offered abroad under the auspices of the Office of International Education.
- Substantial revisions to the content of existing courses.
- Non-substantial revisions to requirements within a major, minor or concentration that do not affect programs of another department
- Reactivation of courses after five or more years of inactivity (see Section 7.4.7)

The governance process for Category III proposals is as follows:

- Approval required by:
  - Curriculum Implementation Committee

The Curriculum Implementation Committee will use its discretion in differentiating between substantial and non-substantial revisions (Category I or Category III). Any proposals that cannot be classified into explicitly enumerated categories within this “Section 3. Curriculum approval” shall be classified as Category III.

**c. Category IV:**

The following proposals are classified as Category IV:

- Routine operational issues, such as changes to individual course titles, numbers, and prerequisites; non-substantial course description or content changes; deactivations from the catalogue of courses not offered over time; additions or deletions to elective courses within programs (provided this does not affect other departments).
- Experimental courses, which shall be defined as courses with specific content that may not be repeated for credit. Experimental course numbers (XX 198/199, 298/299, 398/399) should be used to explore curriculum development for an intended long-term, permanent course offering. A course description and draft syllabus must be submitted to CIC *each time* before the course may be listed by the Registrar for the upcoming semester’s schedule. The description should indicate the curricular requirements fulfilled by this course (Business or Arts and Sciences elective; Diversity, International, or Communication Intensive; major, minor, and/or Liberal Studies Major requirement or elective). Experimental courses may be offered twice with notice provided to the CIC each time the course is offered. To be offered a third time they must be approved as permanent courses (Category II).
- The specific topic of a Selected or Special Topics course or Seminar offered in a given semester. A course description and draft syllabus must be submitted to CIC each time a Selected or Special Topics course or seminar is offered before it may be listed in the upcoming semester’s schedule. The description should indicate the curricular requirements fulfilled by this course (Business or Arts and Sciences elective; Diversity, International or Communication Intensive; major, minor, and/or Liberal Studies Major requirement or elective). Any particular topic under these rubrics may be offered twice with notice to the CIC. To be offered a third time, it must be approved as a permanent

- course (Category II).
- Editorial changes to formal curriculum documents (e.g., spelling, grammar, formatting).

The governance process for Category IV proposals is as follows:

- Approval required by:
  - Department
- Notification provided to:
  - Curriculum Implementation Committee

The Curriculum Implementation Committee may request certain information to be provided or modified prior to the updating of the course catalogue in line with the changes articulated in the proposed revision to the curriculum. Examples of such requests include, but are not limited to, the provision of updated syllabi with required components as set forth by the university, inclusion of learning outcomes (for both major programs and courses), or correction of spelling or grammatical errors.

Requirements for the approval of course designators are separate and distinct from the proposal approval process. The process of course designator approvals are articulated in the operational guidelines (the link of which is provided subsection 2 above).

#### 4. Reporting

- Any approved Category I change shall be reported promptly to the Senate Planning Committee.
- The last scheduled meeting of the Curriculum Implementation Committee in any semester will occur no later than three weeks prior to the final meeting of the Faculty Senate in that semester. Meetings after that date shall occur only at the request of the Planning Committee of the Faculty Senate.

#### 5. Deadlines

Deadlines for submitting course and other relevant registration information are available in the Registrar's office. No proposed curriculum change can be presented in any university Admissions activities, university catalog, or other university publication intended for the general public prior to its approval at the level of the Governance System indicated by its Category.

#### 4.4.11 CURRICULUM POLICY COMMITTEE

The curriculum serves as the primary instrument for achieving the Bentley mission. The Curriculum Policy Committee is responsible for ensuring that individual courses make up parts of a coherent whole, and that the curriculum as a whole reflects an awareness of the best contemporary ideas and practices in higher education, as well as sensitivity to real-world conditions that Bentley graduates will face.

##### 1. Membership

- Dean of Arts and Sciences, *ex officio*
- Dean of Business, *ex officio*
- Two senators appointed by the Faculty Senate
- Three faculty members elected by the General Faculty
- Associate Provost for Student Success, *ex officio*
- Registrar, *ex officio*
- Director of Undergraduate Admissions, *ex officio*
- Associate Dean of Assurance of Learning and Accreditation, *ex officio*
- Executive Director of Corporate Relations and Career Services, *ex officio*
- Executive Director of the Library, *ex officio*
- At least two faculty members from departments of Business and at least two from departments of the Arts and Sciences.



## **2. Duties**

- a. To conduct continuing studies of existing and proposed curricula.
- b. To solicit faculty opinion on curriculum matters.
- c. To assist departments in curriculum development, suggesting ideas and direction, ensuring proper differentiation and integration of offerings, and serving as mediator.
- d. To focus attention on the future direction, the feasibility, and the appropriateness of academic programs.
- e. To recommend, annually, curriculum requirements to the Provost and Vice President for Academic Affairs and to the faculty.
- f. To develop and regularly review criteria for designating courses as Business or Arts and Sciences.
- g. To perform such other duties as normally pertain to curriculum policy matters.
- h. To receive information and provide advice or comment on any programs which are proposed for discontinuance. It is expected that such a proposal will be brought to the committee by the Provost and Vice President for Academic Affairs or the appropriate dean.

## **3. Reporting**

The Curriculum Policy Committee will report to the Faculty Senate annually on matters of the curriculum, including recommendations for Faculty Senate consideration.

### **4.4.12 FACULTY EVALUATION PROCEDURES COMMITTEE**

#### **1. Membership**

- Three faculty members elected by the General Faculty
  - One must be untenured
  - At least one must be from a Business Department
  - At least one must be from an Arts and Sciences Department
- Associate Provost for Research and Faculty, *ex officio*
- Dean of Business, *ex officio*
- Dean of Arts and Sciences *ex officio*
- Two Senators appointed by the Faculty Senate

#### **2. Duties**

- a. Consider and approve any modifications or alterations to the evaluation procedures when proposed by a department to satisfy special needs.
- b. Review the working of evaluation procedures and consider improvements and amendments.
- c. Generate and/or approve standardized documents necessary to the proper functioning of the evaluation procedures.

### **4.4.13 SALARY AND BENEFITS COMMITTEE**

The Salary and Benefits Committee is not intended in any way to be, nor to appear to be, an agency for negotiation of salary or benefits for the faculty as a whole or for any individual faculty member. The committee is not authorized nor intended to be, in any respect, a body to hear, act upon, or consider any grievance on the part of

any faculty member or members.

### **1. Membership**

- Three Senators appointed by the Faculty Senate
- Three faculty members elected by the General Faculty
- At least two faculty members from departments of Business and at least two from departments of the Arts and Sciences.

### **2. Duties**

- a. To establish and maintain an awareness of the current salary conditions at Bentley University and, in general, at other institutions of higher education.
- b. To determine periodically the extent to which inflation has eroded the purchasing power of the dollar in general, and particularly in the geographical area in which Bentley exists.
- c. To maintain an awareness of the benefits that are available to the faculty of Bentley University.
- d. To search continually for ways to improve such benefits in a manner consistent with the best interests of the university.
- e. To keep the Bentley University faculty apprised of all the above through periodic reports to the Faculty Senate.
- f. To periodically recommend to the faculty through the Faculty Senate improvements in salary and benefits.
- g. To serve as a conduit through which faculty concerns related to salaries and benefits may be communicated to the administration and the Board of Trustees, and through which the responses of these groups may be communicated back to the faculty through the Faculty Senate.
- h. To establish and review, jointly with the administration, a set of salary and benefits objectives as well as a comprehensive faculty compensation plan.
- i. To establish a schedule of activities, agreed upon by the administration, reflecting the major tasks of both parties during the academic year.

## **4.5 OTHER COMMITTEES ON WHICH FACULTY SERVE**

### **4.5.1 GRADUATE SCHOOL**

#### **4.5.1.1 GRADUATE COUNCIL**

Academic issues in graduate education are the concern of the Graduate Council.

### **1. Membership**

- Dean of Business and the McCallum Graduate School of Business, Chair
- MBA Director
- Two other graduate program directors
- Chairs of the departments involved in graduate program delivery (including at least one faculty member from Arts and Sciences)
- Chair of the Faculty Senate
- A graduate student selected by the Graduate Student Association

- Associate Dean of Business responsible for academic programs
- Ex officio (non-voting) members of the Graduate Council are:
  - Registrar
  - Director of Graduate Academic Advising and Engagement
  - Dean of Arts and Sciences
  - Director of Marketing Programs
  - Director of Graduate Admission
  - Director of Graduate Career Development
  - All other academic Associate Deans.

## 2. Duties

- a. The Graduate Council formulates academic policies, monitors adherence to standards, and advises the Dean on new programs and other developments in the McCallum Graduate School.
- b. The Graduate Council reviews and makes decisions regarding graduate- level curriculum matters. It serves in the roles specified for the Curriculum Implementation Committee at the undergraduate level. The curriculum categories and decision processes are the same as those defined for the undergraduate level in Section 4.4.91.
- c. The Graduate Council makes decisions regarding the approval of all Category IA, IB, II, and III curriculum proposals and receives notifications regarding Category IV changes. Any Category IA, IB, and II changes approved by the Graduate Council are promptly reported to the Faculty Senate, which acts on Category IA and IB recommendations by approving or disapproving them and receives notifications regarding Category II approvals.
- d. At the request of the Provost and Vice President for Academic Affairs, Graduate Council recommendations may be brought to the General Faculty for final resolution.
- e. The Graduate Council is responsible for nominating and electing members of the other Graduate Committees defined below.

### 4.5.1.2 GRADUATE CURRICULUM COMMITTEE

## 1. Membership

- Associate Dean of Business responsible for academic programs, Chair
- Two representative department chairs
- Two representatives of faculty teaching graduate-level courses
- MBA Program Director
- One other Academic Program Director
- Registrar, *ex officio*
- Assistant Dean/Director of Graduate Student Academic Advising and Engagement, *ex officio*

## 2. Duties

The purpose of the Graduate Curriculum Committee is two-fold:

- To take a strategic view of the entire Graduate School curriculum, suggesting areas of development.
- The Graduate Curriculum Committee reviews all graduate-level curriculum proposals, holds a period of public comment, makes recommendations to the Graduate Council regarding the approval of Category IA, IB, II and III proposals, and notifies the Graduate Council of Category IV changes. The governance process follows the procedure specified in Section 4.4.9 for all programs. (2)

### 4.5.1.3 GRADUATE ACADEMIC PERFORMANCE COMMITTEE

The Graduate Committee on Academic Standing (GCAS) oversees the assignment of academic standing to graduate students and reviews students' request to return from Academic Separation to ensure that the university's academic expectations are upheld, that all students are informed and equally positioned to succeed at Bentley, and that all available resources are aligned to support students who may experience academic Difficulty.

Additionally, GCAS provides feedback to the Graduate Council based on its observations of the impact of curriculum and academic policy on the lives of Bentley students and engages in continuous efforts to reduce bias in the assignment of academic standing.

### **Voting Membership**

- Five faculty members
  - One Graduate Program Director
  - One Chair of an academic department that offers graduate courses
  - Three at-large faculty who routinely teach graduate courses, approved by the Graduate Council
  - The voting faculty members must represent a minimum of three academic departments that offer graduate courses
- One professional staff member appointed by the Provost; typically the Director of Graduate Academic Advising
- The University Registrar or designee

### **Non-voting Member:**

- Administrative Co-Chair of GCAS, appointed by Provost or designee. The Administrative Co-Chair of GCAS organizes the agenda for GCAS meetings and is responsible for GCAS's correspondence with students regarding their academic standing.

The GCAS Faculty Co-Chair will be chosen from the faculty members by a vote of the full committee. The Faculty Co-Chair shall serve for a term of one academic year. The Faculty Co-Chair shall provide a report of GCAS's activities to the Graduate Council annually.

Meetings of GCAS are extremely time sensitive. In the event a voting member of the faculty is unable to attend a meeting of the committee, the Administrative Co-Chair of GCAS can select a full-time faculty member who can vote in not more than one consecutive meeting. The Administrative Co-Chair of GCAS shall maintain a list of alternate members to serve in this capacity.

Faculty named to GCAS shall serve one initial three-year term. Faculty members are eligible to be renewed to serve a second consecutive three-year term. After completion of two consecutive three-year terms, faculty members are eligible to serve as alternates as described above. Faculty may return to the committee after a minimum of one three-year term as an alternate. Terms of service are staggered to ensure continuity of culture on the committee and a working knowledge of committee practice.

Invited (non-voting) guests to meetings of GCAS shall include but are not limited to:

- A representative from the Office of Diversity and Inclusion
- A representative from the Center for International Students and Scholars
- A representative from Graduate Academic Advising and Student Engagement
- Additional guests at the discretion of the faculty and administrative co-chairs of

- GCAS

GCAS is authorized to determine academic standing for graduate students as set forth in the policies and procedures of the University Catalogue (LINK - would direct to the Academic Standing Policies in the Catalogue). GCAS is empowered to set conditions and performance expectations for students, so long as they are not inconsistent with university policy. The Catalogue outlines typical actions of GCAS. The Catalogue also details the process for student appeals of GCAS decisions.

GCAS meets after each fall, summer and spring terms to assign student academic standings. GCAS can delegate its authority to assign academic standings of Good Academic Standing, Academic Concern or Academic Recovery, with associated performance requirements, to appropriate university officials when it is determined that a student qualifies for such standing after GCAS has met following a given semester (e.g., 0as a result of late grades or grade changes).

#### 4.5.1.4 GRADUATE ACADEMIC PROGRAM DIRECTORS COMMITTEE

##### 1. Membership

- Chaired by the Associate Dean of Business
- Academic Program Directors of each of the Graduate degree programs
- *Ex officio* members are representatives from
  - Graduate Admissions
  - Graduate Marketing Programs
  - Graduate Student and Academic Services

##### 2. Duties

To provide a forum for academic program directors to develop shared processes and policies for recruiting, screening, advising, and placing students. The committee does not have an official policy role but brings concerns and issues to Graduate Council for consideration.

#### 4.5.2 PhD PROGRAM AND GOVERNANCE

The PhD Program is part of the McCallum Graduate School of Business. However, it operates independently of the Graduate Council and its committees that oversee the MBA and specialist masters' degree portfolio.

The PhD program is governed by the PhD Council, which is composed of three committees. Decisions made by the PhD Council affecting students will be communicated to them.

##### 4.5.2.1 PhD COUNCIL

Academic issues within the program are under the purview of the PhD Council. The PhD Council formulates academic policies and curricula, monitors adherence to standards, and advises the administration and Faculty Senate on management of the PhD program.

The PhD Council will apprise the Provost and Vice President of Academic Affairs of developments in the PhD Program. The PhD Council will promptly report all curricular decisions and major policy decisions to the Faculty Senate. Major curricular and policy decisions will further require Senate approval.

##### 1. Membership

- Director of the Executive PhD Program (Chair)
- Administrative Director of the PhD Program (*ex officio*)
- Dean of Business and the McCallum Graduate School (*ex officio*)
- Dean of Arts and Sciences (*ex officio*)
- Provost and Vice President for Academic Affairs (*ex officio*)
- Chair of the Faculty Senate (*ex officio*)

- Ten other members, each of whom serve for a term of four years, drawn from a list of faculty meeting the following criteria:
  - a. Have had teaching/supervisory involvement in Bentley's PhD Program or in a PhD program from a different institution
  - b. Are actively engaged in scholarly research commensurate with teaching at the PhD level

The 10 members are selected through the following process, which seeks to create departmental faculty representation for each of the tracks in the PhD program, as well as general faculty representation:

- Three faculty members elected by the General Faculty.
- Five faculty members selected by the Dean of Business and the McCallum Graduate School in a manner that ensures that there are at least two PhD in Accounting representatives and three PhD in Business representatives across all members of the PhD Council (both appointed and elected). Of the three PhD in Business faculty representatives, at least one must represent one of the focus areas of the Executive PhD in Business (i.e., Leadership, Business Analytics, and Experience Design).
- Two faculty members selected by the Dean of Arts and Science in a manner that ensures there is at least one representative from the Mathematics Department (Business Analytics).

Additionally, one PhD in Accounting student and one PhD in Business student are selected by the PhD students in a formal ballot organized within the first two months of the beginning of each academic year to serve as their Council representatives. The student representatives are not regular members of the Council but may be asked to provide input to the PhD Council and the Chair of PhD Council on student views and concerns.

The three working committees of the PhD Council are all chaired by the Chair of PhD Council. They include (a) the PhD Academic Admissions Committee, (b) the PhD Academic Performance Committee, and (c) the PhD Curriculum & Assessment Committee. Each committee makes recommendations to the Council on matters related to its charge, with final decisions being made by the voting members of the PhD Council. The PhD Council is responsible for assigning members to the working committees. Apart from the Chair of PhD Council, PhD Council members cannot serve on more than two of the three committees, which means they may not simultaneously serve on the PhD Academic Performance Standards and the PhD Curriculum and Assessment Committees.

#### **4.5.2.2 COMMITTEES OF THE PhD COUNCIL**

The five working committees of the PhD Council are all chaired by the Director of the PhD Program. They include (a) the PhD Academic Admissions Committee, (b) the PhD Academic Performance Committee, (c) the PhD Curriculum Committee, (d) the PhD Assessment Committee, and (e) the PhD Placement Committee. Each committee makes recommendations to the Council on matters related to its charge, with final decisions being made by the voting members of the PhD Council. The PhD Council is responsible for assigning members to the working committees. Outside of the Director of the PhD Program, PhD Council members cannot serve on more than two of the four committees, and they may not simultaneously serve on the PhD Academic Performance Standards and the PhD Curriculum committees.

#### **4.5.2.3 PhD ADMISSIONS COMMITTEE**

The Admissions Committee includes the Chair of PhD Council and all 10 faculty members on the PhD Council. It has four major functions:

1. To review and approve the criteria for admission to the program (including financial aid), to monitor and change as needed the admissions process itself (e.g., acceptable tests, changes to the application form).

2. To review applications and determine if candidates are suitably qualified.
3. To determine whether there is a faculty supervisor willing and able to take on an applicant who is suitably qualified (in doing this they will work closely with departmental designees).
4. To make recommendations about accepting/rejecting PhD program applicants to the PhD Council.

#### 4.5.2.4 PhD ACADEMIC PERFORMANCE COMMITTEE

The Academic Performance Committee is chaired by the Chair of PhD Council and includes five members from the PhD Council. The committee considers the cases of students whose records make them liable for dismissal.

Interviewing the students where necessary, the committee considers whether and under what conditions a student may continue studies at Bentley and makes recommendations to the PhD Council based on this evaluation. The chair confirms in writing the Council's decisions to the student. The committee also considers and suggests revisions to academic performance policies or changes to existing policies, e.g., grading policies. Any policy changes or new academic policies are forwarded to the PhD council for approval, as well as to the Faculty Senate.

#### 4.5.2.5 PhD CURRICULUM AND ASSESSMENT COMMITTEE

The Curriculum and Assessment Committee is chaired by the Chair of PhD Council and includes five faculty members selected from the PhD Council. The Curriculum and Assessment Committee has two purposes:

1. To take a strategic view of the entire PhD curriculum, suggesting areas of development, revision, or discontinuation
2. To review and approve or recommend to the PhD Council changes to existing courses, as well as new courses proposed by academic departments. All course and curricular changes are first reviewed by PhD Curriculum Committee and then sent to PhD Council for its consideration and approval. PhD Council will immediately forward all approved curricular changes to Faculty Senate.

The committee is charged with designing, facilitating, and reviewing assessment of the governance, program, and student learning outcomes of the PhD program. The committee makes recommendations to the PhD Council as necessary based on its findings. The committee liaises with Bentley's Assurance of Learning Program (as an *ex officio* and non-voting member).

#### 4.5.2.6 PhD PLACEMENT COMMITTEE

The Placement Committee is chaired by the PhD Director and includes the Dean of Arts and Sciences, the Dean of Business, the Provost and Vice President for Academic Affairs, and all PhD supervisors. The committee facilitates the all-important student placement once students begin to look for jobs. The purpose of the committee is to provide a support and vetting service for our doctoral candidates. Each student will be required to prepare an information file that will be vetted by this committee; the committee will provide administrative support to our students to ensure that these files contain information that looks as professional as possible. The PhD program office will prepare an initial list of items that should be included in the file.

### 4.5.3 OTHER UNIVERSITY COMMITTEES, BOARD, AND COUNCILS

#### 4.5.3.1 FACULTY REPRESENTATION ON COMMITTEES OF THE BOARD OF TRUSTEES

Faculty representation on committees of the Board of Trustees is as follows:

- a. **Academic Affairs Committee:** Chair of the Faculty Senate, one Senator, and not fewer than three elected faculty members (at least one from the Business departments and at least one from the Arts and Sciences departments).

- b. **Physical Facilities Committee:** Not fewer than two faculty members, one of whom shall be a Faculty Senator, and one elected faculty member.
- c. **Student Affairs Committee:** Not fewer than three faculty members (one of whom shall be a Faculty Senator, one an elected faculty member, and one member chosen from and by the Student Affairs Committee of the faculty).
- d. Faculty representatives are elected by the faculty at the final General Faculty meeting of the academic year and normally serve a term of two years.
- e. Faculty representatives who are unable to attend a scheduled meeting of a committee are requested to notify the office of the Faculty Senate with an agenda and other meeting materials as early as possible. The Chair of the Faculty Senate shall then contact an appropriate person to substitute.

#### 4.5.3.2 ACADEMIC INTEGRITY COUNCIL

The Academic Integrity Council consists of at least five faculty volunteers, selected by the Director of Academic Integrity and approved by the Nominations Committee, as well as a graduate student and an undergraduate student designated by their respective student government associations. The Academic Integrity Council reviews the state of academic integrity in the Bentley community; advises the Director of Academic Integrity on the process and procedures of the Academic Integrity System; and recommends Faculty Manual revisions as appropriate. A faculty member of the council serves as chair when an Academic Integrity Hearing is required.

The Director of Academic Integrity is appointed by the Provost; works with academic departments and the student organizations to implement proactive education and prevention related to issues of academic integrity; reports to the Provost; oversees the academic integrity process to ensure its adherence to the spirit and letter of Bentley's Academic Integrity System; and consults frequently with faculty, students, and the Academic Integrity Council. When necessary, the Director organizes hearings and stores Academic Integrity Incident Reports (the only official record). In the event of an integrity case filed by the Director, the Provost appoints a temporary Director. The Director is also responsible for ensuring that new Bentley faculty members are familiar with the Honor Code and Academic Integrity System.

#### 4.5.3.3 THE COMMITTEE ON ACADEMIC STANDING (CAS)

The Committee on Academic Standing (CAS) oversees the assignment of academic standing to undergraduate students and reviews students' request to return from Academic Separation to ensure that the university's academic expectations are upheld, that all students are informed and equally positioned to succeed at Bentley, and that all available resources are aligned to support students who may experience academic difficulty.

Additionally, CAS provides feedback to the general faculty based on its observations of the impact of curriculum and academic policy on the lives of Bentley students and engages in continuous efforts to reduce bias in the assignment of academic standing.

#### **Voting Membership**

- Four faculty members
  - One member of, and selected by, the Academic Standards Committee



- Three members nominated by the Nominations Committee and confirmed by the Faculty Senate with at least one member from the arts and sciences faculty and at least one member from the business faculty
- One representative from The Office of Student Success appointed by the Associate Provost for Student Success
- One representative from the professional staff of the Division of Student Affairs appointed by the Vice President of Student Affairs
- The University Registrar or designee

Non-voting Member:

- Administrative Co-Chair of CAS, appointed by Provost or designee. The Administrative Co-Chair of CAS organizes the agenda for CAS meetings and is responsible for CAS's correspondence with students regarding their academic standing.

The CAS Faculty Co-Chair will be chosen from the faculty members by a vote of the full committee. The Faculty Co-Chair shall serve for a term of one academic year. The Faculty Co-Chair shall provide a report of CAS's activities to the Faculty Senate annually.

Meetings of CAS are extremely time sensitive. In the event a voting member of the faculty is unable to attend a meeting of the committee, the Administrative Co-Chair of CAS can select a full-time faculty member who can vote in not more than one consecutive meeting.

Faculty named CAS shall serve one initial three-year term. Faculty members are eligible to be renewed to serve a second consecutive three-year term. After completion of two consecutive three-year terms, faculty members are ineligible to serve on CAS again for three years. Terms of service are staggered to ensure continuity of culture on the committee and a working knowledge of committee practice.

Invited (non-voting) guests to meetings of CAS shall include but are not limited to:

- A representative from the Office of Diversity and Inclusion
- A representative from the Multicultural Center
- A representative from the Center for International Students and Scholars
- Director of Undergraduate Academic Advising (if not appointed as a voting member of CAS)
- Assistant Dean, Academic Support and Advocacy (if not appointed as a voting member of CAS)
- Additional guests at the discretion of the faculty and administrative co-chairs of CAS

CAS is authorized to determine academic standing for undergraduate students as set forth in the [policies and procedures of the University Catalogue](#). CAS is empowered to set conditions and performance expectations for students, so long as they are not inconsistent with university policy. The Catalogue outlines typical actions of CAS. The Catalogue also details the process for student appeals of CAS decisions.

CAS meets after each fall semester and spring semester to assign student academic standings. CAS can delegate its authority to assign academic standings of Academic Concern or Academic Recovery, with associated performance requirements, to appropriate university officials when it is determined that a student qualifies for such standing after CAS has met following a given semester (e.g., as a result of late grades or grade changes).

#### **4.5.3.4 CALENDAR COMMITTEE**

##### **1. Membership**

- Registrar, Chair

- Representatives of all constituencies of the university
  - Includes two members of the faculty nominated by the Nominations Committee and confirmed by the Faculty Senate for staggered terms of two years.

## 2. Duties

Preparing the academic calendar for each academic year.

### 4.5.3.5 JUDICIAL BOARD

The Judicial Board is the highest-ranking judicial body in the Bentley University judicial system. It is, for the most part, a disciplinary body which reviews serious cases of violation and is the only body that has the authority to recommend disciplinary suspension or expulsion. The Judicial Board is responsible for determining the validity of the complaints brought against the student and for recommending an appropriate action to be taken by the Office of Student Affairs.

#### 1. Membership

- Chair (appointed by the President)
- Two faculty
- Two students

Detailed information on the Judicial System may be found in the current copy of the Student Handbook.

### 4.5.3.6 ADVISORY COUNCILS

Advisory Councils may be appointed from time to time by the President, the Provost and Vice President for Academic Affairs, the deans, or the Faculty Senate to deal with specific matters and issues affecting the institution which do not come under the jurisdiction of the Standing Committees of the Faculty.

### 4.5.3.7 AD HOC COMMITTEES

Ad Hoc committees may be appointed from time to time by the President, the Provost and Vice President for Academic Affairs, the deans, or the Faculty Senate to deal with specific matters and issues affecting the institution which do not come under the jurisdiction of the Standing Committees of the Faculty.

## SECTION 5.0 FACULTY APPOINTMENT, EVALUATION, PROMOTION, TENURE, AND TERMINATION

### 5.1 DEFINITION OF FACULTY STATUS

#### 5.1.1 FULL-TIME FACULTY

1. The full-time faculty consists of those individuals holding a full-time teaching appointment and contract in one of the academic departments. These appointments may be at the rank of Lecturer, Senior Lecturer, Assistant Professor, Associate Professor, or Professor.
2. Full-time faculty, at the rank of Lecturer or higher, are expected to teach, to advise students, to engage in scholarly activity, and to contribute to the governance of the university through participation on committees and various other bodies. Lecturers/Senior Lecturers are primarily teachers and, although scholarly activity and institutional service will be valued, evaluation will be based primarily on teaching performance.
3. Full-time faculty members are expected to teach in the Undergraduate, Graduate, and/or Doctoral programs, either day or evening, as the needs of the department and university may require.

#### 5.1.1.1 FULL-TIME VISITING FACULTY

Visiting Professors are classified according to the rank of Lecturer or higher.

#### 5.1.1.2 ADJUNCT (PART-TIME) FACULTY

Adjunct (part-time) faculty members are hired on a course-by-course basis. Such faculty members teach one or two courses per semester.

#### 5.1.1.3 EMERITI FACULTY

1. At the time a full-time faculty member retires from Bentley University in good standing, the tenured members of a department may petition, with supporting evidence, the Provost and Vice President for Academic Affairs and appropriate dean to recommend that the President request the Board of Trustees to add *emeritus* to the faculty member's title at current rank to recognize service as a faculty member at Bentley University. In the absence of exceptional factors, the retiree must have been at the university for at least 15 years.
2. The university will include all Professors Emeriti in the official listings of its faculty members. Such listings will allow the Professors Emeriti to receive university publications and notification of educational, cultural, and social events. Professors Emeriti will continue to enjoy faculty library and computer services privileges.

#### 5.1.2 GENERAL FACULTY

The General Faculty includes the full- and part-time faculty members, as well as various administrators, librarians, registrars, student affairs personnel, directors of academic learning centers, and others holding faculty rank or status. See Section 4.2.2 for a list of the General Faculty.

#### 5.1.3 MINIMUM QUALIFICATIONS FOR APPOINTMENT TO RANK

##### a. Lecturer

To be appointed to the rank of Lecturer an individual must hold at least a master's degree or equivalent.

##### b. Senior Lecturer

To be appointed to the rank of Senior Lecturer an individual must hold at least a master's degree or equivalent.

##### c. Assistant Professor

Appointment to the rank of Assistant Professor is made if the individual holds terminal qualifications or can demonstrate proximate completion of the doctorate. Such appointment should also be consistent with the criteria for promotion to Assistant Professor in Section 5.8.4.

##### d. Associate Professor and Professor

Appointment to the ranks of Associate Professor and Professor requires the holding of a terminal degree and consideration of the candidate's fitness for a long-term association with the university. Such individuals must have also demonstrated accomplishment in teaching, scholarship and professional achievement, and service, such that they would normally qualify for promotion at Bentley University to these ranks. (See Section 5.8.4).

### 5.2 TYPES OF CONTRACTS

All faculty members of Bentley University shall have the academic freedom enjoyed by tenured members regardless of the type of contract. See Section 6.0 Faculty Rights and Responsibilities. Information on contracts is also covered in Section 5.3 Search, Appointment, Reappointment, and Nonrenewal and Section 5.9 Tenure.

#### 5.2.1 FULL-TIME CONTRACTS

All full-time contracts or appointments are of three kinds: (1) tenured, (2) tenure-track, and (3) non-tenure-track.

Appointments to the rank of Lecturer, Senior Lecturer, or Distinguished Lecturer are non-tenure-track. See Section 5.5 for descriptions of typical teaching loads, faculty job responsibilities, and faculty profiles.

### **1. Tenured**

Appointments with tenure are made to persons who have had six years of continuous full-time faculty teaching service. Service as a member of the teaching faculty of another accredited institution of higher education may be deemed equivalent to service at Bentley University up to a maximum of three years of such service. At the discretion of the Board of Trustees, appointments may be made with tenure without regard to length of service. See Section 5.9 Tenure.

### **2. Tenure-track**

- a. A faculty member may be granted a series of one-year contracts, which could lead to tenure at Bentley University. The total period of continuous full-time teaching at Bentley University shall not exceed seven years of full-time service. The seven years of full-time service will not include more than three years of prior service credit at the rank of instructor or higher at other accredited institutions. Service in a non-tenure-track position at Bentley University may count toward tenure at the discretion of faculty members.
- b. In exceptional circumstances, such as appointment of an external candidate as a non-tenured chair of an academic department, term contracts of three to five years may be used as warranted by circumstances.
- c. During the entire period, not to exceed seven years of continuous full-time teaching at Bentley University, the member's overall contribution to the university will be evaluated annually based upon appraisals by students, colleagues, and academic administrative officers, in accordance with the procedures in Section 5.5 Evaluation of Faculty.

### **3. Non-tenure-track**

- a. Persons who are not offered a tenure-track position at the initial appointment may receive a non-tenure-track appointment. Lecturer appointments expire annually. Senior Lecturers receive a three-year contract. In extraordinary circumstances, a department may recommend to the appropriate dean and Provost and Vice President for Academic Affairs that a Lecturer receive a multiyear contract. No notice of termination other than that contained in the appointment letter or contract will be given.
- b. An individual may hold the position of Lecturer for a maximum of five years. If a department wishes to keep that individual for more than five years of continuous full-time service, they must submit a formal request for promotion to Senior Lecturer to the appropriate dean and Provost and Vice President for Academic Affairs. (Specific requirements for the request are listed in Section 5.8.4).
- c. After completion of a minimum of five years in the role of Senior Lecturer, an individual is eligible to apply for the rank of Distinguished Lecturer. Specific criteria and requirements for the request are listed in Section 5.8.4.2.
- d. No appointments to the rank of Lecturer, Senior Lecturer, or Distinguished Lecturer may be made with tenure, but any individual in that rank has the option of applying for a tenure-track position should one become available. If hired in a tenure-track position, that individual would have the option of using or not using their prior years of service at Bentley to count toward tenure. Under no circumstances may a tenure-track faculty member who has applied for and been denied tenure at the university apply for a Lecturer or Senior Lecturer position, unless there is at least a one-year break in service.

### 5.2.2 PART-TIME CONTRACTS

Adjunct (part-time) faculty members are appointed on a course-by-course basis and such contracts are not cumulative toward tenure. Should a part-time faculty member be appointed to the full-time faculty, only full-time contractual periods are considered for tenure purposes.

## 5.3 SEARCH, APPOINTMENT, REAPPOINTMENT, AND NONRENEWAL

### 5.3.1 SEARCH PROCEDURES

1. To attract the best qualified faculty to the university, academic departments and search committees are expected to advertise widely for positions within the appropriate professional area and at all times adhere to the spirit of equal opportunity and nondiscriminatory policies.
2. Approval for new positions and replacements for existing positions must be obtained from the Provost and Vice President for Academic Affairs prior to initiating a formal search. A recruitment plan is required for all full-time faculty searches. The process for developing the plan and for managing the search is available on the Office of Human Resources website.
3. Ways in which positions might be advertised include public newspapers; *The Chronicle of Higher Education*; academic journals, newsletters, placement directories, or other communications of professional associations; the listing of positions at professional meetings; letters to schools graduating qualified individuals; letters to colleges, universities, or businesses; formal and informal contacts; and any others deemed appropriate. The advertising channels will be selected after taking into account the effective practical reach and the cost in both time and money.

### 5.3.2 APPOINTMENT PROCEDURES – FULL-TIME FACULTY

#### 1. Initial Appointment

- a. Acting on the recommendation of the tenured members of the department, the chair of the academic department shall submit to the appropriate dean and Provost and Vice President for Academic Affairs, in writing, the names and credentials of persons to be considered for initial full-time appointment.
- b. For candidates seeking multiple appointments (see Section 4.2.2.3):
  - For candidates eligible for a joint appointment, the chair and tenured members of each involved department will participate in the recruitment process.
  - Candidates will not be eligible to seek a secondary appointment as part of the initial appointment. After they have an initial appointment and one year's service in a primary department, they may apply to be considered for a secondary appointment in another department.
- c. All appointments are made by authority of the Board of Trustees upon recommendation by the President, advised by the Provost and Vice President for Academic Affairs. The Provost and Vice President for Academic Affairs will give written notice of appointment, which will include explicit statements as to the nature and duration of the appointment, the salary, collateral benefits, any qualifying conditions, and, if a tenure-track appointment, a statement that no prior service credit is awarded except as may be set forth in a separate agreement signed by the appointee and the Provost and Vice President for Academic Affairs before September 1 of the initial academic year of the appointment and filed with the notice and acceptance of appointment.
- d. At the discretion of the appropriate dean and Provost and Vice President for Academic Affairs, an appointee in a tenure-track position may be awarded credit for tenure consideration up to three

years of prior full-time faculty service at any other accredited institution or institution of higher education, but an appointee may elect to be awarded a lesser number of years of credit for such service. The number of years, if any, of such credit that is awarded shall be set forth in an agreement as outlined in the item above.

- e. The number of years of prior service credit awarded to an appointee shall be reported by the Provost and Vice President for Academic Affairs in writing to all department chairs and to the Chair of the Promotion and Tenure Committee. In those cases where the department proposes an appointment with tenure and/or Professor rank, the department will forward the candidacy (with sufficient written evidence to support the proposal) to the Promotion and Tenure Committee for its advice before submitting the proposal to the Provost and Vice President for Academic Affairs and appropriate dean. The advice of the P & T Committee shall be made part of the department's proposal to the Provost and Vice President for Academic Affairs and appropriate dean. Similarly, the P & T Committee's advice will be sought in cases in which current Bentley University administrators are proposed for academic appointment with tenure and/or Professor rank.

## **2. Joint and Secondary Appointments for Current Faculty**

### **a. Joint Appointments**

For current faculty members seeking a new joint appointment, the chairs of the prospective departments, acting upon a recommendation prepared by the tenured members of those departments and the chair and tenured members of the current department, shall submit to the appropriate dean(s) and the Provost and Vice President for Academic Affairs the names of persons to be considered for joint appointments.

### **b. Secondary Appointments**

For current faculty members seeking a new secondary appointment, the chair of the prospective department, acting upon a recommendation prepared by the tenured members of that department, shall submit to the appropriate dean and the Provost and Vice President for Academic Affairs the names of persons to be considered for secondary appointments.

## **3. Reappointment**

- a. Notice of the terms and conditions of reappointment shall in all cases be given no later than May 31.

### **b. Joint Appointments**

Tenured faculty members holding joint appointments will be reappointed to all involved departments. However, the Provost and Vice President for Academic Affairs may rescind an appointment at the request of the faculty member holding a joint appointment.

### **c. Secondary Appointments**

Faculty members, tenured or tenure-track, holding a secondary appointment in another department are only considered for reappointment in their primary department. The secondary department is presumed to continue. However, the Provost and Vice President for Academic Affairs may rescind the secondary appointment at the request of the faculty member holding the secondary appointment or upon receiving written recommendation from the chair of any involved department. Tenured faculty members holding secondary appointments who wish to change the designation of which department is primary, and which is secondary must obtain the approval of the appropriate dean and the tenured members of all departments involved. If such approval is obtained, a Tenure Transfer must be completed.

## **4. Nonrenewal of Appointment**

- a. Written notice that a tenure-track appointment is not to be renewed shall be given in accordance with the following standards:

- Not later than May 1 of the first academic year of service, if the appointment is to be terminated at the end of that year.
  - No later than December 15 of the second academic year of service, if the appointment is to be terminated at the end of that year.
  - At least 12 months before the expiration of an appointment after two or more years at Bentley University.
- b. Non-tenure-track appointments normally expire annually, but, in extraordinary circumstances, a department may recommend to the appropriate dean and Provost and Vice President for Academic Affairs that an individual receive a multiyear contract. No notice of nonrenewal other than that contained in the appointment letter or contract will be given.
  - c. It is institutional policy not to provide probationary faculty members with a written statement of reasons for non-reappointment.
  - d. The decision not to reappoint should not be confused with “dismissal with cause.” Non-reappointment does not necessarily reflect adversely on the faculty member. The long-range educational objectives and standards of an institution, full staffing at the tenure level in the individual’s principal competence or specialty, and fiscal considerations are some of the reasons why it is often either imprudent or impossible to renew appointments.

### **5.3.3 APPOINTMENT PROCEDURES – ADJUNCT (PART-TIME) FACULTY**

1. Recommendations for adjunct faculty appointments shall be made in writing by the chair of the academic department to the appropriate dean and Provost and Vice President for Academic Affairs.
2. Each recommendation must be supported by acceptable academic credentials, degree transcripts, and professional references.
3. Generally, adjunct faculty members are appointed at the Assistant Professor level. Written notice of appointment will specify the salary, specific course assignment(s), and any qualifying conditions. Such appointments are for specific course(s) and are never for longer than a single term.

## **5.4 PERSONNEL RECORDS**

### **5.4.1 OFFICIAL PERSONNEL FILE**

The official personnel files for all faculty members are maintained by the university. These files are initiated with a copy of the signed letter of appointment and shall contain all official records henceforth until termination. A faculty member’s files shall be available to the faculty member, the chair of the academic department, the President and academic administrative officers of the university, members of committees of the university or of the Board of Trustees who in the performance of their duties require access to these files, and to no others, except as required by law or court order.

## **5.5 EVALUATION OF FACULTY**

All full-time faculty members are evaluated annually for salary increase recommendations and developmental purposes. In addition, faculty members are evaluated for the purposes of tenure and promotion.

1. Evaluation of faculty at Bentley University ultimately depends upon the collective judgment of one’s peers. Such judgment must be flexible enough to appreciate the wide diversity of contributions that various



faculty members can bring to Bentley.

2. Typical teaching loads for full-time tenured and tenure-track faculty members are two to six courses per academic year as part of the commitment to and expectation of performance in the areas of teaching effectiveness, scholarly activity, and institutional service. The particular teaching load will be determined on a year-to-year basis depending on departmental and university needs and expectations of performance. Teaching loads that are higher or lower than this range would only be undertaken through arrangements that require the mutual consent of the faculty member and the university.
3. Non-tenure-track full-time faculty members have a typical teaching load of eight courses per academic year. A lower teaching load may be assigned to faculty who agree to assume other major responsibilities in service or scholarly endeavors. A lower teaching load would only be undertaken with the mutual consent of the faculty member and the university.

The following sections describe the criteria for evaluation, the methods of information gathering and reporting, various evaluation procedures, and the faculty profile structure providing a set of options to individual faculty members in choosing a set of activities that foster career goals as well as the objectives of the department and the university.

### 5.5.1 CRITERIA FOR EVALUATION

1. The three primary criteria to be observed in evaluating faculty are:
  - a. **Teaching Effectiveness**  
Teaching effectiveness must be clearly demonstrated for a faculty member to earn retention, tenure, promotion, and merit increases. It must be viewed as a baseline: a standard that must be achieved for all levels of faculty advancement. Teaching effectiveness, therefore, must receive primary attention during the evaluation process.
  - b. **Scholarly Activity**  
Continuing scholarly activity is considered to be vital. This dimension of performance is to be encouraged and given substantial weight in any faculty evaluation.
  - c. **Institutional Service**  
Continuing institutional service is also considered to be vital. It is to be encouraged and given substantial weight in any faculty evaluation. Institutional service may include both internal and external professional service activities.
2. Teaching, scholarly activity, and institutional service are required of all full-time faculty members. Recognizing that at different times faculty members will want to focus their energies and attention in different directions, individual faculty members have flexibility in the extent to which they emphasize each of the three areas consistent with the needs of the department and the university. The definitions of these three areas — teaching, scholarly activity, and institutional service — must not be overly narrow and rigid and they must be departmentally based to accommodate unique aspects of each discipline.

There are four profiles from which a tenured or tenure-track faculty member can choose:

- a. **Standard Profile:** Places equal emphasis on teaching, scholarly activity, and institutional service.
  - b. **Teaching Profile:** Emphasizes teaching.
  - c. **Scholarly Activity Profile:** Emphasizes scholarly activity.
  - d. **Institutional Service Profile:** Emphasizes institutional service.
3. Individual tenured or tenure-track faculty members have the responsibility for proposing their profile for a given academic year depending on their short-term needs, long-term objectives, and such other considerations as external market influences. The department chair is responsible for coordinating with the



individual faculty member to ensure that his or her profile contributes appropriately to departmental needs. The Provost and Vice President for Academic Affairs and deans have the responsibility for accommodating faculty profiles and department plans with the overall mission of Bentley University and the strategic plan for Academic Affairs.

4. All evaluation processes (promotion, tenure, merit raise, other awards) should evaluate a tenured or tenure-track faculty member in relation to his or her evaluation profile. Rewards for meritorious performance are achievable through any profile.
5. The four-profile structure applies to tenured and tenure-track faculty members and not to non-tenure-track faculty members. In reference to the Profile Guidelines, at least Level I performance would be expected in all three areas from non-tenure-track faculty members. For tenure-track faculty, service performance may vary based on career level and experience.

### **5.5.2 PROCEDURE FOR THE PROFILE DECISION**

1. The philosophy of the university is to encourage a diversity of profiles and to ensure that all profiles are valued equally. It is the responsibility of department chairs to arrange with each faculty member a profile that balances the needs and strengths of the faculty member with the needs of the department and the strategic plan of the university.
2. Each full-time faculty member meets with the department chair to assess the faculty member's past year's activities and to discuss his or her plans and profile. The profile decision, as much as possible, should be the choice of the faculty person, with guidance and advising from the chair about special departmental needs, the best route for tenure, and the need for a balance of profiles within the department and across the institution. Should unanticipated problems or significant opportunities arise during the year, with the chair's concurrence, the faculty member may revise his or her profile choice.
3. Mutual understanding between department chairs and faculty members is essential under this procedure. Ongoing feedback is important to individual faculty members, and department chairs are encouraged to provide such feedback, at least informally, throughout the academic year. Conversely, individual faculty members are encouraged to update the chair regarding their plans and progress. Such open and ongoing mutual communication is particularly important to new and tenure-track faculty members.
4. If there is disagreement between the faculty member and the department chair, the issue will be referred to the appropriate dean for resolution.
5. The chair and the appropriate dean will review the distribution of profiles in the department.
6. Records of profile requests and agreements will be maintained in each academic department.

### **5.5.3 REFERENCE GROUPS**

In evaluating the performance of faculty, the reference groups will include colleagues in the department, the university, and the relevant discipline(s).

### **5.5.4 SOURCES OF INFORMATION**

Every full-time faculty member will submit an annual activity report that covers teaching, scholarly activity, and service. The evaluation process must include this report and the following sources of information:

**a. Teaching Effectiveness**

Each full-time faculty member will enumerate and describe teaching activities during the prior calendar year.

**b. Scholarly Activity**

Each full-time faculty member will enumerate and describe scholarly activities during the prior calendar year.

**c. Institutional Service**

Each full-time faculty member will enumerate and describe internal and external service activities that are beneficial to Bentley, performed during the prior calendar year.

### **5.5.5 EVALUATION PROCEDURES – TENURED FACULTY**

#### **5.5.5.1 TENURED FACULTY**

1. The department chair will prepare an annual written evaluation of the performance of each tenured faculty member based upon SETs, reports of classroom visits (if requested by the faculty member or the department chair) and other aspects of teaching (e.g., pedagogy, grading practices, problems encountered), scholarship (e.g., manuscripts submitted, works in progress, ongoing research activity), and service. The department chair will send a copy to the tenured faculty member. Either the faculty member or the department chair may request a meeting to discuss the evaluation.
2. The tenured faculty member may prepare a written response to the evaluation and submit the response to the department chair. The evaluation and any response become a part of the personnel files of the department.
3. If the faculty member is currently serving as a department chair, the appropriate dean will conduct the evaluation process.
4. Faculty members holding joint appointments are evaluated under the normal process by both department chairs.
5. Faculty members holding secondary appointments are evaluated by the department chair of their primary department, with input from the department chair of the secondary department.

#### **5.5.5.2 TRUSTEE AND NAMED PROFESSORS**

1. A Term Review Process will apply to all Trustee Professors and Named Professors whose terms of reference extend beyond a particular department.
2. Although the review process will be the same for all, the criteria for evaluation will depend on the terms of the professor's contract, performance expectations, and teaching load. If the assigned terms of reference are unclear or circumstances have changed since appointment or prior renewal, the candidate will submit a statement proposing amended evaluation criteria to be approved by the Provost and Vice President for Academic Affairs and appropriate dean in sufficient time prior to the review process itself.
3. Renewal of the Trustee/Named Professorship will be considered in the spring semester of the year preceding the end of the term of appointment.
4. The process of the renewal review will be as follows:
  - a. The Provost and Vice President for Academic Affairs will convene a Special Review Committee composed of the Provost and Vice President for Academic Affairs, the Dean of Arts and Sciences, and the Dean of Business and the McCallum Graduate School.
  - b. Prior to the initial meeting of the Special Review Committee, the Provost and Vice President for Academic Affairs will contact the professor's department chair to seek written input. Such input will address specific contributions to the department. The department P & T Committee will consider the candidate's contributions and submit a confidential written report (or reports, should there be no consensus) to the Special Review Committee. The Provost and Vice President for Academic Affairs will ask the professor to submit copies of annual reviews for the period of the

- professorship, a current curriculum vitae, a brief statement discussing performance as it relates to the expectations in the original contract or amended evaluation criteria, and the names of five potential referees (at least three of whom should be external) who may be contacted by the Provost and Vice President for Academic Affairs for further input into the review process.
- c. The Special Review Committee will consider written input from the Trustee/Named Professor's department and the documentation submitted by the professor, as well as references from at least three referees. While a list of candidate referees is to be submitted by the professor, the actual references shall be sought by the Provost and Vice President for Academic Affairs.
5. Before making a final decision on renewal, the Special Review Committee shall seek further information as necessary and shall consult independently with the President and any other individual whose view might be pertinent to the case.
  6. The final decision of the Special Review Committee will be conveyed to the professor in person. Any change in the professor's terms of reference for a further term that is being considered should be discussed at this time. The content and outcome of the decision and discussion should be conveyed in writing to the professor shortly thereafter by the Provost and Vice President for Academic Affairs and subsequently confirmed in writing by the professor.
  7. Annual performance evaluation of Trustee/Named Professors will be completed by the Provost and Vice President for Academic Affairs and/or appropriate dean in consultation with department chairs and reviewed by the dean as part of the annual review process for all tenured and tenure-track faculty.

Indicative Timeline for Review Process	
Prior to Spring Semester	Trustee/Named Professor's terms of appointment are confirmed by the appropriate dean
By April 1	Professor submits materials to the Special Review Committee (i.e., Provost and Vice President for Academic Affairs and deans) and department chair
By May 1	Department chair submits written input to the Special Review Committee
By May 1	References on behalf of the professor are sought by Provost and Vice President for Academic Affairs
By June 1	Special Review Committee meets and decides whether further information is required
By June 10	Special Review Committee seeks additional information as necessary and consults with the President

By July 1	Final decision made by the Special Review Committee and communicated to the professor in person
By end July	Formal decision and any revised terms of reference are made in writing to the candidate by the Provost and Vice President for Academic Affairs and confirmed by the professor

#### **5.5.6 EVALUATION PROCEDURE: TENURE-TRACK FACULTY**

1. Each tenure-track faculty member will be evaluated each year by a tenured principal evaluator, the department chair, and the other full-time tenured faculty in the department.
2. Each year the department chair will assign each tenure-track faculty member a principal evaluator selected from the full-time tenured members of the department. If requested by either party, the department chair may assign a different principal evaluator from among the tenured members of the department.
3. The principal evaluator will discuss with the tenure-track faculty member the SETs, reports of classroom visits and other aspects of teaching (e.g., pedagogy, grading practices, problems encountered), scholarship (e.g., manuscripts submitted, works in progress, ongoing research activity), and service. Efforts made to improve performance will also be discussed. The principal evaluator will draft an evaluation report to be discussed by the department chair and the tenured members of the department.
4. A written evaluation of the total performance of the tenure-track faculty member will be prepared based upon the collective judgment of the department chair and the tenured faculty. A copy of the evaluation, signed by the department chair, will be provided to the tenure-track faculty member. The faculty member will sign the evaluation to indicate that it has been received. Signing the evaluation shall not be interpreted as agreement with the evaluation.
5. The department chair will then discuss the evaluation with the tenure-track faculty member.
6. The tenure-track faculty member may prepare a written response to the evaluation and submit the response to the department chair. If so desired, a copy may be sent to the appropriate dean. The evaluation and any response will become part of the personnel files of the department.
7. Tenure-track faculty members holding a secondary appointment are only evaluated by the members of their primary department.

#### **5.5.7 EVALUATION PROCEDURE: FULL-TIME NON-TENURE-TRACK FACULTY**

1. Each full-time non-tenure-track faculty member will be evaluated annually by the department chair and the full-time tenured members of the department.
2. The department chair will review the teaching performances and Activity Reports of the full-time non-tenure-track faculty. The department chair will then review the total performance of the faculty members with the tenured members of the department.
3. On behalf of the tenured members, the department chair will prepare a written evaluation of the faculty member and will provide copies to the tenured members and the faculty member. The department chair will discuss the evaluation with the faculty member, and the faculty member will sign the evaluation to indicate that it has been seen and discussed with the department chair. Signing the evaluation shall not be interpreted as agreement with the evaluation.
4. The faculty member may prepare a written response to the evaluation and submit the response to the department chair. If so desired, a copy may be sent to the Dean. The evaluation and response become part of

the personnel files of the department.

### 5.5.8 CLASSROOM VISITS

#### 1. Tenured Faculty

Either the faculty member or the department chair may request classroom visits. If classroom visits occur, the procedure outlined in Section 5.5.8.4, below, must be followed.

#### 2. Tenure-Track Faculty

All tenure-track faculty members will be visited twice each academic year. These two required visits must be conducted by, where possible, two different tenured faculty evaluators chosen by the department chair. A single follow-up visit will be arranged if requested by the tenure-track faculty member, the department chair, or an evaluator. Further visits beyond three in an academic year can be arranged by mutual agreement. Classroom visits will follow the procedure outlined in Section 5.5.8.4, below.

#### 3. Full-time Non-tenure-track Faculty

Full-time Lecturers will be visited at least once a year. Full-time Senior Lecturers will be visited at least once every three years.

#### 4. Procedure for Conducting Classroom Visits

- a. The date and time of each visit will be agreed upon by both the faculty member and the visitor.
- b. Prior to the visit, the faculty member and the visitor will meet to discuss the pedagogy and objectives for the class.
- c. Within three weeks following the visit, a draft report will be prepared and discussed with the faculty member being evaluated.
- d. Within four weeks following the visit, a final report will be prepared. The faculty member being evaluated will sign the report to indicate that the report has been seen and discussed.
- e. The report will be sent to the department chair, with a copy sent to the faculty member being evaluated.
- f. The faculty member being evaluated may prepare a written response to the report and send copies to the visitor and to the department chair. A copy of the report and any response will become part of the personnel files of the department.

## 5.6 STUDENT EVALUATION OF TEACHING (SET)

### 5.6.1 SET DESCRIPTION

Since its founding, Bentley University has taken pride in the quality of its teaching. Student evaluation of teaching has been a formal activity at Bentley since 1978.

In the spring of 2010, Bentley University replaced its course evaluation instrument and changed to online administration. This new instrument was designed based on extensive analysis of the research on student learning and evaluation of teaching. The new survey is designed to elicit students' evaluations of the faculty member only. The first four questions ask students to evaluate the faculty member's *facilitation of learning* (i.e., the extent to which the faculty member has effectively communicated the course material, whatever it is, to students). The second four questions ask students to evaluate the faculty member's *interaction with students* (i.e., the extent to which the faculty member has actively engaged students in the learning process). The last four questions ask for open-ended input to the faculty member.

### 5.6.2 SET OBJECTIVES

The overall purpose of the SET system is to promote teaching excellence by providing timely student feedback.

The SET process of a standardized instrument and associated reports provides:

- One input to the faculty evaluation process
- Timely feedback to faculty members to aid in their development
- A quality learning experience for students by fostering teaching excellence
- A method for students to comment anonymously on instructional quality
- A means for students to judge instructional caliber for selecting courses and sections
- Information for academic departments on faculty members

### 5.6.3 ADMINISTRATIVE RESPONSIBILITIES

The SET data collection and access websites are under the administrative control of the Registrar and Academic Technology Center. SETs are administered in every course, every term, except those with fewer than five students. The Registrar and ATC provide for the administration of the online SET questionnaire, management of the SET database, creation of the SET reports, and oversight of secure online access to the reports by active faculty, staff, and students only.

The faculty and student procedures and reports are developed by the Faculty Evaluation Procedures Committee (FEPC) in consultation with the Registrar and approved by the Faculty Senate. The procedures are emailed to faculty and students every term by the Registrar and are available on the SET data collection website. The SET questionnaire is the responsibility of the FEPC with the approval of the Faculty Senate.

Ultimately, the Faculty Evaluation Procedure Committee, the Academic Technology Center, and the Faculty Senate are responsible for overseeing the SET data and its uses.

### 5.6.4 SET INTERPRETATION

To think of the SET ratings as an overall indicator of teaching performance is a misrepresentation of their role. SETs are only one component of the faculty evaluation system at Bentley University. The SET's value is that it shows trends and patterns of students' perceptions of teaching over time. Student evaluations of faculty members on SETs should be just *one* part of the overall evaluation of faculty members. Peer evaluations of teaching (i.e., evaluations of the faculty member's teaching by other faculty members) and teaching portfolio (e.g., syllabi, assignments, examinations) analyses are also important.

It is important that SET data be used with caution. No single term's report should be taken as indicating the teaching quality of any faculty member. There is no single question that can be understood as an "overall" student evaluation of the faculty member. Small differences between ratings may not be meaningful. It is also important to analyze both the mean and the median scores. If there are outlying individual scores, the median may better reflect performance.

The survey instrument is *not* designed to elicit students' evaluations of the course as a whole and, in particular, the course's content or subject matter. Should departments or deans wish to evaluate a course as a whole, including its content, they must use different means.

### 5.6.5 SET DATA ACCESS

#### 1. Faculty Rights

Bentley University affirms the principles of academic freedom, legitimate scholarly inquiry, and the fair treatment of individuals. The Bentley community shares the responsibility for safeguarding these principles and balancing the competing needs of its constituencies.

**Evaluation Questions 1 through 8:** Dissemination of the responses to questions 1 through 8 will only be

by two types of standard reports (see Section 5.6.5.2). All access beyond the standard reports must comply with request procedures detailed in Section 5.6.5.3.

**Questions 9 through 12:** These four questions provide open-ended feedback to faculty members. Colleagues, evaluators, department chairs, deans, or administrators are not to violate the intent of these questions by requesting to review them. However, faculty members may *at their sole discretion* include the unedited printout of questions 9 through 12 for any course in material shared with others, including the faculty member's activity report.

## 2. Standard Reports

Dissemination of the responses to questions 1 through 8 to the Bentley community will only be through two types of standard reports: Section Reports and Cross-University Summary Reports. Access to responses to questions 1 through 8 (along with course section information) may also be provided to individual faculty members via other authenticated websites.

Standard reports are produced separately for each administered term. Reports are available to current students, faculty, and staff through an authenticated website designed and maintained by Bentley staff.

**Section Reports:** The Section Reports are available for all surveyed sections (sections with fewer than five students will not be surveyed so that individual students are protected) by faculty member, by course, and by department. Access will be via secure online access. At the top of the Section Report are the faculty member's name, course, section, enrollment, and number of responses.

Section Reports will show for each question the number of responses for each scale point, the mean of all responses, the median of all responses, the mean of all responses of the last three years for this faculty member in this course, and the mean of all responses for all sections of this course. The median score adjusts for outlying individual scores on each question. The eight questions are in two groups because this is the way students evaluate teaching. So, the same information will be shown for the sum of questions 1 through 4 and questions 5 through 8.

There will never be the sum of all eight questions in any report in any forum since research is clear that the average of all questions is meaningless. Therefore, the average of all eight questions must not be used to evaluate faculty members.

**Cross-University Summary Reports:** These will be available only to current faculty, academic administration, staff, and students through secure online access. The five standard Cross-University Reports are:

- Summary by Faculty Member Characteristics
- Summary by Department
- Summary by Questions 1 through 8 with statistical data
- Listing of all sections for each department
- Listing of all sections for all multi-section courses

The summary reports will show for each question the number of responses for each scale point, the mean of all responses, the median of all responses, the mean of all responses of the last three years for this faculty member in this course, and the mean of all responses for all sections of this course. The same information will also be shown for the sum of questions 1 through 4 and for the sum of questions 5 through 8. The sum of all eight questions will never be shown or used.

## 3. Request Procedure for Additional Standard Reports and Custom Reports



**a. Procedure**

- Requests for additional standard reports and custom, one-time reports will be made to the Faculty Evaluation Procedures Committee (FEPC). Requests must cover the issues listed in the next section.
- FEPC will meet with the Registrar or designees, who jointly make a determination based on the guidelines below within 60 working days of the request.
- The Registrar has sole discretion to determine if the request places too high a burden on the university's computer time, staff, and/or financial resources.
- No requestor will have direct access to any raw SET data.
- No printed output will be provided.
- No request will be granted should the request be deemed to violate student or faculty anonymity.
- No request will be granted should the request be deemed to violate the integrity of the database, i.e., cause it to be modified.

**b. Report Request Content**

Requests for reports will be evaluated based on the following information provided in a SET report request.

- Describe the objectives and use of the results and how these are consistent with the objectives of the SETs per Section 5.6.2.
- Describe the potential benefit resulting from this request.
- List the specific data elements required, include the time period that the analysis covers, and explain the methodology to be used.
- Discuss the appropriateness of the methodology, measures, statistics, and their interpretation relative to the stated goals of the request and the SETs.
- Describe the burden on the university's computer time, staff, and/or financial resources.

**c. Appeal of Report Request Denials**

- If the requestor wishes to appeal, that person must notify the Senate Planning Committee in writing.
- The Senate Planning Committee in making decisions on appeals may consult with the FEPC, the Registrar, the requestor(s), and any others it deems appropriate.
- If the Senate Planning Committee denies the request, it notifies the requestor and the FEPC with an explanation.
- If the requestor is a faculty member and wishes to appeal, the Grievance Procedure (Section 5.6.5.4) will be followed.
- If the request is approved, the request is forwarded to the FEPC and to the Registrar to implement.



#### 4. Grievance Procedure for SET Report Requests

- a. The grievance procedure is available to:
  - Faculty requestors who feel the disapproval of a SET report request was unjustified, and to
  - Faculty members who feel that granting the request would have or has had detrimental effects on them, or on a group of persons or entity for which they have administrative responsibility, e.g., Department chair on behalf of a department.
- b. Grievances arising from SET report requests may be initiated only after the Senate Planning Committee has made its determination.
- c. The Faculty Manual provides for the Senate to serve as a hearing body to adjudicate the rights and responsibilities of faculty members when no other hearing body or grievance procedure exists. The first step in the SET report request grievance procedure is a petition to the Faculty Senate.
- d. If the Senate declines to act, the grievance process ends.
- e. If the Senate agrees to hear the grievance, it does so using its own rules and procedures.

### 5.7 FACULTY PROFILE SYSTEM

#### 5.7.1 PROFILE GUIDELINES AND DESCRIPTION

##### 1. Profile Guidelines

- a. Types of activities that fall under each of the three evaluation categories are listed below. The listed criteria are intended to be illustrative and to emphasize an evolution of activities. While both the quality and quantity of activity will be assessed, the quality of activity will be weighed more than quantity. It is recognized that some departments may, of necessity, interpret these activities somewhat differently.
- b. The lists are not intended to be all-inclusive; that is, they do not exhaust all activities that could be performed, nor should they be viewed as a checklist. Some activities may transcend two or even all three categories, e.g., research on teaching methodology. In addition, outreach activities to the academic, business, or professional communities that further the mission of the university are also worthy of merit. These include endeavors in which the faculty member may be the facilitator and not necessarily a primary actor. Examples are efforts to bring speakers and other resources to campus or generating outside (e.g., industry) support for a department or other functional area.
- c. For tenure-track faculty, performance expectations related to teaching scholarship and service may vary based on career level and experience.

##### 2. Profile Description

The choice of profiles does not necessarily prescribe a teaching load.

- a. **STANDARD:** In reference to the Profile Guidelines, this profile entails at least Level II activities in teaching, scholarly activity, and service.
- b. **TEACHING:** In reference to the Profile Guidelines, this profile entails Level III activities for teaching and at least Level I activities for scholarly activity and service.

- c. **SCHOLARLY ACTIVITY:** In reference to the Profile Guidelines, this profile entails Level III activities for scholarly activity and at least Level I activities for teaching and institutional service.
- d. **INSTITUTIONAL SERVICE:** In reference to the Profile Guidelines, this profile entails Level III activities for institutional service and at least Level I activities for teaching and scholarly activity.

Profile	Teaching	Scholarly	Service Level
Standard	II	II	II
Teaching	III	I	I
Scholarly Activity	I	III	I
Institutional Service	I	I	III
Non-tenure-track	I	I	I

### 5.7.2 PREAMBLE TO PROFILE EXPECTATIONS

The three levels in a given column are cumulative, e.g., achievement in Level II or Level III assumes that appropriate lower-level activities in that column are performed. Each activity listed is an example of activities that would be consistent with and satisfy the general expectation for that level. These examples should not be used as an exhaustive list, nor should it be interpreted that all listed activities are required. These items are intended as examples of activities that would be appropriate at these higher levels.

#### 5.7.2.1 PROFILE EXPECTATIONS

Level I specifies baseline activities required of all tenured and tenure-track full-time faculty members.

Non-tenure-track full-time faculty members are required to achieve at least Level I performance in teaching and service. Distinguished Lecturers are required to have achieved and sustained Level III performance in teaching.

In addition, non-tenure-track full-time faculty members are expected to remain current in their field of expertise. For full descriptions of the basic obligations of all faculty “accepting a contract,” please see Section 6.0 Faculty Rights and Responsibilities.

Levels II and III should be interpreted, except where noted otherwise, as listing illustrative activities appropriate at these higher levels. In choosing a profile level, and in evaluating achievement of activities for the chosen level, faculty members and evaluators should take into account expectations appropriate for a given faculty member’s career stage (e.g., tenure-track faculty and tenured faculty members new to the profile as opposed to faculty members with more time spent in a profile).

### 5.7.3 TEACHING

Level I Teaching Baseline Expectations	
General Expectations	Activities

<p>Level I Teaching is expected of all full-time faculty members. As a baseline, the bulleted activities to the right should not be seen as exhaustive. In the spirit of achieving a high level of teaching effectiveness, faculty members are encouraged to perform activities beyond those listed, as appropriate.</p> <p>Please refer to the Faculty Manual sections 6.2 Academic Obligations and 6.3.1 Instructional Responsibilities for further specifications of contractual obligations related to Level I Teaching.</p>	<p><b>Baseline Activity:</b> Demonstrates a high level of teaching effectiveness. For example:</p> <ul style="list-style-type: none"> <li>• Communicates effectively in the classroom</li> <li>• Keeps course materials current</li> <li>• Requires an appropriate level of content and rigor</li> <li>• Provides students with helpful and timely feedback in and out of the classroom to facilitate learning</li> <li>• Works to improve teaching</li> </ul> <p><b>Baseline Activity:</b> Manages teaching responsibilities professionally. For example:</p> <ul style="list-style-type: none"> <li>• Handles administrative tasks as required</li> <li>• Is responsive to curricular expectations</li> <li>• Performs student mentoring</li> </ul>
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Level II Teaching Baseline Expectations	
General Expectations	Activities
<p>Level II teaching emphasizes development activities, both inside and outside the classroom.</p> <p>The list to the right builds upon the baseline expectations of Level I. This list should be seen as illustrative only and not as exhaustive. It should not be used as a checklist.</p> <p>Faculty members are encouraged to perform activities beyond those listed, as appropriate.</p>	<ul style="list-style-type: none"> <li>• Participates in formal teaching development activities, either internally or externally</li> <li>• Dedicates significant effort to developing students' critical thinking and communication skills</li> <li>• Performs significant student advising, e.g., participating in First Year Seminar and/or other in-depth advising activities. Coordinates multisection course(s)</li> <li>• Teaches a variety of courses, including new preparations</li> <li>• Contributes to the development of new programs or extensive revision of existing programs</li> <li>• Develops new courses, course materials, and/or approaches for existing courses</li> <li>• Facilitates student learning and development through significant interaction with students outside the classroom. For example: <ul style="list-style-type: none"> <li>○ Participates actively in student academic activities (intercollegiate competitions, internal case competitions, debates, etc.)</li> <li>○ Directs student research</li> <li>○ Invests significant extra time on behalf of students (help sessions, laboratory hours, etc.)</li> </ul> </li> </ul>

Level III Teaching Baseline Expectations	
General Expectations	Activities

<p>Level III teaching emphasizes leadership activities, both inside and outside the classroom.</p> <p>The list to the right builds upon the expectations of Levels I and II. Beyond the expectation that faculty members in Level III teaching demonstrate consistently the highest level of teaching effectiveness, this list should be seen as illustrative only and not as exhaustive. It should not be used as a checklist.</p> <p>Faculty members are encouraged to perform activities beyond those listed, as appropriate.</p>	<ul style="list-style-type: none"> <li>• Demonstrates consistently a truly distinguished level of teaching effectiveness as recognized by students and colleagues</li> <li>• Develops and uses a variety of approaches to study systematically the effectiveness of learning units, methods, assignments, etc., as well as the course as a whole</li> <li>• Serves in a leadership capacity in a number of different teaching activities. For example: <ul style="list-style-type: none"> <li>○ Develops curricula/programs</li> <li>○ Disseminates ideas and understanding of the practice of excellent teaching both internally and externally</li> <li>○ Promotes teaching excellence among faculty members through collaboration, consulting, or advising</li> <li>○ Participates in student academic and/or extracurricular life to an extent recognized as exceptional by students and peers alike.</li> </ul> </li> </ul>
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#### 5.7.4 SCHOLARSHIP

Level I Scholarship Baseline Expectations	
General Expectations	Activities
<p>Level I Scholarship is expected of all full-time tenured and tenure-track faculty members. As a baseline, the bulleted activities to the right should not be seen as exhaustive. In the spirit of achieving Level I scholarship, faculty members are encouraged to perform activities beyond those listed, as appropriate. Non-tenure-track full-time faculty members, while not required to meet all Level I scholarship criteria, are expected to remain current in their field of expertise.</p> <p>Please refer to the Faculty Manual sections 6.2 Academic Obligations and 6.3.2 Research and Professional Activities for further specifications of contractual obligations related to Level I scholarship.</p>	<p><b>Baseline Activities:</b> Keeps current with academic/professional developments in one's field(s) of expertise. For example:</p> <ul style="list-style-type: none"> <li>• Undertakes individual or collaborative work/research/study</li> <li>• Participates in academic or professional meetings, conferences, seminars, workshops, etc.</li> </ul> <p>Demonstrates knowledge and expertise to peers by presenting or publishing quality work in one's field(s), for example, internal/external academic or professional meetings, conferences, seminars, workshops, internal/external newsletters, websites, proceedings, journals, etc.</p>

Level II Scholarship Guidelines	
General Expectations	Activities

<p>Level II Scholarship emphasizes the dissemination of scholarly work.</p> <p>The list to the right builds upon the baseline expectations of Level I. Beyond the expectation that tenure-track faculty members in Level II scholarship publish their research in appropriate venues, this list should be seen as illustrative only and not as exhaustive. It should not be used as a checklist.</p> <p>Faculty members are encouraged to perform activities beyond those listed, as appropriate.</p>	<ul style="list-style-type: none"> <li>• Publishes scholarship: <ul style="list-style-type: none"> <li>○ Research in peer-reviewed academic literature</li> <li>○ Articles in appropriate peer-reviewed and/or other practitioner and/or general interest publications</li> <li>○ Books, book chapters, cases, reports, monographs, etc.</li> </ul> </li> <li>• Presents at regional, national, or international peer-reviewed conferences</li> <li>• Regularly reviews/referees submissions to journals and conferences</li> <li>• Applies for and, occasionally, receives internal and/or external grants</li> </ul>
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Level III Scholarship Guidelines	
General Expectations	Activities
<p>Level III scholarship emphasizes leadership through the dissemination of scholarly work at a truly distinguished level, appropriate to a faculty member's career stage or length of time in the scholarly profile.</p> <p>The list to the right builds upon the expectations of Levels I and II. Beyond the expectation that tenure-track faculty members in Level III scholarship publish their research in appropriate venues, this list should be seen as illustrative only and not as exhaustive. It should not be used as a checklist.</p> <p>Faculty members are encouraged to perform activities beyond those listed, as appropriate.</p>	<p>As appropriate to their career stage (e.g., tenure-track faculty/faculty new to the scholarly profile vs. established scholars), a Level III scholar:</p> <ul style="list-style-type: none"> <li>• Establishes or maintains a program of scholarly activity validated externally through publishing in selective and/or influential journals, conference proceedings, books, etc.</li> <li>• Receives recognition for one's scholarly activity through, for example: <ul style="list-style-type: none"> <li>○ Grants, fellowships, or other external funding</li> <li>○ Awards from respected bodies</li> <li>○ Citations in scholarly journals</li> <li>○ Citations in respected media as an academic expert</li> </ul> </li> <li>• Shows internal and external leadership in scholarship. For example: <ul style="list-style-type: none"> <li>○ Collaborates with colleagues to increase research output</li> <li>○ Assumes high-profile role such as editing a journal, giving a keynote address, chairing a conference/section/division</li> </ul> </li> </ul>

### 5.7.5 SERVICE

Level I Service Baseline Expectations	
General Expectations	Activities
<p>Level I Service is expected of all full-time faculty members. As a baseline, the bulleted activities to the right should not be seen as exhaustive. Faculty members are encouraged to perform activities beyond those listed, as appropriate.</p> <p>Please refer to the Faculty Manual sections 6.2 e, g, and h Academic Responsibilities and 6.3.3 Institutional Service for further specifications of contractual obligations related to Level I Service.</p>	<p><b>Baseline Activities:</b> Participates in Bentley activities. For example:</p> <ul style="list-style-type: none"> <li>• Participates in department and full faculty meetings</li> <li>• Serves on departmental or university committees/task forces</li> <li>• Participates in special events and programs (e.g., open houses, Breakfast by Moonlight, advising nights, career fairs, orientation, diversity or ally workshops, etc.)</li> </ul>

Level II Service Guidelines	
General Expectations	Activities
<p>Level II service emphasizes significant involvement in service activities.</p> <p>The list to the right builds upon the baseline expectations of Level I. This list should be seen as illustrative only and not as exhaustive. It should not be used as a checklist.</p> <p>Faculty members are encouraged to perform activities beyond those listed, as appropriate.</p>	<p><b>Internal</b></p> <ul style="list-style-type: none"> <li>• Chairs a departmental or university committee/taskforce</li> <li>• Contributes significantly to departmental and university committees/task forces</li> <li>• Serves as secondary supervisor to a PhD candidate</li> <li>• Advises a class or student organization</li> <li>• Serves as a program director</li> <li>• Participates significantly in university development roles by supporting such administrative offices as Admissions, Alumni Affairs, Development, Media Relations, Student Affairs, etc.</li> </ul> <p><b>External</b></p> <ul style="list-style-type: none"> <li>• Serves in a significant capacity in a professional or academic organization</li> <li>• Serves on the editorial board of a journal</li> <li>• Contributes to a conference in a leadership role. For example: <ul style="list-style-type: none"> <li>○ Organizes an important local conference</li> <li>○ Serves on the organizing committee</li> <li>○ Acts as a track chair</li> </ul> </li> <li>• Serves the external academic community. For example: <ul style="list-style-type: none"> <li>○ Reviews grant applications (e.g., for NSF, NIH)</li> <li>○ Acts as an outside reviewer for theses, dissertations, tenure and/or promotion cases</li> </ul> </li> <li>• Serves the larger community in a way that reflects favorably on Bentley</li> </ul>

### Level III Service Guidelines

General Expectations	Activities
<p>Level III service emphasizes leadership in service activities.</p> <p>The list to the right builds upon the expectations of Levels I and II. This list should be seen as illustrative only and not as exhaustive. It should not be used as a checklist.</p> <p>Faculty members are encouraged to perform activities beyond those listed, as appropriate.</p>	<p><b>Internal</b></p> <ul style="list-style-type: none"> <li>• Chairs the Senate or a significant cross-campus initiative</li> <li>• Chairs a department</li> <li>• Serves as the director of a center or university-wide program</li> <li>• Serves as an Academic Associate Dean</li> <li>• Serves as primary supervisor to a PhD candidate</li> </ul> <p><b>External</b></p> <ul style="list-style-type: none"> <li>• Organizes a significant conference</li> <li>• Serves as a chair, president, and/or executive director of a professional or academic organization</li> </ul>

## 5.8 PROMOTION

### 5.8.1 PROCEDURES IN THE CASE OF A PRESIDENTIAL VACANCY

In the case of a vacancy of the presidency, regarding promotion and tenure, the Provost and Vice President for Academic Affairs shall act in accordance with the Faculty Manual as President only, not as Provost and Vice President for Academic Affairs.

### 5.8.2 CRITERIA FOR PROMOTION

The following are considered when a faculty member applies for promotion to rank. The same criteria may apply at the time of an initial appointment. These criteria are not listed in order of importance, nor are they to be applied rigidly; rather, they serve as guidelines to ensure that only persons of superior teaching ability and scholarly achievement will be attracted to and retained by Bentley University.

### 5.8.3 GENERAL CONSIDERATIONS FOR PROMOTION

Each faculty member is expected to (a) demonstrate knowledge in a particular field and to communicate this knowledge effectively in the classroom; (b) present some concrete evidence of creative scholarship or professional achievement involving recognition outside of the university; (c) contribute to the total program of the university by participating on faculty committees, serving as an adviser to students, or taking part in such extramural activities as may serve the best interests of the university; and (d) exhibit those personal characteristics that promote good faculty-student, faculty-administration, and interfaculty relationships.

### 5.8.4 SPECIFIC REQUIREMENTS FOR PROMOTION

#### 1. Senior Lecturer

- a. If, after five years of continuous full-time service, a department wishes to retain an individual holding the rank of Lecturer, a formal request must be made to the appropriate dean. This request must be based upon a formal vote of the tenured members of the department and include documentation detailing the exceptional characteristics of the individual and justifying why they warrant the opportunity for extended service. If the application is approved by the dean, the individual's title will be changed to Senior Lecturer at the beginning of the sixth year. This promotion in rank is accompanied by a salary increase of up to 7.5% of base salary. Persons with the rank of Senior Lecturer may be rehired for as many years as the university wishes, with the understanding that the rank is untenurable. The university may, at the end of any contract period, choose not to renew the appointment.
- b. Under exceptional circumstances, an individual may be hired at the rank of Senior Lecturer. This

procedure requires departmental justification and approval by the appropriate dean and Provost and Vice President for Academic Affairs.

## **2. Distinguished Lecturer**

- a. After completing five years in the role of Senior Lecturer, an individual is eligible to apply for the rank of Distinguished Lecturer. The granting of Distinguished Lecturer status will not be an automatic rite of passage. Rather, the candidate will be required to apply. That application must have the support of the department, and the applicant must demonstrate distinction in the Senior Lecturer rank. See section 5.7.2.1. for profile expectations for Distinguished Lecturers. An individual's application for promotion to this rank will be assessed based on the following criteria:
  - Consistently demonstrates a truly distinguished level of teaching effectiveness as recognized by students and colleagues
  - Participates in formal teaching development activities, both internally and externally
  - Maintains currency in the field through professional development activities, consulting, or research in the field
  - Serves in a leadership capacity in different teaching activities (e.g., collaborates with colleagues; disseminates ideas (internal and external); engages in curriculum/program development activities)
  - Demonstrates a commitment to inclusive pedagogy
  - Teaches a variety of courses and readily engages in preparation of new, forward-looking courses
  - Utilizes a variety of pedagogical approaches, including the integration of emerging technologies in course development as appropriate
  - Enhances Bentley as an engaged university citizen through effective service, student mentoring, and contributing to a collegial, collaborative environment

### **Procedures for Application for Promotion to Distinguished Lecturer**

1. The candidate will request that a secure, private digital repository be created for electronic submission of application. A faculty member considering applying for promotion to Distinguished Lecturer is advised to first discuss the possibility with the department chair before an application is submitted.
2. A faculty member applying for promotion to Distinguished Lecturer may do so in any year following the completion of five years as a Senior Lecturer, but the application must be presented to the department chair electronically not later than October 17 of the calendar year.  
Application materials must include:
  - CV
  - Annual Reviews
  - Teaching Statement, including an explanation of how the candidate creates an inclusive classroom environment in which all students are valued and respected.
  - Teaching Portfolio, including sample syllabi, sample assessment prompts and student work, multiple classroom evaluations, and student evaluations of teaching. The applicant may also



- provide additional, relevant material that demonstrates their excellence as a teacher.
  - Grade distributions (at least five years)
  - Service Statement
- 3. The candidate's department shall evaluate the candidate on the basis of the criteria set forth above. This evaluation shall be made by all the tenured faculty and Distinguished Lecturers in the department. Based upon such an evaluation, the department chair shall prepare a department recommendation letter stating whether the candidate shall be considered for promotion to Distinguished Lecturer.
- 4. The departmental recommendation shall include a general description of the materials (both written and oral) which were considered in reaching its recommendation. A copy of the departmental recommendation shall be delivered to the candidate by November 17. By December 1 the departmental recommendation and the application shall be submitted to the Promotion and Tenure Committee, the appropriate dean, and to the Provost and Vice President for Academic Affairs for assessment based on the criteria set forth in Section 5.8.4.2(a). If necessary, the Promotion & Tenure (P&T) Committee, the appropriate dean, and the Provost and Vice President for Academic Affairs may seek additional evidence concerning the merit of the candidate.
- 5. The Promotion and Tenure Committee shall share its recommendation with the appropriate dean and the Provost by March 1 for final review.
- 6. By April 1, the Provost shall notify the candidate and the department chair of the final determination.
- 7. After a failed application, a candidate must wait a minimum of two years to reapply for promotion to Distinguished Lecturer.
- 8. An individual promoted to Distinguished Lecturer will receive a salary increase of up to 7.5% of base pay.

### **3. Assistant Professor**

- a. Promotion to the rank of Assistant Professor should normally be made only if the candidate has a master's degree; has made plans for the proximate completion of the doctorate or an equivalent terminal degree (the candidate's department, the Promotion & Tenure Committee, the appropriate dean, and Provost and Vice President for Academic Affairs shall jointly determine what constitutes an equivalent to the terminal degree); has two to six years of total teaching experience at Bentley University or another accredited institution in the faculty member's field of expertise or a related field, or has an equivalent amount of related practical experience; and has demonstrated effectiveness as a teacher. However, recognizing that exceptional cases may exist, the P&T Committee, in its discretion, may consider any applications for promotion to the rank of Assistant Professor.

### **4. Associate Professor**

- a. Promotion to the rank of Associate Professor should be made only upon evidence that the candidate has demonstrated academic achievement to an appropriate degree, defined as having met the performance described in the Profile Guidelines of the candidate's profile(s), during a period of at least three years at the preceding rank, as a member either of the Bentley University faculty or of another accredited institution. Normally, promotion to this rank should be made with due regard to the faculty member's fitness for a long-term association with the university. Moreover, while promotion to this rank shall not be considered an automatic process achievable through the accumulation of academic degrees or professional certificates, the university will expect that applicants possess a terminal degree or its equivalent. However, the possibility of

exceptional cases arising is recognized; thus, the P&T Committee, in its discretion, may consider any application.

## **5. Professor**

- a. Promotion to the rank of Professor should be made only upon evidence that the candidate has demonstrated academic achievement to a distinguished degree, defined as having consistently met the requirements of the profile(s) during the candidate's time in the preceding rank and performing at a distinguished level in one's profile over a period of at least three years as a member either of Bentley university faculty or of another accredited institution.
- b. Normally, promotion to this rank should be made with due regard to the faculty member's fitness for a long-term association with the university. Moreover, while promotion to this rank shall not be considered an automatic process achievable through the accumulation of academic degrees or professional certificates, the university will expect that the applicant possesses a terminal degree or its equivalent. However, the possibility of exceptional cases arising is recognized; thus, the Promotion & Tenure Committee, in its discretion, may consider any application.
- c. Normally, candidates for promotion to Professor will have taught at least three years since having been granted tenure and/or promotion to Associate Professor at Bentley University or another accredited institution. After a failed application, candidates must wait a minimum of two years to reapply for promotion to Professor.

## **6. Faculty Holding Multiple Appointments**

### **Joint Appointments**

Faculty members holding joint appointments may seek promotion in all departments in which the faculty member holds academic rank. The formal recommendation for promotion of faculty members holding joint appointments will be prepared by the faculty member's Evaluation Committee from each department, and the procedure will follow the steps in Section 5.8.5.

Faculty members holding joint appointments shall not hold different academic ranks in different departments. Should one department support the faculty member's application for promotion, while another department does not, the faculty member may withdraw the promotion application, relinquish the joint appointment in the non-supporting department, or pursue the normal application process. This does not imply that the faculty member can no longer teach in the non-supporting department, but the individual will no longer hold academic rank in that department.

### **Secondary Appointments**

Faculty members holding secondary appointments are considered for promotion only in their primary departments.

### **5.8.4.1 POSTHUMOUS PROMOTION OF FACULTY**

A nomination for promotion may be made posthumously by a department on behalf of a faculty member who was employed by the university at the time of death.

In such instances the department will be required to prepare the necessary application for consideration in accordance with the procedures for applications for promotion described in the Faculty Manual. In exceptional cases, a department may seek to waive the required years of service.

### **5.8.5 PROCEDURES FOR PROMOTION**

1. Candidates applying for promotion shall follow the procedures and timeline outlined for tenure applications in Section 5.9.4.5 and Section 5.9.5.
2. To provide a more complete assessment of the candidate's contributions to his or her discipline, the

candidate's department shall solicit an independent assessment on the candidate's scholarship from qualified professionals in appropriate fields outside Bentley, as prescribed for tenure cases in Section 5.9.7. If the candidate is being considered for promotion under a Service or Teaching profile, then the external reviewers may be asked to evaluate external contributions in the areas of services or teaching as appropriate.

3. The full-time members of the candidate's department who are above the candidate's present rank shall prepare a written recommendation on applications for promotion. The recommendation shall summarize the evidence supporting the recommendation together with an appraisal of the candidate's teaching effectiveness, scholarly activity, and institutional service and the standards used to judge the candidate's performance. A copy of this departmental recommendation shall be delivered to the candidate. The chair of the departmental review committee shall upload the departmental recommendation and all of review of scholarly material as prescribed for tenure cases in Section 5.9.7, to the candidate's electronic application for review by the Promotion & Tenure Committee, the Provost and Vice President for Academic Affairs, and the appropriate dean.
4. If the candidate's department has fewer than two members of higher rank than the candidate, the primary responsibility for soliciting evaluations, professional opinions, and other materials bearing upon the candidate's merits shall be assigned to a special evaluation committee of three to five full-time faculty appointed by the Provost and Vice President for Academic Affairs in consultation with the chair of the candidate's academic department. This committee shall include the department chair, all faculty of higher rank in the candidate's department, and faculty of higher rank from related departments. With the concurrence of the chair and the candidate, the appropriate dean may appoint a minority of special evaluation committee members from outside Bentley University, paying due regard to rank and tenure in those faculty members' home institutions. The chair of the candidate's department shall convene and chair such special committee. If the chair of the candidate's department is not of higher rank than the candidate or is applying for promotion at the same time, (s)he shall not chair the special committee or have the right to vote.
5. The Promotion & Tenure Committee may solicit information from any officer of the administration or colleague of the candidate.
6. Members of the Promotion & Tenure Committee shall not participate in discussions or voting concerning a candidate from the member's department but shall provide information about such a candidate when requested by the chair or presiding officer of the Promotion & Tenure Committee.
7. The procedures of the P&T Committee and the Executive Committee of the Board of Trustees shall be the same for promotion and/or tenure. See Sections 5.9.8 and 5.9.9.
8. Candidates for promotion shall have the same rights of notice and appeal as those specified for candidates for tenure. See Sections 5.9.8.5 and 5.9.8.6. The candidate shall receive written notice in accordance with the same timetable for similar notifications regarding tenure. See Section 5.9.11 Timetable. The written notification to the candidate of a recommendation against promotion should include:
  - a. A general description of the materials (both written and oral) that were considered by the P&T Committee in reaching its recommendation
  - b. If applicable, a description of the consideration accorded to additional materials or statements submitted by the candidate in support of allegation(s) that the departmental evaluation was inadequate or violated academic freedom or the procedures specified in this section of the Faculty Manual
  - c. The reasons for a negative recommendation by the committee

9. The candidate may withdraw an application up to the point at which the department is required to send its recommendation to the P&T Committee, September 30.

## **5.9 TENURE**

### **5.9.1 PROCEDURES IN THE CASE OF A PRESIDENTIAL VACANCY**

In the case of a vacancy of the presidency, regarding promotion and tenure, the Provost and Vice President for Academic Affairs shall act in accordance with the faculty manual as President only, not as Provost and Vice President for Academic Affairs.

### **5.9.2 GENERAL PRINCIPLES ADOPTED BY TRUSTEES**

1. The trustees of Bentley University generally subscribe to the 1940 Statement of Principles on Academic Freedom and Tenure, including the Interpretive Comments developed during 1969 by representatives of the American Association of University Professors and the American Association of Colleges and Universities. The trustees also generally subscribe to the provisions set forth in the 1968 Recommended Institutional Regulations on Academic Freedom and Tenure. In keeping therewith, the trustees adopt the following general principles to be applied by those making recommendations for appointment with tenure to faculty positions and to be followed by the trustees in making or approving such appointments.
2. To be appointed with tenure, a person must demonstrate accomplishment and a capacity for continued service with distinction, as well as a capacity for growth, development, and adaptation as knowledge, in general and in the field, increases and as higher education changes.
3. Once tenured, faculty members may seek a joint appointment. The chairs of the prospective departments, acting upon a recommendation prepared by the tenured members of those departments and the chair and tenured members of the current department, shall submit to the appropriate dean(s) and the Provost and Vice President for Academic Affairs the names of the persons to be considered for joint appointments. Faculty members holding joint appointments are considered to have tenure and rank in both departments.

### **5.9.3 CRITERIA FOR APPOINTMENTS WITH TENURE**

Subject to and in expansion of the general principles above, the following criteria shall be followed in evaluating candidates for tenure.

#### **1. Length of Service**

- a. Normally, tenure will not be conferred until the candidate has completed six years of continuous full-time teaching service. For tenure purposes, full-time teaching service means teaching in both semesters of an academic year. In cases where the initial appointment begins with the spring semester, such time does not count toward the years of continuous full-time teaching service. However, in exceptional cases, an application may be considered without regard to the individual's length of service.
- b. Continuous full-time teaching service shall not be deemed to be interrupted by absence on leave if such leave (a) has been approved under rules of general application, including but not limited to those in Section 6.8; (b) has been approved under the university's Family and Medical Leave Act (FMLA) policy; or (c) has been approved in writing in advance for any other reason by the Provost and Vice President for Academic Affairs or an approved designee. A period of absence on approved leave of 12 weeks or more shall not be counted toward the six-year period of required service but will extend the six-year period by one year if the faculty member chooses to use the extension. Each academic year during which an approved leave of 12 weeks or more has been granted will add one year to the maximum number of years of teaching service allowed for tenure eligibility that is specified in Section 5.9.4.3. However, in the normal course, the total of any such extensions will be no longer than two years. In extraordinary circumstances, the Provost and Vice President for Academic Affairs or an approved designee may consider additional extensions.

## 2. Terminal Degree

Tenure shall not be achieved automatically through the accumulation of academic degrees or professional certificates. However, applicants are expected to possess either a terminal degree or its equivalent. The definition of an equivalent in any field or discipline shall be determined jointly by the given academic department, the Promotion & Tenure Committee, and the Provost and Vice President for Academic Affairs and appropriate dean. The possibility of exceptional cases arising is recognized; thus an application may be considered without regard to the degree possessed by the applicant.

## 3. Teaching Effectiveness

Appropriate standards include but are not limited to:

- a. **Administrative Areas:** Responsibility in meeting classes; fairness and appropriateness in examination and grading; development and use of course syllabi; choice and use of meaningful materials, and more.
- b. **Individual Areas:** Enthusiasm for classroom and other teaching; development of techniques for communication; improved performance in areas noted in previous annual evaluations as requiring special attention; etc.
- c. **Student Relationships:** Evaluations will encompass student counseling activities as well as student appraisals of faculty performance.

## 4. Scholarly Activity

Such matters as working papers, conference papers, refereed and non-refereed publications, books, campus colloquia participation, panels at professional conferences, lectures delivered, grants or fellowships awarded, or any other item of a scholarly nature shall be included.

## 5. Institutional Service

Such matters as effective participation on university committees and participation in activities of the university shall be included. In addition, consultantships or community activities that bring favorable attention to Bentley University and any other activities that support or strengthen Bentley University may be included. Where feasible, an appraisal of such work by appropriate persons, not members of the individual's department, shall be included.

### 5.9.4 PROCEDURES FOR TENURE

1. The candidate will request that a secure, private digital repository be created for electronic submission of the application. A faculty member considering applying for tenure is advised to discuss the possibility with the department chair and perhaps with other tenured members of the department before an application is submitted.
2. A faculty member applying for tenure may do so in any year, but the application for tenure must be presented to the department chair electronically not later than August 20 of the calendar year in which the individual completes the fifth year of full-time faculty teaching service at Bentley, or any previously determined equivalent thereof. As specified in Section 5.9.3.1(b), the five-year maximum period may be extended based on an approved leave. If a faculty member fails to submit a timely application for tenure by August 20 of the calendar year in which the individual completes the fifth year of full-time faculty teaching service at Bentley, or any previously determined equivalent thereof, the faculty member will not be eligible to make further application at any later date.
3. If a faculty member applies for tenure prior to the completion of the fifth year of full-time teaching service at Bentley University, or any previously determined equivalent thereof, and is denied tenure, the faculty member will be ineligible to reapply for tenure at any later date. The faculty member may, however,

seek reconsideration of the tenure application in the year following the denial in accordance with Section 5.9.10.

4. The university will follow the normal procedure of giving a terminal appointment if a faculty member fails to apply for tenure in a timely manner, as set forth above, or, if after making application, is denied tenure.
5. The set of materials that should be submitted by the candidate and accompany the application is listed below. The candidate has the right to provide additional materials at their discretion.
  - a. **Up-to-date Curriculum Vitae**, including a bibliography of all publications and a clear specification of the nature of the review process
  - b. **Profile History and Annual Reviews**
  - c. **Evidence of Teaching Effectiveness**
    - All evaluations of faculty members at Bentley, e.g., classroom visits (as referenced in Section 5.5.6).
    - Results of Student Evaluation of Teaching (SETs) based on a 5-point scale prior to Spring 2010 and based on a 6-point scale from Spring 2010 semester and beyond. Excluded are the results and comments on the blue Development Forms prior to Spring 2010 and question numbers 9-12 from Spring 2010 forward, as these are meant for faculty development and not evaluation.
    - Syllabi, examinations, grade distributions, and selected assignments from all courses taught during the last two years.
  - d. **Evidence of Scholarly Activity**
    - Published articles and monographs should be included with all copies of the application. A copy of full-length books and unpublished work of the candidate not included in the application should be submitted to the Chair of the Promotion and Tenure Committee, the appropriate Academic Dean, and the Provost and Vice President for Academic Affairs, one copy to each.
    - Other examples of scholarly activities, e.g., lectures delivered, or grants awarded, should be summarized and included in all copies of the application.
  - e. **Summary of Research Support Provided by Bentley University**
    - This section includes release time, graduate assistants, summer grants, and other sources of research support.
  - f. **Evidence of Institutional Service**
    - Activities should be summarized in the application, along with any supporting appraisals or other material.
  - g. If internal letters are included in the application, they should be treated as confidential. They should be submitted to the Department P&T Committee, rather than the candidate, and be added to the candidate's digital repository by the department.

#### **5.9.5 APPLICATION SUBMISSION PROCEDURES FOR TENURE**

1. Electronic applications must be completed by August 20. Candidates must notify the chair of the

Department Evaluation Committee by August 20 that their application has been submitted. The chair of the Department Evaluation Committee is responsible for determining the status of the application on August 20. Only materials not created by the candidate that did not exist prior to August 20 may be added to the application after that date. Such additions must be submitted by the candidate to the Department Evaluation Committee Chair if received by September 30 and to the P&T Committee Chair if received after September 30.

2. The candidate may withdraw an application up to the point at which the department is required to send its recommendation to the P&T Committee, September 30.

#### **5.9.6 DEPARTMENTAL PROCEDURES FOR TENURE**

1. The candidate's department shall evaluate the candidate on the basis of the criteria set forth in the Faculty Manual. This evaluation shall be made by an Evaluation Committee composed of all tenured full-time faculty members in the department together with the department chair. The department chair or a tenured member may serve as the Chair of the Department Evaluation Committee. The department chair, if non-tenured, shall participate in all discussions and meetings but shall not have the right to vote. This evaluation shall take into account the candidate's application and supporting documents, and such additional pertinent information as may appear reasonable.
2. In a department having fewer than two tenured members, the primary responsibility for soliciting evaluations, professional opinions, and other materials bearing upon the candidate's merits shall be assigned to a special Evaluation Committee of three to five tenured faculty appointed by the appropriate dean in consultation with the chair of the candidate's department. This committee shall include the chair of the candidate's department, all tenured faculty members in the candidate's department, and tenured faculty from related departments. With the concurrence of the chair and the candidate, the appropriate dean may appoint a minority of special evaluation committee members from outside Bentley University, paying due regard to rank and tenure in those faculty members' home institutions. The chair of the candidate's department shall convene and chair such special committee. If the chair of the candidate's department is not tenured, (s)he shall not chair the special committee or have the right to vote.
3. Based upon such evaluation, the Department Evaluation Committee shall prepare a departmental recommendation letter stating whether the candidate shall be considered for appointment with tenure and if it is the unanimous recommendation of the tenured members.
4. The departmental recommendation shall include a general description of the materials (both written and oral) which were considered by the Department Evaluation Committee in reaching its recommendation. See below for additional information about the departmental recommendation.
5. A copy of the departmental recommendation (with any identifying information about external reviewers redacted) shall be delivered to the candidate by September 23. By September 30, (a) the departmental recommendation and (b) the application and all supporting materials shall then be submitted electronically by the chair of the academic department for review by the P&T Committee, the appropriate dean, and the Provost and Vice President for Academic Affairs.
6. The departmental recommendation shall summarize the evidence supporting the recommendation of the majority of the tenured members for or against appointment with tenure, together with an appraisal of the candidate's teaching effectiveness, scholarly activity, and institutional service. In addition, the recommendation shall explain the standards used to judge the candidate's performance. In the case of recommendation for appointment with tenure, departmental recommendation shall further show how the candidate's specific skills and abilities (a) support the short- and long-range goals of the department and the university and (b) add strength to the department in each area — teaching, scholarship, and service — given the present and anticipated needs of the department and the university.



7. Any minority view shall be in writing, signed by the tenured members holding such a view, and attached to the departmental recommendation.

#### **Objection to Departmental Recommendation**

1. If the candidate alleges that inadequate consideration was afforded at the department level, or that the decision was based significantly on considerations violating academic freedom and/or the procedures specified in Section 5 of the Faculty Manual, the candidate may submit to the Promotion & Tenure Committee (with copies to the appropriate dean, the Provost and Vice President for Academic Affairs, and the Chair of the Department Evaluation Committee) a written statement which enumerates:
  - a. Materials that the candidate believes should have been considered by the department but were not so considered, and/or
  - b. The areas in which the candidate believes the department inadequately considered materials submitted by the candidate, and/or
  - c. The areas in which the candidate believes the department violated academic freedom and/or the procedures specified in this section of the Faculty Manual.

The objection to the departmental recommendation together with the written statement described above must be submitted by the candidate to all parties listed by October 10. Such a statement will be received and considered by the P&T Committee as part of the candidate's application.

#### **5.9.7 MANDATORY OUTSIDE REVIEW OF SCHOLARLY MATERIAL OF TENURE-TRACK FACULTY**

1. To provide a more complete assessment of the candidate's contributions to his or her discipline, the candidate's department shall solicit an independent assessment on the candidate's scholarship from tenured faculty members or other qualified professionals in appropriate fields from outside the Bentley community. These assessments will be included in the tenure application submitted to the department by August 20.
2. The procedures for such outside review shall consist of the following:
  - a. Four outside reviewers will be requested to provide an evaluation. The candidate will submit five names for consideration as outside reviewers and up to five people whom they wish not to be contacted; the Department Evaluation Committee will independently submit five names for consideration as reviewers. Members of the candidate's dissertation committee and persons who have co-authored scholarly work with the candidate are not eligible reviewers. Two names from each of the lists of recommended reviewers will be chosen by the Department Evaluation Committee.
  - b. The letter will be sent to the reviewers no later than three months before the candidate's tenure application is due. The letter will contain a description of Bentley's standards for scholarly contribution, along with an explanation of the department's expectations for the amount and quality of scholarly work necessary for successful tenure applications. In addition, the letter will contain a statement that the reviewer's comments will be kept confidential and will not be shared with the candidate. The body of the letter will be made known to the candidate no later than six months before the candidate's tenure application is due.
  - c. The letters will be returned to the department chair and will be considered in the department's evaluation of the candidate's application for tenure. The letters will be uploaded to a secure, private digital repository where they can also be reviewed by the Promotion & Tenure



Committee, as well as the relevant dean and the Provost and Vice President for Academic Affairs. Reviewers' letters received after August 20 will not be a part of the evaluation process and will be destroyed.

- d. While the outside review letters are in the department's possession, it is the department's responsibility to ensure that they remain confidential. When the letters are forwarded to the Promotion & Tenure committee, it is the committee's responsibility to maintain confidentiality. As a part of the evaluation process, the letters will be read by such appropriate university officers as the dean of the candidate's department and the Provost and Vice President for Academic Affairs. In tenure cases that require the involvement of the President, the President will also read the letters. After the tenure decision is made, the letters will be kept for one year by the Promotion & Tenure committee. They will then be destroyed.
- e. Although the letters are confidential, a summary of the contents of the letters will be made available to the candidate by the candidate's department at the candidate's request. The summary will contain no information that identifies the reviewers. The candidate must request the summary from the Chair of the Department Evaluation Committee no later than August 20, and the Chair of the Department Evaluation Committee must send the summary to the candidate no later than September 23.
- f. If one or more of the reviewers selected decline(s) the review, additional names will be selected from the submitted lists by the department chair. If a reviewer who declines is from the candidate's list, another name will be selected from that list. If a reviewer who declines is from the department's list, another name will be selected from that list. In the event that two reviewers cannot be found from each list, the department or candidate will submit additional names as appropriate.

#### **5.9.8. PROMOTION & TENURE COMMITTEE PROCEDURES FOR TENURE**

1. The Promotion & Tenure (P&T) Committee, the appropriate dean, and the Provost and Vice President for Academic Affairs may seek additional evidence concerning the merit of the candidate, including, but not limited to, evaluations and professional opinions from peers and institutions other than Bentley. Copies of any such information received shall be provided to the department and to the candidate. The department and the candidate shall have the opportunity to respond.
2. The P&T Committee may, in any event, interview the candidate and carry out any inquiry it may deem appropriate to enable it to form a judgment regarding the candidate's merit.
3. The P&T Committee, the appropriate academic dean, and the Provost and Vice President for Academic Affairs shall exchange, subject to legal constraints, such information as may be obtained in addition to the departmental recommendation and supporting materials. The appropriate academic dean and the Provost and Vice President for Academic Affairs, acting jointly, and the P&T Committee shall, however, separately develop proposals for recommendations regarding the candidate.
4. The candidate and department chair shall be advised in writing by November 10 of the proposed recommendation of the P&T Committee.
5. In the event of a recommendation against appointment with tenure, the candidate shall thereupon have the right of further consideration provided under Section 5.9.12 Appeals Procedure. If the candidate decides to seek such further consideration, the candidate shall advise the Faculty Senate Chair and P&T Committee

Chair in writing by November 20.

6. The written notification to the candidate of a recommendation against appointment with tenure should include:
  - a. A general description of the materials (both written and oral) that were considered by the P&T Committee in reaching its recommendation;
  - b. If applicable, a description of the consideration accorded to additional materials or statements submitted by the candidate in support of allegation(s) that the departmental evaluation was inadequate or violated academic freedom or the procedures specified in this section of the Faculty Manual; and
  - c. The reasons for a negative recommendation by the committee.
7. **Proposed Recommendation in Disagreement with Department Recommendation**

In the event that the proposed recommendation of the P&T Committee does not agree with the recommendation of the department, the Department Evaluation Committee shall have the opportunity to meet with the appropriate academic dean and the Provost and Vice President for Academic Affairs for the purpose of discussing the candidate's qualifications. Any meeting shall precede the January 15 meeting of the P&T Committee with the appropriate academic dean and the Provost and Vice President for Academic Affairs required in Items 8 and 9 immediately following.
8. **Common Recommendation**

The appropriate academic dean and the Provost and Vice President for Academic Affairs, acting jointly, shall meet by January 15 with the P&T Committee for the purpose of formulating a common recommendation with respect to the candidate. If a common recommendation is reached, the P&T Committee advises the candidate in writing by January 25, and the recommendation shall be submitted by the President to the Executive Committee of the Board of Trustees.
9. **No Common Recommendation**

If the appropriate academic dean and the Provost and Vice President for Academic Affairs, acting jointly, and the P&T Committee shall not reach a common recommendation on the candidate, they shall meet by January 22 with the President, who shall determine whether to support the recommendation of the P&T Committee (as may be modified under Section 5.9.12 Appeals Procedures) or the recommendation of the appropriate academic dean and the Provost and Vice President for Academic Affairs acting jointly. The President's position shall become the recommendation submitted by the President to the Executive Committee of the Board of Trustees, and the candidate shall be advised of this position in writing by January 25.
10. Each academic year the P&T Committee shall inform the Faculty Senate of its recommendations.

#### **5.9.9 EXECUTIVE COMMITTEE AND BOARD OF TRUSTEES ACTION**

1. The Executive Committee shall act upon (a) the common recommendation of the appropriate academic dean and the Provost and Vice President for Academic Affairs, acting jointly, and the P&T Committee or (b) upon the recommendation of the President. Neither the Executive Committee nor the Board of Trustees shall be obliged to receive any further oral or written presentation by any person or committee in deciding whether to appoint the candidate with tenure.
2. The action of the Board of Trustees shall be final, subject only to a judicial determination that such action infringes rights of the individual afforded by statute or guaranteed by the Constitution of the Commonwealth of Massachusetts or of the United States of America.

3. The Provost and Vice President for Academic Affairs shall notify the candidate in writing of the action of the Board of Trustees thereon.

#### **5.9.10 RECONSIDERATION OF APPLICATION**

Reconsideration by the P&T Committee of a tenure application during the candidate's terminal appointment year is not possible unless clearly different circumstances apply from those presented a year earlier. In this regard, the candidate and the candidate's department will be the vehicles for presenting this new evidence. The act of reconsideration will not prejudice the timely notice of terminal appointment which the candidate has received earlier. A candidate seeking reconsideration during the year following the decision by the university not to grant tenure is required to follow the timetable set forth in Section 5.9.11.

#### **5.9.11 TIMETABLE**

The following schedule sets forth the dates by which the steps recited in the foregoing paragraphs are to be accomplished (when a particular function falls on a Saturday, Sunday, or holiday, that function shall be accomplished on the next regular business day).

**August 20:** Immediately following the fifth year of full-time teaching service, the candidate's application for tenure is made available to the candidate's department.

**September 23:** The departmental recommendation is delivered to the candidate in writing.

**September 30:** The departmental written recommendation and application package is made available to the P&T Committee, the appropriate academic dean, and the Provost and Vice President for Academic Affairs.

**October 10:** The P&T Committee exchanges information with the appropriate academic dean and the Provost and Vice President for Academic Affairs, acting jointly.

**November 10:** The P&T Committee forwards its written recommendation to all candidates and to chairs of the academic departments.

**November 20:** In the event of a negative recommendation by the P&T Committee, the candidate informs the Faculty Senate Chair and P&T Committee Chair in writing if the candidate intends to appeal.

**December 18:** The written finding of the Appeals Committee is forwarded to the candidate.

**January 15:** The appropriate Academic Dean and the Provost and Vice President for Academic Affairs, acting jointly, meet with the P&T Committee for the purpose of formulating a common recommendation with respect to the candidate.

**January 22:** If a common recommendation is not reached by January 15, the appropriate Academic Dean and the Provost and Vice President for Academic Affairs, acting jointly, and the P&T Committee shall meet with the President, whose position shall become the recommendation submitted by the President to the Executive Committee of the Board of Trustees.

**January 25:** The P&T Committee advises candidate in writing of results of the January 15 and 22 meetings.

The Provost shall make the candidate's personal statement and a one-page executive summary prepared by the Provost regarding a candidate's case available to the Board in anticipation of their meeting. The summary shall not be made available to the candidate in advance of the Board meeting but will become part of the permanent record available after the Board has taken action.

**February Action by the Board of Trustees:** Following the February meeting of the Board of Trustees or the next business day, the Provost and Vice President for Academic Affairs notifies the candidate of the action taken by

the Board of Trustees.

#### **5.9.12 APPEALS PROCEDURE**

1. A candidate who has received notification of a negative recommendation or a tie vote by the P&T Committee, and who asserts that the procedures specified in the Faculty Manual and/or academic freedom were violated, may by November 20 submit a written request to the Chair of the Faculty Senate for a hearing before an Appeals Committee. The written request shall specify in what respects such procedures and/or academic freedom have been violated and what redress is sought. The hearing shall take place by December 10.
2. The Chair of the Faculty Senate will convene the Appeals Committee to consist of
  - a. A tenured representative of the Faculty Senate, who shall serve as Committee Chair
  - b. Two tenured members of the full-time teaching faculty.
  - c. The Chair of the Faculty Senate will notify the Chair of the candidate's department and the P&T Committee that an appeals Committee is being convened.
3. None of the three faculty members shall be a member of either the P&T Committee or the appellant's department, and the three shall be chosen by lot. The Appeals Committee shall confine its deliberations to questions of alleged violations of academic freedom and/or fair procedures.
4. All factual material upon which the recommendation of the P&T Committee was made will be available to the Appeals Committee and to the candidate for review. The burden of proof to correct errors of fact will rest with the candidate.
5. A review of the evidence and decision of the Appeals Committee will proceed expeditiously. Written findings will be forwarded to the candidate within seven days of the hearing.
6. A decision of the Appeals Committee favorable to the candidate shall require two of the three votes in the committee. In finding for the candidate, the Appeals Committee may recommend such action as, but not limited to, the following:
  - a. Resubmission of application for tenure to the P&T Committee.
  - b. A one-year extension of the present contract so that the application can be duly processed.
  - c. Correction of personnel files.
  - d. Forwarding its recommendation together with that of P&T and the administration to the Executive Committee of the Board of Trustees.
  - e. Any or all the above.
7. An appeal of the decision of the Appeals Committee will not be entertained. The act of bringing an appeal will not be prejudicial to any person or cause.

#### **5.9.13 MAINTENANCE OF RECORDS**

The Provost's Office shall be responsible for maintaining copies of each candidate's application and supporting materials for promotion or tenure for a period of not less than seven years.

## **5.10 TERMINATION OF TENURED FACULTY**

### **5.10.1 RESIGNATION**

Faculty members planning to resign or not to accept reappointment should file written notice of that fact with the appropriate dean as early as possible.

### **5.10.2 RETIREMENT**

The university's normal retirement age for faculty members is 65. A faculty member, however, may choose to retire prior to or after age 65. Faculty members contemplating retirement should make an appointment with Human Resources to obtain information about the retirement procedures.

### **5.10.3 RELEASE OF TENURED FACULTY**

In terminating the services of a faculty member, Bentley University will observe the procedures stipulated in the 1940 Statement of Principles on Academic Freedom and Tenure, which set forth the minimum essentials for the adjudication of termination situations. Bentley University also follows the supplementary guidelines set forth in the 1968 Recommended Institutional Regulations on Academic Freedom and Tenure.

Once a faculty member has been granted tenure, services may be terminated by the Board of Trustees only (a) for just cause, or (b) under extraordinary circumstances because of financial exigencies or because major curricular changes require the elimination of departments or divisions of the university.

#### **5.10.3.1 TERMINATION FOR JUST CAUSE**

Just cause includes, but is not limited to, one or more of the following:

- Incompetent or inefficient service
- Neglect of academic duties
- Gross insubordination
- Physical or mental incapacity
- Conduct unbecoming a member of the faculty or prejudicial to the welfare of the university

Just cause for a dismissal will be related, directly and substantially, to the fitness of the faculty member in a professional capacity as a teacher or researcher.

Dismissal will not be used to restrain faculty members in their exercise of academic freedom or other rights of American citizens.

#### **1. Preliminary Proceedings**

Dismissal of a tenured faculty member will be preceded by:

- a. Discussions between the faculty member and appropriate administrative officers looking toward a mutual settlement.
- b. Informal inquiry by an ad hoc Conciliation Committee composed of three members of the Promotion and Tenure Committee, which may, failing to effect an adjustment, determine whether dismissal proceedings should be undertaken without its opinion being binding upon the President.
- c. A statement of charges, framed with reasonable particularity, by the President or his or her delegate.

#### **2. Grievance Committee Procedures**

- a. Dismissal will be preceded by a statement of reasons, and the individual concerned will have the right to be heard initially by an ad hoc Grievance Committee, composed of at least five tenured

members of the Faculty Senate. Members will remove themselves from the case, either at the request of a party or on their own initiative, if they deem themselves disqualified for bias or interest. Each party will have a maximum of two challenges without stated cause.

- b. Service of notice of hearing with specific charges in writing will be made at least 20 days prior to the hearing. The faculty member may waive a hearing or may respond to the charges in writing at any time before the hearing. If the faculty member waives a hearing but denies the charges or asserts that the charges do not support a finding of just cause, the Grievance Committee will evaluate all available evidence and rest its recommendation upon the evidence in the record.
- c. The Grievance Committee, in consultation with the President and the faculty member, will decide if the hearing should be public or private.
- d. During the proceedings, the faculty member will be permitted to have an academic advisor and counsel of his or her own choice.
- e. At the request of either party or the Grievance Committee, a representative of a responsible educational association shall be permitted to attend the proceedings as an observer.
- f. A verbatim record of the hearing or hearings will be taken, and a printed copy will be made available to the faculty member without cost, upon request.
- g. The burden of proof that just cause exists rests with the institution and shall be satisfied only by clear and convincing evidence in the hearing record.
- h. The Grievance Committee will grant adjournments to enable either party to investigate evidence against which a valid claim of surprise is made.
- i. The faculty member may obtain necessary witnesses and documentaries or other evidence. The administration of the institution will, insofar as it is possible for it to do so, secure the cooperation of such witnesses and make available necessary documents and other evidence within its control.
- j. The faculty member and the administration will have the right to confront and cross-examine all witnesses. Where the witness cannot or will not appear, but the Grievance Committee determines that the interest of justice requires admission of a statement, the Grievance Committee will identify the witness, disclose the statement, and, if possible, provide for interrogatories.
- k. In the hearing of charges of incompetence, the testimony shall include that of qualified faculty members from this or other institutions of higher education.
- l. Termination of a tenured appointment for physical or mental incapacity will be based upon clear and convincing medical evidence. If the faculty member so requests, such evidence shall be reviewed by the Promotion and Tenure Committee before a final decision is made by the Board of Trustees on the recommendation of the President.
- m. The Grievance Committee will not be bound by strict rules of legal evidence and may admit any evidence which is of probative value in determining the issues involved. Every possible effort will be made to obtain the most reliable evidence available.
- n. The findings of fact and the decision will be based solely on the hearing record.
- o. In the case of a private hearing (except for necessary announcements, covering the time of the hearing and similar matters), public statements and publicity about the case by either the faculty

member or administrative officers will be avoided so far as possible until the proceedings have been completed, up through consideration by the Board of Trustees. The President and the faculty member will be notified of the decision in writing and will be given a copy of the record of the hearing.

- p. If the Grievance Committee concludes that just cause for dismissal has not been established by the evidence in the record, it will so report to the President. If the President rejects the report, he or she will state reasons for doing so, in writing, to the Grievance Committee and to the faculty member, and he or she will provide an opportunity for response before transmitting the case to the Board of Trustees. If the Grievance Committee concludes that just cause for a dismissal has been established but that an academic penalty less than dismissal would be more appropriate, it will so recommend, with supporting reasons.

### **3. Review by the Board of Trustees**

If dismissal or other penalty is recommended, the President will transmit to the Board of Trustees the record of the case. The Board's review will be based on the record of the Grievance Committee hearing, and it will provide opportunity at the hearing for argument, oral or written or both, by the principals or by their representatives. The decision of the Grievance Committee will either be sustained, negated, or the proceeding returned to the Grievance Committee with specific objections. The Grievance Committee will, when appropriate, reconsider, taking into account the stated objections and receiving new evidence if necessary. The Board will make a final decision only after studying the Grievance Committee's reconsideration. The action by the Board of Trustees terminating the appointment of a faculty member shall be final, subject only to a judicial determination that such action infringes rights of the individual afforded by statute or guaranteed by the Constitution of The Commonwealth of Massachusetts or of the United States of America.

### **4. Suspension**

Until a decision on termination of an appointment has become final because no appeal has been taken or may be taken under this Section 5.0, the faculty member will be suspended, or assigned to other duties in lieu of suspension, only if immediate harm to self, others, or property is deemed by the President, after consultation with the Promotion and Tenure Committee, to be threatened by continuance. Suspension is appropriate only pending a hearing; a suspension which is intended to be final is a dismissal and will be dealt with as such. Salary will continue during the period of suspension.

### **5. Terminal Salary**

A faculty member whose appointment is terminated for just cause shall continue to receive salary for the academic year in which such termination takes effect and for one additional academic year, or longer, as the Board of Trustees may determine. Continuation of salary for any period of time shall, however, be in the discretion of the Board of Trustees in the case of termination for cause determined by the Board of Trustees to be of seriousness equivalent to the commission of a crime constituting a felony, or commission of any form of academic or intellectual fraud.

#### **5.10.3.2 TERMINATION FOR FINANCIAL EXIGENCY OR DISCONTINUANCE OF A PROGRAM OR DEPARTMENT OF INSTRUCTION**

- a. Where termination of appointment is based upon financial exigency or bona fide discontinuance of a program or department of instruction, faculty members shall be able to have the issues reviewed by the faculty or by a faculty ad hoc Grievance Committee, appointed by the Faculty Senate, with ultimate review of all controversial issues by the Board of Trustees. If a program or department of instruction, the faculty member concerned will be given notice as soon as possible, and never less than 12 months' notice, or, in lieu thereof, will be given severance salary for 12 months.
- b. Before terminating an appointment because of the abandonment of a program or department of instruction,



the institution will make every effort to place affected faculty members in other suitable positions. If an appointment is terminated before the end of the period of appointment because of financial exigency or because of the discontinuance of a program of instruction, the released faculty member's position will not be filled by a replacement within a period of two years from the date of termination unless the released faculty member has been offered reappointment and a reasonable time within which to accept or decline.

## **SECTION 6.0 FACULTY RIGHTS AND RESPONSIBILITIES**

Faculty members should also refer to the Human Resources area of the Bentley University website for information about other important aspects of employee rights and responsibilities, including policies related to ethics, nondiscrimination, tuition remission policies, retirement, information privacy, and computer and network use.

### **6.1 ACADEMIC FREEDOM**

The trustees of Bentley University generally subscribe to the 1940 Statement of Principles on Academic Freedom and Tenure, including the Interpretive Comments developed in 1969 by representatives of the American Association of University Professors and the American Association of Colleges and Universities. The trustees also generally subscribe to the provisions set forth in the 1968 Recommended Institutional Regulations on Academic Freedom and Tenure.

According to these pronouncements, each member of the faculty, whether tenured or not, is assured of the following:

- a. Full freedom in research and in the publication of the results, subject to the adequate performance of other academic duties, providing that research for pecuniary return is based upon an understanding with the authorities of the university.
- b. Full freedom to teach and discuss anything pertinent to the subject being taught. However, faculty members should refrain from introducing into their teaching controversial matters unrelated to the subject being taught.
- c. Full freedom to act and speak in the capacity of a citizen without institutional censorship or discipline. As members of a profession and a university faculty, faculty members should remember that the public may judge their profession and their institution by their utterances and their conduct. Hence, they should strive to be accurate, to exercise appropriate restraint, to show respect for the opinions of others, and to indicate that they are not an institutional spokesperson.
- d. A sufficient degree of economic security to make the teaching profession attractive.

### **6.2 ACADEMIC OBLIGATIONS**

In accordance with these guidelines, which have been endorsed since 1940 by all major associations concerned with the standards of American higher education, a faculty member in accepting a contract assumes the following obligations:

- a. To fulfill classroom and laboratory assignments with professional skill and efficiency by preparing thoroughly, by meeting classes promptly, and by conducting classes for the full allotted time.
- b. To prepare, submit, proctor, and grade examinations according to administrative requirements.
- c. To keep records (attendance, grades, etc.) in accordance with administrative requirements.
- d. To be present at all faculty meetings, meetings of departments and committees, and Commencement,



unless excused.

- e. To serve on departmental, academic, or administrative committees that consider matters relating to academic procedures and educational policy.
- f. To be interested in the academic progress and the personal welfare of students and advisees and to confer with them frequently in and out of the classroom.
- g. To serve as an organization adviser, recognizing that student activities, when properly conceived and directed, can enrich and contribute to the academic program.
- h. To take part in those extramural activities — academic, professional, or community — that would promote the public welfare, advance the profession, enhance the academic stature of the faculty, or contribute to the prestige of the university.
- i. To continue scholarly and professional development through such means as public lectures, research, and/or publishing.
- j. To respect and support colleagues in instruction and in administration by avoiding adverse criticism in discussions with students or persons not members of the university.

## **6.3 GENERAL ACADEMIC RESPONSIBILITIES**

### **6.3.1 INSTRUCTIONAL RESPONSIBILITIES**

Instructional responsibilities include teaching, working with students in classes taught by the faculty member, planning courses to meet total engagement hour requirements, and developing courses offered by the department or other university programs. (Section 5 of the Faculty Manual details expectations related to teaching not discussed below).

#### **1. Responsibility to Meet Classes**

- a. Faculty members must meet classes in accordance with the university schedule.
- b. No course shall be terminated earlier than the final examination date listed in the calendar, and faculty must ensure that students continue to be actively engaged through this designated examination date.
- c. Deviations from the above are not permitted, except upon approval of the department chair, who must inform the appropriate dean of such deviations.
- d. In the rare instances when the faculty member fails to appear within 15 minutes of the scheduled time, the students are permitted to leave, and the class shall be considered dismissed for that period.

#### **2. Responsibility to Plan for Total Student Engagement Hours**

- a. Student engagement is defined as any student activity inside or outside of the classroom working on the course content, preparing for class, or taking tests. To support the engagement of students with course material through the full length of the course, faculty members must be available to students until the end of the block scheduled for that course's final exam.
- b. One credit hour is defined as not less than three hours of student engagement per week for a full semester class or the equivalent for class structures of other lengths. There is no requirement for a specific amount of in-class time or ratio of in-class time to outside of class time. The guideline,

however, is a ratio of one hour of in-class time to two hours of out-of-class time. Faculty members are required to plan every course to meet or exceed the credit hour requirements for the credit hours designated for the course in the course catalog.

### 3. Course Requirements

At the first meeting of each course, the faculty member should announce the requirements of the course, including such matters as the number, date, time, and duration of examinations; frequency of quizzes, term papers, and assignments; and how each will enter into the determination of the course grade. All instructors are required to provide their students with a course syllabus that is consistent with the requirements below:

#### Required Statement on Rights and Responsibilities

Since the syllabus serves as the contract between the instructor and students enrolled in the course, it must highlight several fundamental policies, rights, and responsibilities. In some cases, the university is legally required to ensure that students have access to this information in each syllabus. To provide consistency amongst courses and course sections, all faculty are required to include (at minimum) this statement, and the appropriate hyperlinks, in their syllabus:

*All courses offered at Bentley University reflect our institution's commitment to a set of core values and practices. The links below will take you to full explanations of our policies and procedures related to accommodations and equitable learning environments. As a student, you are expected to review and be familiar with each of these policies:*

- [Bentley's honor code and academic integrity system](#)
- [Equity and bias reporting forms and procedures](#)
- [Student disability accommodations](#)
- [Religious observances](#)
- [Bentley's core values](#)

If a faculty member wishes to include the full language of these policies in their syllabus, they are of course welcome to do so.

#### Required Elements with Language Specific to the Course

To ensure consistency in achieving student learning goals and outcomes across all courses, and to promote transparency for our students as learners, the following elements are required in each syllabus. The language for each of these elements should be specific to the course.

##### A. Requirements for Undergraduate Course Syllabi

- Course title and number
- Faculty contact email, phone number, and stated office hours
- CIC-approved course description
  - Faculty are welcome to expand upon the approved course description in their syllabi
- CIC-approved course learning goals and outcomes\*
- Course materials (required, recommended, or provided)
- Assignments (with specific dates and deadlines) and grading
- Tentative schedule (class-to-class)
- If the course is DI, CI, INT or Focal Area 2, language that explains how the course meets the objectives of these designators

##### B. Requirements for Masters' Course Syllabi

- Course title and number
- Faculty contact email, phone number, and stated office hours

- Graduate Curriculum-approved course description
  - Faculty are welcome to expand upon the approved course description in their syllabi
- Graduate Curriculum-approved course learning goals and outcomes\*
- Course materials (required, recommended, or provided)
- Assignments (with specific dates and deadlines) and grading
- Course modality protocols
- Tentative schedule (class-to-class)

\*Coordinated courses typically have common learning goals and outcomes. For other courses, the learning goals and outcomes need to be aligned with the official course description published in the course catalog. If adjustments are needed, faculty members should consult with the course coordinator/department chair on the appropriate next steps in their respective department. After completing those steps, any changes to course descriptions must be reviewed by the appropriate governance bodies: Curriculum Implementation Committee for undergraduate courses and Graduate Curriculum Committee and Graduate Council for masters' courses.

#### **4. Office Hours**

Each member of the teaching faculty is expected to schedule fixed office hours. A weekly ratio of one office hour for every three hours of class time is the accepted standard. Each faculty member should announce the schedule of office hours to the students early in each term.

#### **5. Class Attendance Policy**

- a. Policies regarding absences from scheduled classes are generally determined by the faculty member of the classes in which they occur. However, class meetings have been established in accordance with a carefully conceived plan of instruction; regular attendance is, therefore, essential to adequate accomplishment in any course.
- b. Attendance records should be maintained, with each faculty member deciding on the method. The Office of Academic Services should be notified whenever a student has missed two consecutive weeks.

#### **6. No-Show Policy**

During the first two weeks of classes faculty members should carefully check attendance and identify on the class lists those students who do not attend the class, as well as those attending whose names do not appear on the class list. These class lists should be returned to the Office of the Registrar according to announced deadlines.

#### **7. Absences**

- a. Should a faculty member become sick or some other unforeseen emergency arise that would prevent meeting class, an attempt should be made to have classes met by a colleague, if possible, or other assignments given to students. The department chair must be notified and may be able to help in arranging for a substitute, providing an assignment to students, or canceling the class. In the event the chair cannot be contacted, the appropriate dean should be informed.
- b. A request for a planned absence (national meetings, etc.) must be accompanied by a statement indicating alternative arrangements for meeting classes and other obligations to the university. This request must be approved by the department chair in advance.

#### **8. Tests and Examinations**

##### **a. In-Term Examinations**

In-term, in-class examinations—that is, all exams other than final exams—are to be administered during a regularly scheduled class period.

##### **b. Credit Hour Policy**

As an institution of higher education, Bentley University is responsible for determining and upholding standards related to the awarding of credit hours for student work consistent with national standards. We do this by ensuring:

- Bentley awards academic credit in the unit of credit hours. Each credit hour is measured by the amount of work represented in intended learning outcomes and verified by evidence of student achievement consistent with commonly accepted practice in postsecondary education. This reasonably approximates one hour of classroom or direct faculty instruction and a minimum of two hours of out of class student work each week. For more information on credit hours and student engagement, please visit the Credit Hour Policy in the Graduate and Undergraduate catalogues via this link.
  - For example, three-credit, 14-week courses typically meet for 160 minutes of classroom or direct faculty instruction weekly, and 320 minutes out of class student work is assigned each week for fourteen weeks per semester.
  - Winter and Summer terms offer accelerated courses, and the schedule is adjusted to meet the above standards.
  - Asynchronous courses require an equivalent amount of instruction and coursework, i.e., a total of 112 engagement hours per three-credit course. As asynchronous courses do not have the same distinction between in-class time and out of class time, instructors must ensure that overall course expectations, such as readings, lessons, activities, and assessments fulfill this policy.
  - These standards hold for other academic activities as established by the institution including laboratory work, internships, directed studies, tutorials, practica, service learning, and other work where academic credit is awarded. In particular,
  - For Undergraduate Students:
    - For one credit internships, a minimum of 40 hours of professionally appropriate engagement over at least four weeks in the internship is expected, and a minimum of four hours providing course deliverables is expected.
    - For three credit internships, a minimum of 120 hours of professionally appropriate engagement over the semester is expected, and a minimum of 12 hours providing course deliverables is expected.
  - For Graduate Students:
    - All graduate internship policies at minimum meet the engagement hours defined in the undergraduate section above. For specifics of each graduate program, please review the internship requirements in the [Graduate Catalogue](#).
- Faculty may not offer “extra credit” opportunities (e.g., additional papers, exams, presentations and/or reworking past assignments) to any student unless such opportunities are offered to all students in the class. Any extra credit opportunities offered to the entire class must be completed by the designated final exam period, in accordance with the above. Note that any work due after the final exam period must conform to the Incomplete Policy found in Section 7.2.2.

#### c. Final Course Work and Examinations

- The final work required for any course, whether in the form of an exam, a project, a presentation, a paper, or other assignment, cannot be due earlier than the block scheduled for that course’s final exam. Final work must therefore be administered in accordance with the

prepared block schedule during the final examination block as scheduled by the Office of the Registrar.

- Faculty members may not arrange final examinations, or due dates for other final course assignments, at other times without prior approval of the department chair, who must inform the appropriate dean of such deviations.
- If a student has three final examinations as per the exam schedule, scheduled on the same day, the student has the option to work with all three faculty members to find one to reschedule. If no faculty agrees to an alternative agreeable to the student, then the middle examination must be rescheduled. Students must request rescheduling at least two weeks prior to the scheduled final examination time.
- **Proctoring:** All examinations are to be proctored by faculty members or specially assigned personnel pre-approved by the department chair.
- **Re-examinations:** No re-examination or conditional examination is to be given in any course.
- **Make-Up Examinations:** A student who is absent from a regular examination may take a make-up examination in that course only with the approval of the faculty member. Such approval is given only when, in the opinion of the faculty member, the student was unavoidably absent from the regular examination for a valid and sufficient reason, e.g., serious illness or death in the immediate family. If possible, the student should notify the faculty member prior to the regular examination.
- **Return of Examinations:** Examinations that are not returned to the students must be preserved until Reading Day of the following fall or spring semester for a long enough period to accommodate the grade dispute process, in which a student has one month after grades are posted to initiate the grade dispute process. (See Section 7.4.2 Procedure for the Resolution of a Course Grade Dispute).

### 6.3.1.b CREDIT HOUR POLICY

As an institution of higher education, Bentley University is responsible for determining and upholding standards related to the awarding of credit hours for student work consistent with national standards. We do this by ensuring:

- Bentley awards academic credit in the unit of credit hours. Each credit hour is measured by the amount of work represented in intended learning outcomes and verified by evidence of student achievement consistent with commonly accepted practice in postsecondary education. This reasonably approximates one hour of classroom or direct faculty instruction and a minimum of two hours of out of class student work each week. For more information on credit hours and student engagement, please visit the Credit Hour Policy in the Graduate and Undergraduate catalogues via this link.
  - For example, three-credit, 14-week courses typically meet for 160 minutes of classroom or direct faculty instruction weekly, and 320 minutes out of class student work is assigned each week for fourteen weeks per semester.
- Winter and Summer terms offer accelerated courses, and the schedule is adjusted to meet the above standards.
- Asynchronous courses require an equivalent amount of instruction and coursework, i.e., a total of 112 engagement hours per three-credit course. As asynchronous courses do not have the same distinction between in-class time and out of class time, instructors must ensure that overall course expectations,

such as readings, lessons, activities, and assessments fulfill this policy.

- These standards hold for other academic activities as established by the institution including laboratory work, internships, directed studies, tutorials, practica, service learning, and other work where academic credit is awarded. In particular,
  - For Undergraduate Students:
    - For one credit internships, a minimum of 40 hours of professionally appropriate engagement over at least four weeks in the internship is expected, and a minimum of four hours providing course deliverables is expected.
    - For three credit internships, a minimum of 120 hours of professionally appropriate engagement over the semester is expected, and a minimum of 12 hours providing course deliverables is expected.
  - For Graduate Students:
    - All graduate internship policies at minimum meet the engagement hours defined in the undergraduate section above. For specifics of each graduate program, please review the internship requirements in the [Graduate Catalogue](#).

Faculty may not offer “extra credit” opportunities (e.g., additional papers, exams, presentations and/or reworking past assignments) to any student unless such opportunities are offered to all students in the class. Any extra credit opportunities offered to the entire class must be completed by the designated final exam period, in accordance with the above. Note that any work due after the final exam period must conform to the Incomplete Policy found in Section 7.2.2.

### **6.3.2 RESEARCH AND PROFESSIONAL RESPONSIBILITIES**

The responsibilities of faculty members in this area are to advance the forefront of knowledge in their areas of expertise and expand the communication of knowledge to professionals and practitioners in these areas. All activities of faculty members in this area should be reflected on the Annual Activity Report submitted to the department. (See Section 5 for more information on scholarly and professional expectations).

### **6.3.3 INSTITUTIONAL SERVICE RESPONSIBILITIES**

Active participation on committees of the university is recognized as a normal and necessary part of full-time faculty members’ contractual obligations to render service to Bentley University. It is also recognized that excellence in the performance of service members is necessary if Bentley University is to fulfill its mission and maintain its quality.

Meritorious service on committees and participation in non-academic activities contribute to that excellence and will be encouraged through positive consideration in matters of promotion, tenure, and merit salary increase. (See Section 5.7.5 for more information on institutional service expectations).

### **6.3.4 ACADEMIC ADVISING**

Academic advising of students is considered very important. The goals of the Academic Advising System are to help students:

- a. Make sound, informed choices about academic programs and courses
- b. Identify and clarify individual needs and help match personnel and resources to meet those needs
- c. Understand the relationship between specialized training for work and broad-based education for life
- d. Understand the relationship between academic studies and the preparation for a career

More information about the ways in which faculty can become involved in academic advising is available from

the deans, department chairs, and the Office of Academic Services.

### **6.3.5 PROFESSIONAL ETHICS**

Faculty members are expected to adhere to the ethical standards adopted by their respective professional associations, as well as to those of the academic community. Intentionally representing the work of other faculty members or of students as one's own, the falsification of research results, and the falsification of academic credentials are among the most serious violations of this policy. Violation of this policy may result in disciplinary action by the university up to and including termination.

## **6.4 APPOINTMENT PROCEDURES AND RESPONSIBILITIES OF CHAIR OF AN ACADEMIC DEPARTMENT**

### **6.4.1 APPOINTMENT PROCEDURES FOR DEPARTMENT CHAIR**

1. The initial appointment as chair of an academic department is for a term of three years.
2. During the second year of the term, the dean to whom the department reports will communicate with the tenured members of the department to plan for the transition to a new chair or the reappointment of the incumbent.
3. Chairs may succeed themselves if circumstances warrant. The usual period of reappointment will be two years, with the possibility of shorter or longer periods in exceptional circumstances.
4. Chairs should be tenured.
5. Chairs should be an Associate Professor or Professor.
6. Chairs should be terminally qualified as defined for promotion and tenure purposes.
7. Chairs appointed from outside of Bentley University ordinarily are not appointed with tenure.
8. All full-time faculty members in the department have a voice in the appointment of a chair, though the tenured faculty members have the ultimate responsibility to recommend a candidate to the dean. If the full-time members desire, they may petition the dean to allow part-time faculty a vote.
9. Recommendations are forwarded by the department, in writing, to the dean.
10. Chairs are appointed by the dean following his/her confirmation that the appointment has the support of the Provost and Vice President for Academic Affairs.

### **6.4.2 RESPONSIBILITIES OF THE DEPARTMENT CHAIR**

1. **Department Chair Responsibilities to the Faculty:**
  - a. Define, with the academic administration, the various missions of the department.
  - b. Recruit, select, and recommend new faculty, with the assistance of the dean and the Provost and Vice President for Academic Affairs.
  - c. Evaluate faculty performance, annually and in a timely fashion, under the faculty evaluation system of the university.
  - d. Make merit salary recommendations.

- e. Oversee the departmental promotion and tenure process.
- f. Encourage faculty participation on appropriate university committees and bodies and with external groups.
- g. Work with the department members to ensure that they place appropriate emphasis on teaching and pedagogical issues.
- h. With the approval of the dean and Provost and Vice President for Academic Affairs, manage the faculty resources for the most effective course coverage and maximum research and service productivity.
- i. Review and make recommendations on applications for assigned time, funding awards, and sabbaticals.
- j. Encourage faculty participation in presenting papers and other professional activities at regional and national meetings.
- k. Promote research and faculty publications.
- l. Work with the Director of the Cronin Office of International Education, as appropriate, to offer programs that enhance the international dimensions of the faculty.
- m. Inform the faculty of departmental and university plans.
- n. Create an environment conducive to good teaching and research and high morale among both full- and part-time faculty.
- o. Ensure affirmative action.
- p. Encourage faculty to represent the department as members of the university community and to work cooperatively with faculty from other departments on joint and interdisciplinary projects.

## **2. Department Chair Responsibilities to the Curriculum and Instruction:**

- a. Schedule classes ensuring the optimum mix of faculty for undergraduate and graduate.
- b. Monitor and provide timely revision of existing curriculum.
- c. Stimulate the development of new and innovative programs for the university's current and emerging constituencies.
- d. Manage the department's various programs (day, evening, graduate, honor, internship, and international).

## **3. Department Chair Responsibilities to the Students:**

- a. Support the recruitment of students to Bentley University.
- b. Work with Pulsifer Career Development Center and prospective employers for appropriate student placement.
- c. Provide for and oversee the departmental advising system within the context of the university-wide system.



- d. Advise students and resolve student problems with faculty.
- e. Foster the development of disciplinary-based student clubs.
- f. Encourage student participation in such special programs as international, honors, interdisciplinary, and internships.

**4. Department Chair Responsibilities to the Academic Department:**

- a. Within the context of the strategic planning process, work with faculty to develop departmental goals and plans.
- b. Communicate department plans and needs to the dean and other appropriate parties involved with long-range planning.
- c. Implement approved plans and goals.
- d. Conduct meetings of the department.
- e. Establish and staff departmental committees.
- f. Prepare and manage departmental budget.
- g. Apply for grants and other external funding by working with the appropriate university representatives.
- h. Review and recommend departmental travel.
- i. Supervise departmental staff.
- j. Process forms, requisitions, and departmental correspondence.
- k. Prepare annual and other reports for the department.
- l. Represent the department to Bentley, community, and professional bodies.

## **6.5 FACULTY DEVELOPMENT**

### **6.5.1 SABBATICALS**

#### **6.5.1.1 INTRODUCTION**

Sabbaticals enable members of the full-time faculty to undertake research, exploratory investigations, writing, advanced study, or other creative endeavors that will enhance their professional competence and their capacity for distinguished service to the university as a teacher/scholar. The sabbatical is the second stage of a three-stage process consisting of:

- a. Preparatory investigations and planning to maximize the benefits of taking a sabbatical.
- b. The actual sabbatical.
- c. Activities that report and share the results of a sabbatical with the greater university community.

The university recognizes the important contribution that sabbaticals make in sustaining the creativity and productivity of teachers/scholars. It expects all sabbatical projects to relate to the faculty member's profile and to

reflect the mission of the university and the academic department, high professional quality, and potential significance that will justify university support.

The university recognizes the need to reintegrate an administrator into teaching after a long term of administration. Granting such administrative sabbaticals is the prerogative of the Board of Trustees and is beyond the purview of this section.

#### **6.5.1.2 ELIGIBILITY**

##### **First Sabbatical**

Faculty members must serve for six full academic years of full-time teaching in order to be eligible for a first sabbatical. Faculty may, but are not required to, apply for a first sabbatical to occur as early as the seventh year of full-time teaching at Bentley. The request for a seventh-year sabbatical must occur during the fifth year. The application is evaluated during the sixth year and, if approved, the faculty member may then take the sabbatical during the seventh year. Faculty members must be tenured in order to take a sabbatical. Since a first sabbatical is on the same clock as the typical tenure review clock, tenure-track faculty members may apply for sabbatical on this clock, but any approval of their sabbatical will require that the faculty member is tenured when they take the sabbatical in the seventh year.

##### **Duration and Compensation of First Sabbatical**

Faculty will receive full compensation for a one-semester sabbatical or three-quarters compensation for a one-year sabbatical taken under the terms of this section.

##### **Subsequent Sabbaticals**

Year counts are made only in full academic years. Consequently, the year in which the faculty member takes a sabbatical count in its entirety as the "sabbatical year," regardless of whether the sabbatical was one semester (regardless of whether fall or spring) or full year. Given this, faculty have two options for subsequent sabbaticals:

- a. **Three-Year Option For Subsequent One-Semester Sabbatical:** Faculty members may request a one-semester sabbatical following a prior Bentley sabbatical, but there must be an interval of at least three full academic years of full-time teaching service following the prior sabbatical. Faculty must submit the request for a one-semester sabbatical after two academic years of full-time service following any previous sabbatical. The application is evaluated during the third academic year of full-time service since the previous sabbatical, and the sabbatical is taken during the fourth year. A faculty member granted a sabbatical under this section will receive three-quarters compensation for a one-semester sabbatical.
  - b. **Six-Year Option For Subsequent Full-Year Sabbatical:** Faculty members may request a full-year sabbatical following a prior Bentley sabbatical, but there must be an interval of at least six full academic years of full-time teaching service following the prior sabbatical year. The request for this sabbatical must occur during the fifth academic year following the prior sabbatical year. It is evaluated during the sixth academic year, and, if approved, the faculty member may then take the sabbatical during the seventh year. A faculty member granted a full-year sabbatical will receive three-quarters compensation.
1. Tenured faculty members of any rank are eligible to request a sabbatical after five full years of full-time service at the university or after having completed five years of full-time service following a previous sabbatical. The application is evaluated during the sixth year of full-time service and the sabbatical is taken during the seventh year.
  2. Tenured faculty members of any rank may, after their initial sabbatical, request a one-semester sabbatical after two years of full-time service following any previous sabbatical. The application is evaluated during the third year of full-time service since the previous sabbatical, and the sabbatical is taken during the fourth year.

#### **6.5.1.3 DURATION AND COMPENSATION**

A faculty member granted a sabbatical under Section 6.5.1.2 (1) receives full compensation for a one-semester

sabbatical or three-quarters compensation for a one-year sabbatical. A faculty member granted a sabbatical under Section 6.5.1.2 (2) receives three-quarters compensation for a one-semester sabbatical. A faculty member on a sabbatical retains all fringe benefits during the sabbatical period.

#### **6.5.1.4 OBLIGATION TO RETURN**

Following a sabbatical, a faculty member is required to remain at the university for at least two years.

#### **6.5.1.5 APPLICATION FOR SABBATICAL**

1. A sabbatical is a matter of privilege granted to eligible faculty members upon successful application. Not later than July 1 of the calendar year in which an individual becomes eligible for a sabbatical (Section 6.5.1.2), a faculty member shall submit a sabbatical application form along with appropriate supporting materials, as specified in the application form, to the chairs of all academic departments in which the faculty member holds an academic appointment, and to the Chair of the Sabbatical Committee (SC). The Sabbatical Committee Chair will notify the applicant of the receipt of the application.
2. The application must be evaluated in writing by two members of the applicant's academic department: 1) a tenured faculty member chosen by the applicant and 2) a tenured faculty member chosen by the chair of the applicant's academic department. In case the applicant's academic department does not have two tenured faculty members other than the applicant, a tenured member of another department may be chosen. For applicants with joint or secondary appointments, here and throughout this section, the "applicant's academic department" refers to the department of the applicant's initial or primary (Section 4.2.2.3) appointment.

The content of the review letters must be kept confidential at all times.

If the applicant is the chair of his or her academic department, the applicant will choose the two reviewers, but the Associate Provost, at the request of the department chair, must request and collect the letters. For all other applicants, the chair of the academic department must request and collect the review letters.

3. The chairs of all academic departments in which the faculty member holds an academic appointment must prepare a statement of impact concerning:
  - The relationship of the project to the profile (Section 5.7) of the faculty member.
  - The administrative impact of the applicant's proposed sabbatical leave.
  - The ranking of the application in relation to any and all other sabbatical applications under consideration from the same department, if applicable.
4. Not later than July 31, the chair of the applicant's department (or, if the applicant is the department chair, the Associate Dean of Academic Affairs) must collect and submit
  - a. the sabbatical application form and all supporting materials previously submitted by the applicant (see 1),
  - b. the two departmental review letters (see 2), and
  - c. the statement(s) of impact from the chair(s) of the academic department(s) where the applicant holds an appointment (see 3)

to the Chair of the Sabbatical Committee and one copy each to the appropriate dean and to the Provost and Vice President for Academic Affairs.

5. Upon receiving the complete application (consisting of the application form, supporting materials, chair's impact statement(s), and two review letters), the Sabbatical Committee Chair will notify the applicant and the applicant's department chair that the application is complete.
6. The Sabbatical Committee will review the application to formulate its recommendations (here and throughout this section, the term "recommendation" is used to refer to a positive or a negative recommendation) and will formally notify each applicant and the applicant's department chair of its recommendation prior to the Sabbatical Committee's meeting with members of the academic administration (see 7).

The Sabbatical Committee will provide unsuccessful applicants with a brief explanation of the main factors contributing to its negative recommendation. Applicants may withdraw their sabbatical application at any point by writing to the Sabbatical Committee Chair, who will notify the academic administration about the withdrawal.

7. The Sabbatical Committee will meet with the Provost and Vice President for Academic Affairs and the deans to present its recommendations and exchange views on the applications at least two weeks prior to the fall meeting of the Board of Trustees. After meeting with the Sabbatical Committee, the Provost and Vice President for Academic Affairs will formally notify each applicant and the Chair of the Sabbatical Committee of the academic administration's recommendation regarding the sabbatical application.

The academic administration will provide each applicant receiving a negative recommendation with a brief explanation of the main factors contributing to its decision within one week after the meeting with the Sabbatical Committee.

8. The Provost and Vice President for Academic Affairs will positively recommend to the President and the Board of Trustees, at its fall meeting, those applications that have received the positive recommendation of both the Sabbatical Committee and the academic administration. The Provost and Vice President for Academic Affairs will transmit to the Board of Trustees the written Sabbatical Committee recommendations of those applications that are positively recommended to the Board of Trustees.
9. Following the fall meeting of the Board of Trustees, the Provost and Vice President for Academic Affairs will report the Board of Trustees' decision on the sabbatical application to the faculty applicant, the Sabbatical Committee, and the applicant's department chair.
10. Faculty members planning to apply for a sabbatical should attend an informational meeting held during the spring semester to familiarize themselves with the process, the application form, the type of projects likely to gain approval, and other expectations. A copy of the current philosophy and guidelines is available from the Chair of the Sabbatical Committee.
11. The Sabbatical Committee will maintain and disseminate anonymized statistics on sabbatical applications and awards, updated annually by the end of May.

#### **6.5.1.6 OTHER COMPENSATION**

A faculty member who is granted a sabbatical may not receive compensation for service to another institution or organization, except under circumstances agreed upon by the recipient and the university as discussed below. A sabbatical recipient may, however, accept scholarships, fellowships, or grants-in-aid. A faculty member granted a full-year sabbatical (compensated by the university at the rate of 75% of the regular academic year salary) who wishes to be compensated at a higher rate may seek support from external sources for up to 25% of the academic year salary in order to bring the compensation to a maximum of 100% for the entire year. (Other kinds of sabbatical-related expenses, such as travel or supplies also may be sought from external sources.)

Faculty granted a full-year sabbatical also have the option of seeking up to 75% of salary from external sources for replacing the funds the college has budgeted for the sabbatical salary. In a similar vein, faculty on a one-semester sabbatical leave (compensated at the rate of 100%) can seek external support of up to 100% of salary for replacement funds. These replacement funds will be used by the university to support the faculty member's salary.

As an incentive for individuals to seek such funds, the university will open an account, equal to half the salary replacement funds received, to be used to support scholarly and professional activities of the faculty member. These activities need not be related to the sabbatical project, nor do the funds have to be spent during the sabbatical period.

Expenses charged to this account must be approved by the Office of Academic and External Relations. Should the faculty member leave Bentley University before the funds are spent, the balance reverts to the university.

In one example of a sabbatical support arrangement, Professor Tonka takes a full-year sabbatical. She receives a grant from an external source that includes \$30,000, the equivalent of half of her academic year. Professor Tonka wishes to be compensated at 100% of her academic year salary, so she adds \$15,000 (i.e., 25% academic year salary) of grant funds to the 75% salary received from the university, to bring her total compensation to 100%. The university uses the remaining \$15,000 granted for salary by the external source as replacement funds, also establishing a \$7,500 account in Professor Tonka's name to fund various scholarly activities.

In a second example, Professor Bennett also receives an external grant with \$30,000 for salary support during his one-semester sabbatical leave. Because one-semester sabbatical leaves are compensated at 100% and \$30,000 is equivalent to his entire salary for the semester, the university uses all of the \$30,000 to pay for his salary. It also sets up an account with \$15,000 in it for him to spend on his scholarly interests.

#### **6.5.1.7 REPORTING**

Three months after the completion of the sabbatical, the faculty member is obliged to report in writing the results of the sabbatical to the Chair of the Sabbatical Committee and to the department chair. The Sabbatical Committee will forward copies of the report to the appropriate dean and the Provost and Vice President for Academic Affairs.

#### **6.5.1.8 SHARING OF RESULTS**

The recipient should also arrange a suitable means (e.g., colloquium, workshop, or lecture) to share the results of the sabbatical work with the Bentley community.

#### **6.5.2 FACULTY DEVELOPMENT GRANTS**

1. Funds are available to support faculty development/growth/enrichment activities, which include, but are not limited to:
  - a. expenses of information-gathering or travel for special research or teaching projects
  - b. unusual library, document reproduction, and computer search expenses
  - c. library cards when documents needed are not available elsewhere
  - d. colloquia, workshops, and conferences on current developments in higher education (curricular innovation, integration among disciplines, or utilization of electronic learning techniques).

The Faculty Affairs Committee (FAC) acts upon applications on an ongoing basis and makes its recommendations to the appropriate dean.

More information about and detailed guidelines for applying for Faculty Development grants are available from the Chair of the FAC.

### 6.5.3 OTHER SUPPORT

Other support, e.g., summer grants and seed funding for scholarships, may be available and is administered by the department chairs, deans, and Provost.

## 6.6 TEACHING AT OTHER INSTITUTIONS

Members of the full-time faculty may teach at other institutions only with the written approval of the Provost and Vice President for Academic Affairs, requested through the department chair. Such approval must necessarily recognize the desirability of maintaining a reasonable teaching load. Teaching must not compete with existing university activities. Examples of non-compliance include, but are not limited to:

- Teaching a competitive credit course at another institution
- Teaching a competitive non-credit course to a specific market already served by Bentley University

## 6.7 OUTSIDE CONSULTING

1. It is the policy of the university that members of the full-time faculty may engage in consulting or professional practice on a limited basis (one day a week or the equivalent). Such activities must be arranged so as not to interfere with the faithful discharge of the faculty member's principal teaching, advising, and service responsibilities at Bentley University. It is desirable to discuss such opportunities in advance with the department chair whenever possible.
2. The university encourages faculty members to consult as a part of faculty development and institution building. Consulting provides the opportunity to test concepts and theories and allows the development of contacts leading to the gathering of data for further research. Consulting also provides visible proof of the quality of faculty and programs of the university to the outside community.
3. This encouragement is provided subject to the following conditions:
  - a. Priority is given to one's students and the scholarly and service responsibilities to Bentley University. Evidence of non-compliance would include, but not be limited to:
    - Commitment of more than an average of one day a week during the fall and spring semesters
    - Failure to attend classes, office hours, or department or committee meetings
    - Imposition of constraints on scheduling at the university, including classes and department or committee meetings
  - b. Consulting must not compete with existing university activities. An example of non-compliance would include, but not be limited to, providing consulting advice to one of the university's competitors for a fee.
  - c. The university must not be subject to any liability as a result of such consulting. Evidence of non-compliance would include, but not be limited to:
    - Using the university name in advertising or announcements in any way that suggests that Bentley University is a principal or party
    - Use of university stationery, facilities, students, or staff in any way that suggests that Bentley University is a principal or party

- d. Prior approval is given in writing for the use of university facilities or personnel in consulting activities
  - e. Expenses incurred by the university in support of consulting must be reimbursed in a timely manner
  - f. The department chair must be kept aware of such commitments each semester, and such commitments must be reported yearly as part of the faculty Annual Activity Report.
4. Exceptions to and interpretation of the policy are the prerogative of the Provost and Vice President for Academic Affairs.

## 6.8 GENERAL LEAVE

1. Full-time faculty members may request leave without compensation if they have an opportunity to
  - a. make a significant contribution to human welfare or knowledge through professional service with governmental or nonprofit agencies
  - b. engage in teaching or research under foundation or government grants
  - c. accept appointments as visiting members of universities or university faculties
  - d. complete their academic studies
  - e. engage in other activities found to be beneficial to the individual and university by the Provost and Vice President for Academic Affairs
2. Such leave is without compensation and is normally granted for one academic year only. Leave for longer periods or renewal of leave for an additional year is granted only if special circumstances justify it.
3. Fringe benefits will remain in force during such general leaves, provided the employee arranges to underwrite the entire annual premium cost.

## 6.9 PROFESSIONAL SUPPORT

1. **Conferences**
  - a. Funds are available to enable faculty members to present their work at meetings of learned and professional societies. Travel expenses reasonable in amount and proper in nature incurred by university personnel in connection with such activities are reimbursable if:
    - Application is made on the Travel Authorization Form
    - The request for travel funds bears the endorsement of the department chair and the appropriate dean
    - Expenses are accounted for in accordance with institutional guidelines
  - b. Faculty members may attend conferences during the academic year if:
    - There is no interference with normal classroom meetings



- Arrangements to cover classes have been made with the prior approval of the department chair

## 2. Membership in Professional Societies

- a. In keeping with its policy of encouraging faculty participation in the work of professional societies, the university will reimburse a full-time faculty member 50% of the cost, up to \$250, for a reasonable number of memberships in associations related to a member's principal field.
- b. The university also seeks to encourage attendance at local meetings of professional associations by reimbursing full-time faculty members who attend for whatever registration and meal expenses they incur.

## 6.10 FACULTY TUITION REMISSION

More information on the [Tuition Remission Policy](#) can be found in the Human Resources area of the Bentley University website.

## 6.11 FACULTY AWARDS

Faculty are eligible for awards based on excellence in teaching and scholarship, including the Gregory H. Adamian Award for Excellence in Teaching and the Bentley University Scholar of the Year Award. These awards are administered by the Teaching and Scholarly Activities Committee (TSAC).

## 6.12 OTHER POLICIES

Faculty are expected to adhere to Bentley policies that include, but are not limited to, the Code of Ethics for Faculty and Staff, the Equal Opportunity and Nondiscrimination policies, and the IT and Information Security Policies outlined on the Bentley website. In addition, faculty are expected to follow university guidelines for "fair use" of copyrighted material and the Course Reserve Copyright Policy.

# SECTION 7.0 ACADEMIC POLICIES, PROCEDURES, AND PROGRAMS

The Bentley Honor Code is an expression of the principle that all members of the community are expected to maintain academic integrity in their own work. Faculty and students alike are obligated to take appropriate action when they suspect academic dishonesty has occurred.

## 7.1 ACADEMIC INTEGRITY SYSTEM

### 7.1.1 ACADEMIC INTEGRITY SYSTEM STRUCTURE

- A. **Academic Integrity Council (AIC):** consists of at least five faculty volunteers, selected by the Director of Academic Integrity and approved by the Nominations Committee, as well as a graduate student and an undergraduate student designated by their respective student government associations. The Academic Integrity Council reviews the state of academic integrity in the Bentley community; advises the Director of Academic Integrity on the process and procedures of the Academic Integrity System; and recommends Faculty Manual revisions as appropriate. A faculty member of the council serves as chair when an Academic Integrity Hearing, hereafter a Hearing, is required.
- B. **Director of Academic Integrity (the Director):** is appointed by the Provost; works with academic departments and the student organizations to implement proactive education and prevention related to issues of academic integrity; reports to the Deans' Council; oversees the academic integrity process to ensure its adherence to the spirit and letter of Bentley's Academic Integrity System; and consults frequently with faculty, students, and the Academic Integrity Council. When necessary, the Director



organizes Hearings and stores Academic Integrity Incident Reports (the only official record), hereafter Reports. In the event of an integrity case filed by the Director, the Provost appoints a temporary Director. The Director is also responsible for ensuring that all faculty members new to Bentley are familiar with the Honor Code and Academic Integrity System.

### **7.1.2 FACULTY AND STUDENT RESPONSIBILITIES AND RIGHTS IN THE ACADEMIC INTEGRITY SYSTEM**

#### **A. Faculty Responsibilities and Rights**

All faculty members are responsible for promoting academic integrity by managing their classes, assignments, and examinations so as to reduce temptation and opportunity for plagiarism and cheating. Faculty are required to clearly define the expectations and procedures for academic work, either as part of the individual assignment or in the syllabus or other document that presents coursework guidelines. These include, for example, overall classroom assessment procedures, examination protocols, and guidelines for citing sources in written work and collaborating and/or receiving outside assistance on homework and other assignments.

Each faculty member is expected to abide by the principles and procedures established in Bentley's Academic Integrity System. A faculty member who believes an academic integrity violation has occurred ***must*** file a Report. Staff members who become aware of a possible violation must notify the Director. **No sanction can be imposed on a student without a Report first being filed with the Director.**

The faculty member who alleges an academic integrity violation is entitled to ask the Director for additional resources to support the investigation of the violation and may question relevant students about an alleged violation.

#### **B. Student Responsibilities and Rights**

Each student is expected to become familiar with and at all times adhere to the Bentley Honor Code and Academic Integrity System, including standards and expectations set out in each course syllabus, assignment, and/or examination concerning collaboration, methods of research and data collection, and other practices.

Students are also expected to uphold the Academic Integrity System. Therefore, a student who is aware of a possible violation of the standards established in the Academic Integrity System is expected to report the suspected violation to a faculty member or the Director. A student who is suspected of committing a violation must respond promptly and honestly when informed of a suspected academic integrity violation and must provide information that may aid in the investigation of an alleged violation before the report is finalized.

A student charged with an academic integrity violation is entitled to ask the Director for a list of student support services and will be allowed to respond to an alleged violation before the faculty submits the Report to the Director.

#### **C. Rule of Observers**

If a member of the Bentley community believes that s/he has observed behavior related to a faculty member's class that violates academic integrity, it is the observer's responsibility to bring the matter to the faculty member's attention. If the observer is not satisfied with the faculty member's response, the observer has the right to bring the matter directly to the Director's attention for possible action. The Director will consult with the faculty members and investigate the incident to determine whether or not a report should be submitted. The Director may arrange a Hearing, with or without the faculty member's explicit consent, if there is sufficient evidence to suggest a violation may have occurred.

#### **D. Incidents Outside the Normal Purview of Course Instructors**

When an incident is brought to the Director's attention that falls outside the normal purview of an

individual instructor, involves students in multiple classes, or involves classes taken in previous semesters, the Director may impanel a Hearing to adjudicate it. In such instances, the Director may appoint another faculty or staff member to provide the student(s) with counsel regarding the case.

### 7.1.3 VIOLATION LEVELS DEFINED AND RECOMMENDED SANCTIONS

Violations are categorized as either Level I or Level II based on severity. The level of an alleged violation determines the appropriate steps in the academic integrity process and recommended sanctions.

#### A. Levels Defined

A Level I violation is a minor infraction, generally confined to student work within an individual course, including but not limited to 1) failing to apply appropriate conventions for citing and documenting sources; 2) giving assistance to or receiving assistance from another student or any other person on an assignment or exam when such collaboration is prohibited; or 3) accessing prohibited materials during an examination.

Any violation not categorized as Level I is a Level II violation. Level II violations are serious breaches of academic integrity. They include, but are not limited to, the following examples:

- i. committing any violation, such as those listed under Level I, that pertains to more than a small portion of the course grade
- ii. submitting the same work or major portions thereof to satisfy the requirements of more than one course without written permission from each faculty member (including Honors and Capstone requirements)
- iii. using illicit means of acquiring data, fabricating evidence, falsifying data, or fabricating sources
- iv. collaborating to exchange information during an examination or engaging in any action during an exam prohibited by the instructor, such as copying another student's work, utilizing prohibited materials (e.g., books, notes, calculators, cell phones, or other electronic devices), or helping other students to copy another student's work on an examination
- v. altering a graded assignment or examination and asking for it to be re-graded
- vi. stealing and/or distributing an examination
- vii. purchasing or otherwise illicitly acquiring and submitting a paper or any other course materials as your own work
- viii. creating a paper or other course materials for sale and/or distribution
- ix. reproducing or distributing university course materials without instructor permission
- x. stealing another student's work
- xi. intentionally impeding an investigation of an academic integrity incident or giving false witness in a Hearing
- xii. engaging in actions designed to hinder the academic success of another student or students, for example, by impeding access to course materials, or hiding or removing

library resources

- xiii. using improper means to access computer files
- xiv. forging or falsifying a grade, transcript, or diploma

**Any alleged violation involving a student who at the time has an earlier Report on file or under investigation must go to a Hearing.**

**B. Recommended Sanctions**

Level I sanctions may include, but are not limited to, 1) a make-up assignment at a more difficult level than the original or 2) failure or other reduced grade on the examination or assignment.

Level II sanctions may include, but are not limited to, 1) any sanctions for Level I violations; 2) course grade of F; 3) course grade of F being permanently calculated into the Grade Point Average; 4) exclusion from such activities as study abroad, honors societies and programs, and varsity athletics; 5) suspension from Bentley University; or 6) expulsion from Bentley University.

**7.1.4 ACADEMIC INTEGRITY INCIDENT REPORTS AND CONSEQUENCES**

The relevant faculty member should meet with the student(s) to discuss an alleged violation. If the faculty member still suspects that a violation has occurred, a Report must be filed promptly.

- A. In the case of an alleged Level I or Level II violation, if the student(s) does not agree that a violation has taken place, the Director will schedule a Hearing.
- B. In the case of an alleged Level I or Level II violation, if the student(s) agrees the incident is a violation of academic integrity, the faculty member shall propose a sanction(s) in consultation with the director.
  - a. For a Level I violation, if the student agrees to the proposed sanction(s), the faculty member implements the proposed sanction(s) only after the report has become an official record in the office of the Director. Unless the student has a prior violation on record, no Hearing is required. If, however, new information becomes available, the Director has the option of scheduling a hearing.
  - b. For a Level II violation, if the student agrees to the proposed sanction(s) no hearing is required unless the student has a prior violation on record. The faculty member implements the proposed sanction only after the Academic Integrity Council reviews and approves the sanction. Proposed sanction(s) that are more severe than a majority of AIC members believes are appropriate will require a hearing.
  - c. For Level I and Level II violations, if the student does not agree to the sanction(s) and/or on the nature of the violation, the Director will schedule a hearing.
- C. Regardless of level, second violations must go to a Hearing.
- D. Regardless of level or prior agreement, the Director has the authority to call a Hearing with the agreement of the student to resolve the incident in the interest of academic integrity.
- E. If a Hearing determines that the allegations were unfounded, the Report is destroyed.
- F. At a Hearing, only the current Report and related information will be disclosed when determining whether the student is responsible for the violation. Once a Hearing has found a student to be responsible for a violation, the Director will disclose prior Report(s), if any, to the Hearing members before sanctions are

determined. Only records filed with the Director are actionable.

- G. Within the university, the existence and contents of all Reports are confidential and will be maintained by the Director for seven years.

#### 7.1.5 ACADEMIC INTEGRITY HEARING

A Hearing is convened by the Director. The Hearing members review evidence of an academic integrity incident, decide if a violation has occurred, and set sanctions, with consideration given to the faculty member's proposed sanction.

- A. **Student and Faculty Rights:** When a Hearing is convened, both faculty and students are entitled to 1) a fair Hearing in a reasonable amount of time; 2) ample notice of the Hearing, a summary of the violation to be discussed, and an explanation of the Hearing process; 3) access to the Director to prepare for the Hearing; 4) the presence of witnesses accepted by the Director to give pertinent testimony; 5) the opportunity to hear all testimony presented in the Hearing, and to respond to all testimony presented in the Hearing; 6) the opportunity to speak on one's behalf; 7) the presence of one person, who is not an attorney, to provide support; 8) written notice, within a reasonable amount of time, of the Hearing's findings and any sanctions; and 9) notification of appeal decisions, if any.
- B. **The Hearing:** A hearing requires five voting members. Three must be full-time faculty members, with at least one who is a member of the Academic Integrity Council. The Director solicits students from graduate and undergraduate student government corresponding with the student(s) subject to the incident review. One faculty member, who is a member of the AIC, serves as Chair of the Hearing. The Director attends all Hearings in a neutral supporting role and is not a voting member of the Hearing. The Hearing membership hears evidence, determines the presence or absence of an academic integrity violation, and sanctions a student, where appropriate.
- C. **Scheduling:** The Director reserves the right to schedule Hearings in a way that accommodates extenuating circumstances and minimizes the impact on academic schedules of all involved parties.
- D. **Communication:** The Director communicates the findings of the hearing in writing to the faculty members and students involved within five working days. If it is determined at a hearing that a violation has occurred, the report and supporting documentation are retained in confidence for seven academic years by the Director. Outcomes affecting transcripts will be reported to the Registrar's Office and other relevant campus officials. In addition, the Director is authorized to respond to requests from the Director of the Honors Program and the authorized non-student representative of the Falcon Society to verify that specified students, identified by name and student number, have not had sanctions imposed that violate the program guidelines regarding rules of membership to these programs.
- E. **Sanctions for Special Circumstances:** Sanctions may involve restrictions on or disqualification from participation in university programs or extra-curricular activities only with a Hearing. When such a sanction is imposed, the Director may disclose only those sanction restrictions involving that program or activity to the relevant campus official.
- F. **Sanctions Involving Grades and Graduation:** The timing of the filing of Reports may result in investigation procedures that cannot be concluded before grade reporting or degree auditing for graduation. In the case of incidents that may reasonably be expected to affect a course grade, the faculty member of the course will post a grade of Incomplete, pending the completion of the academic integrity investigation. In the event that this Incomplete affects a graduation requirement, the student shall remain otherwise eligible to "walk at graduation." The right of an Honors Program student to walk with the

Honors Program cohort at graduation is governed by Honors Program guidelines. The awarding of the degree and final transcript must await the result of the investigation. In cases where the incident cannot be addressed prior to grade reporting or prior to awarding the degree and final transcript, relevant sanctions may be applied retroactively, including transcript modification and/or rescinding the degree, as determined by a Hearing.

- G. **Appeals:** A student may appeal the outcome of a Hearing only when 1) new material or information unavailable at the time of the Hearing becomes available or 2) evidence is provided that fair process has not been followed.
- a. An appeal of Hearing decisions must be submitted in writing to the provost and must explain in detail the reason for the appeal. It must be submitted no later than five (5) working days from the date of the written notification from the Director informing the student of the Hearing outcome. The student will be notified within a reasonable time whether the appeal will be granted. Sanctions determined by a Hearing will stand until decision on the appeal is made.
  - b. The provost's decision as to whether an appeal will be granted is final. If the appeal is denied, the sanction is implemented, and the academic integrity process ends. The student cannot appeal the provost's decision.
  - c. If an appeal is granted, then the provost will either determine an appropriate sanction or refer the case to a new Hearing. If the case is to be heard again, the student will be notified within a reasonable time as to the date and time of the Hearing.
  - d. The provost, or a designee, will inform the Director of the outcome of any student appeal.
  - e. The Director will notify other university officials as necessary.

## 7.2 UNDERGRADUATE GRADING AND COURSE POLICIES

### 7.2.1 UNDERGRADUATE GRADING SYSTEM

#### A. Course Grades

Academic performance is officially recorded on an academic term basis in letter grades and quality points.

Passing grades that range from D-(0.7) to A (4.0) earn quality points; failures are recorded as F and earn no quality points.

What follows is the grading rubric for undergraduate courses. The ranges in the "Numerical Equivalent" column apply to the letter grade unless specified otherwise in the course syllabus.

#### Standard Grading

Grade	Quality Points	Numerical Equivalent
A	4.0	95-100
A-	3.7	90 to less than 95
B+	3.3	87 to less than 90
B	3.0	83 to less than 87
B-	2.7	80 to less than 83
C+	2.3	77 to less than 80
C	2.0	73 to less than 77
C-	1.7	70 to less than 73
D+	1.3	67 to less than 70
D	1.0	63 to less than 67
D-	0.7	60 to less than 63
F	0.0	Less than 60

#### Pass/Fail/ D Grading

Grade	Quality Points	Numerical Equivalent
P (Pass)	None*	70 or higher
D+	1.3	67 to less than 70
D	1.0	63 to less than 67
D-	0.7	60 to less than 63
F	0	Less than 60

\* Does not factor into cumulative grade point average

#### B. Letter Grades

There is no change of any grade after one year from its original submission unless approval is granted by the Office of Academic Services.

**P – Pass** earns no quality points in computing the quality point average. Faculty members submit a numerical grade via MyBentley, which is then converted by the Registrar's Office.

**F – Failure** earns no quality points in the computing of the quality point average. When a student receives an F grade, it remains on the transcript and is used in computing the GPA until the course is repeated in accordance with Section 7.2.3. Undergraduate Course Repeat Policy.

**I – Incomplete** is a temporary designation issued at the discretion of the instructor. It denotes that the required work for the course has not been completed by the student. Incomplete is an optional designation, and instructors may issue a grade based on work already completed. See Section 7.2.2 for Undergraduate Incomplete Grade Policy.

**NR – Faculty Member Has Not Reported Grade** is recorded by the Registrar when the faculty member fails to submit a grade for a student. The NR grade reference will be changed to the true grade whenever it is officially received from the faculty member. The NR grade is not included in the computation of the semester or cumulative average. An NR grade prohibits the student from taking a course for which the NR-graded course is a prerequisite.

**S – Satisfactory** is given in non-credit courses and in the one-credit First Year Seminar (FS111), the Career Development Introduction (CDI 101), and the Career Development Internship (CDI 102) for passing work.

**U – Unsatisfactory** given in non-credit courses and in the one-credit First Year Seminar (FS111), the Career Development Introduction (CDI 101), and the Career Development Internship (CDI 102) for work below passing.

**W – Withdrawal** signifies that a student has withdrawn from a course during the period beginning with the third week of classes and continuing through two-thirds of the semester. Credit is not received for the course, and the course is not considered in computing the quality point average.

**AU – Audit** must be declared before the end of the third week of classes with the requirements for the retention of such status to be spelled out by the individual faculty member to the student. If the requirements are not fulfilled, the AU can be changed to a W. After the first three weeks, AU status cannot be changed to a credit status. A student is permitted to audit any course being offered by the university, provided he or she obtains the permission of his or her adviser and the faculty member. Students may take the examinations for the course but will receive no credit for them. Transcripts contain a memorandum entry when a course is audited.

### C. Pass/Fail Policy

Students may opt for Pass/Fail grades as follows:

- A student must be a Sophomore, Junior, or a Senior (class codes 3-8)
- A student is limited to three credits or one pass/fail during their academic career. A student will be permitted to take a 4-credit Natural and Applied Sciences course pass/fail only if it is fulfilling an Arts and Sciences or Unrestrictive Elective requirement.
- The course must be used as a Business Elective, Arts and Sciences Elective, or an Unrestrictive Elective. Students are not allowed to use this option toward their General Education, Business Core, or Major requirements.
- Pass/Fail grades may be applied to courses in a minor. Certain Bachelor of Arts majors are not able to use the Pass/Fail option for a Business Minor. Students are advised to confer with Academic Services if there are questions.
- The Pass/Fail option may not be used for Honors courses, courses taken in the Bentley Study Abroad Program, short-term programs, directed studies, tutorials, and ID 120/121 courses.
- Masters' candidate students may not use the Pass/Fail grading option for pre-program foundation and foundation courses or courses for advanced standing.
- An academic department may request that a particular course be excluded from the Pass/Fail option. Exclusion requests must be submitted to the Registrar along with course offerings for each upcoming

semester. Exclusions will be noted with “Not eligible for P/F” along with course prerequisites in the online course listings and in the registration booklet. Note that this exclusion must apply to every section of a particular course.

The student is required to earn a minimum passing grade of 0.7 (D-) in each course and, in addition, to meet a quality point average that calls for a higher level of achievement. Quality points permit the student to offset or average out minimum passing grades and grades slightly in excess of passing in some courses by achieving higher grades in other courses.

### Grading Scale for Pass/Fail Courses

- Faculty will submit numeric grades, which will be converted by the Registrar’s Office at the conclusion of the grading period.
- The Registrar’s Office will convert a submitted grade to a P, D, or F. A grade of P will be issued for numeric grades greater than or equal to 1.7. A grade of P will not be calculated into a student’s cumulative or term GPA. A grade of D will be issued for numeric grades between a 0.7 and a 1.3. A grade of D will be calculated into a student’s term and cumulative GPA as a 1.0.
- An F will be calculated into a student’s term and cumulative GPA as a 0.0.

### Procedure for Declaring a Pass/Fail

- Students must complete and sign a Pass/Fail declaration form and submit it to the Office of the Registrar. Forms are available at the Office of the Registrar, the Office of Academic Services, and online. The form must be received prior to the end of the drop/add period. The decision is irrevocable.

## D. Grade Point Average (GPA) and Course Grade

1. Student academic performance is officially recorded in grades and in quality points. Quality points are obtained by multiplying the course grade by the number of semester hours of credit the course carries. The grade point average is determined by dividing the total quality points earned by the total semester hours of course credits taken.

GPA Calculation Example		
Course Grade	Semester Hours	Quality Points
3.7	3	11.1
2.7	3	8.1
2.0	3	6.0
F	3	0.0
<b>Totals</b>	<b>12</b>	<b>25.2</b>
<b>Total Quality Points (25.2) ÷ Total Semester Hours (12) = 2.1 GPA</b>		

## E. GPA Requirements

1. Members of varsity athletic teams must attain an average required under NCAA rules to participate in the inter-collegiate athletic program.
2. An overall cumulative GPA of 2.0 and a major and minor (when applicable) GPA of 2.0 is required for graduation.

## 7.2.2 UNDERGRADUATE INCOMPLETE GRADE POLICY

(<https://catalog.bentley.edu/undergraduate/academic-policies-procedures/>)

### Incomplete Grades Policy

As a general rule, all coursework must be completed by the end of the semester in which the course is offered. An incomplete grade is a temporary designation issued either when



required work, which can be made up, is not completed by the end of the semester, or when a student's course grade cannot be determined due to an outstanding academic integrity issue.

Faculty should not issue an incomplete grade without an agreement with the student as described below. In rare cases in which a student is unavailable to commit to the agreement due to extenuating circumstances, the Office of Student Success or the University Registrar can support faculty in determining if an incomplete grade is appropriate.

Before submitting an incomplete (I) grade in Workday, faculty members must register an incomplete grade agreement via the Registrar's electronic form. This agreement must include:

- (A) the work due
- (B) due date(s) for the work
- (C) method for submission of the work.

### **Incomplete Grade Requirements**

- Faculty may grant an incomplete grade when a student experiences unforeseen and extraordinary circumstances at the end of the semester.
- An incomplete grade is appropriate only if a student has consistently demonstrated course engagement and passing academic work prior to the request for an incomplete.
- Faculty must not issue an incomplete grade when the student needs to attend and repeat most of the course.
- Faculty must not issue an incomplete grade to allow a student the opportunity for grade improvement or extra credit not available to all students in the course.
- Faculty must issue an incomplete grade when an incident report of a potential academic integrity violation has been filed with the Office of Academic Integrity but a final resolution for the case cannot be achieved before the time that grades are due for the semester.
- A faculty member's failure to complete grading by the deadline is not a permissible reason to issue and incomplete. When a grade designation is required, the faculty member, Registrar, and department chair will coordinate such designation.

### **Due Dates**

Faculty members have the discretion to set a reasonable deadline by which outstanding coursework must be submitted, provided that the permanent course grade is submitted in accordance with the dates below.

Note: students typically benefit from completing their outstanding work as quickly as is reasonably possible, limiting its potential interference with other responsibilities, including academic work from the following semester. Therefore, faculty are encouraged to work with the student to determine the shortest appropriate time for completion of outstanding Work.

- A permanent course grade from an incomplete grade submitted in the fall or winter term must be issued no later than March 1 of the subsequent spring semester.

- A permanent course grade from an incomplete grade submitted in the spring or summer term must be issued no later than October 1 of the subsequent fall Semester.

***An incomplete grade, for which a permanent course grade is not issued within the required period will automatically convert to a failing grade.*** Individual faculty members do not have the authority to extend the completion deadline for an incomplete grade past the dates specified above.

### 7.2.3 UNDERGRADUATE COURSE REPEAT POLICIES

#### **Repeating a Previously Passed Course**

The university's policy on repeating courses is geared to help students meet the cumulative average(s) needed to graduate. Students can repeat passed courses to raise those averages to satisfy their graduation requirement with certain restrictions and written approval of the major's department chair.

#### **Repeating Major Passed Courses**

Major cumulative GPA must be below 2.0, and the course grade must be below 2.0.

#### **Repeating Non-Major Passed Courses**

**All undergraduate students:** Overall cumulative GPA must be below 2.0 and course grade must be below 2.0.

#### **Guidelines for Course Repeats**

1. Students must obtain authorization from the Registrar and the department chair in which they are majoring within the first three weeks of the term.
2. Students can repeat (or substitute for) a maximum of two times after the original attempt. This includes grades of F, W, and AU.
3. Substitutions must be declared with the Registrar before the end of the third week of the semester.
4. Required courses and electives that are passed with grades of less than 2.0 may be repeated in accordance with the table below and the above conditions (1-3).
5. Beginning in the spring of 2012, students who earn grades that are passing but below 2.0 in MA 123 and/or GB 112 may choose to retake the course(s) to better prepare for the subsequent course in the sequence(s).
6. Students who opt to repeat MA 123 and/or GB 112:
  - May do so only once and must do so in the following semester
  - May not enroll concurrently in the subsequent course(s)
  - Will have the earlier grade(s) replaced by the new grade in calculating the student's GPA, even if the new grade is lower than the original grade. The original grade(s) will remain on the student's transcript but will not calculate into the GPA.

Retaking MA 123 and/or GB 112 under this policy is not subject to and does not count toward the "Total Repeats or Substitutions Allowed" numbers indicated above.

#### **Repeating a Failed Course**

Students can repeat a maximum of six *different* failed courses. Failures exceeding these numbers result in permanent dismissal from Bentley. (An F in a repeated course does not count toward the total number of different failed courses.) Only required courses that are failed must be repeated; no substitutions are allowed. Elective

courses (restricted and unrestricted) that are failed can be repeated or substituted with another course. A student may substitute another course meeting the same requirement for a failed course. All courses and grades continue to appear on the official transcript and will be calculated into the grade point average.

Students can repeat or substitute for a course a maximum of two times after the original attempt. This includes grades of F, W, and AU.

Number of Bentley Courses Passed	Total Repeats or Substitutions Allowed
1–10	1
11–20	2
21–30	3
31–40	4

#### **Additional Course Repeat Policy Information**

1. All grades are retained on students' permanent records.
2. Only the *last* grade received for a repeated or substituted course is used in compiling graduation credits and computing the quality point average with proper authorization.
3. If a course taken at Bentley is repeated at another accredited college or university, the original grade is no longer considered in computing the Bentley grade point average, provided transfer credit is awarded.
4. Students who wish to substitute one course for another must declare their intention to do so before the end of the third week of the semester with the Registrar.
5. A student returning to Bentley to complete an associate or bachelor's degree after a five-year hiatus may have the option of retaking for a new grade previously passed courses that are seven or more years old. Only his or her repeated grade and credit would be calculated into the GPA.
6. Bentley graduates who subsequently return to pursue post baccalaureate credit may retake a course that was previously passed for the undergraduate degree. The new course, credit, and grade would appear on a distinct post-baccalaureate transcript and would not impact the student's undergraduate transcript.

## **7.3 GRADUATE GRADING AND COURSE POLICIES**

### **7.3.1 GRADUATE GRADING SYSTEM**

#### **Course Grades**

Academic performance is officially recorded on an academic term basis in letter grades and quality points. Passing grades that range from C+ (2.3) to A (4.0) earn quality points: failures are recorded as F and earn no quality points.

What follows is the grading rubric for graduate courses. The ranges in the "Numerical

Grade	Quality Points	Numerical Equivalent
A	4.0	95-100
A-	3.7	90 to less than 95
B+	3.3	87 to less than 90
B	3.0	83 to less than 87
B-	2.7	80 to less than 83
C+	2.3	77 to less than 80
F	0.0	Less than 77

Grade	Quality Points	Numerical Equivalent
I	None*	Incomplete
W	None*	Assigned to indicate a withdrawal during the period starting the third week of class and continuing through two-thirds of the semester

\* Does not factor into cumulative grade point average.  
There is no Pass/Fail option for graduate courses.

There is no audit option for graduate-level courses.

#### A. Letter Grades

**F – Fail** When a student receives an F grade in an elective or concentration course, the F grade remains on the transcript and is computed in the cumulative quality point average. In order to remove the failed course from computation in the cumulative average, the student must successfully repeat the course or obtain prior approval from the program director or appropriate Academic Chair for another course to be substituted in place of the failed course. Only the second grade enters the grade point average, but the F remains on the transcript.

**IG – I – Incomplete** is a temporary designation issued either when required work, which can be made up, is not completed by the end of the semester, or when a student's course grade cannot be determined due to an outstanding academic integrity issue. See Section 7.3.2 for details.

#### B. Grade Point Average (GPA) and Course Grade

1. Student academic performance is officially recorded in grades and in quality points. Quality points are obtained by multiplying the course grade by the number of semester hours of credit the course carries. A grade of 3.0 in a 3-credit course earns 9.0 grade points. The grade point average is determined by dividing the total quality points earned by the total semester hours of course credits taken.

GPA Calculation Example		
Course Grade	Semester Hours	Quality Points
3.7	3	11.1
2.7	3	8.1
F	3	0.0
<b>Totals</b>	<b>9</b>	<b>19.2</b>
<b>Total Quality Points (19.2) ÷ Total Semester Hours (9) = 2.13 GPA</b>		

2. The student is required to earn a minimum passing grade of 2.3 (C+) in each course. A GPA of 2.7 in both the major/concentrations and the overall GPA is required for graduation. Grade points permit the student to offset or average out minimum passing grades and grades slightly in excess of passing in some courses by achieving higher grades in other courses.

### 7.3.2 GRADUATE INCOMPLETE GRADE POLICY

As a general rule, all coursework must be completed by the end of the semester in which the course is offered. An incomplete grade is a temporary designation issued either when required work, which can be made up, is not completed by the end of the semester, or when a student's course grade cannot be determined due to an outstanding academic integrity issue. Faculty should not issue an incomplete grade without an agreement with the student as described below. In rare cases in which a student is unavailable to commit to the agreement due to extenuating circumstances, the Graduate Academic Advising & Student Engagement or the University Registrar can support faculty in determining if an incomplete grade is appropriate. Before submitting an incomplete (I) grade in Workday, faculty members must register an incomplete grade agreement via the Registrar's electronic form. This agreement must include:

- (A) the work due
- (B) due date(s) for the work
- (C) method for submission of the work.

#### Incomplete Grade Requirements

- Faculty may grant an incomplete grade when a student experiences unforeseen and extraordinary circumstances at the end of the semester.
- An incomplete grade is appropriate only if a student has consistently demonstrated course engagement and passing academic work prior to the request for an incomplete.
- Faculty must not issue an incomplete grade when the student needs to attend and repeat most of the course.
- Faculty must not issue an incomplete grade to allow a student the opportunity for grade improvement or extra credit not available to all students in the course.
- Faculty must issue an incomplete grade when an incident report of a potential academic integrity violation has been filed with the Office of Academic Integrity but a final resolution for the case cannot be achieved before the time that grades are due for the semester.
- A faculty member's failure to complete grading by the deadline is not a permissible reason to issue an incomplete. When a grade designation is required, the faculty member, Registrar, and department chair will coordinate such designation.

#### Due Dates

Faculty members have the discretion to set a reasonable deadline by which outstanding coursework must be submitted, provided that the permanent course grade is submitted in accordance with the dates below.

Note: students typically benefit from completing their outstanding work as quickly as is reasonably possible, limiting its potential interference with other responsibilities, including academic work from the following semester. Therefore, faculty are encouraged to work with the student to determine the shortest appropriate time for completion of outstanding work.

- A permanent course grade from an incomplete grade submitted in the fall or winter term must be issued no later than March 1 of the subsequent spring semester.
- A permanent course grade from an incomplete grade submitted in the spring or summer term must be issued no later than October 1 of the subsequent fall semester.

***An incomplete grade, for which a permanent course grade is not issued within the required period will automatically convert to a failing grade.*** Individual faculty members do not have the authority to extend the completion deadline for an incomplete grade past the dates specified above.

#### Extra Credit Policy

Faculty may not offer "extra credit" opportunities (e.g., additional papers, exams, presentations and/or reworking past assignments) to any student unless such opportunities are offered to all students in the class. Any extra credit opportunities offered to the entire class must be completed by the designated final exam period, in accordance with the above. Note that any work due after the final exam period must conform to the Graduate Incomplete

Policy found in Section 7.3.2.

### **7.3.3 GRADUATE COURSE REPEAT POLICY**

The Graduate Course Repeat Policy is specified in the Bentley University Graduate Catalogue, in the section titled "Course Repeat Policy".

### **7.3.4 GRADUATE ACADEMIC STANDING POLICY**

The Graduate Academic Standing Policy is specified in the Bentley University Graduate Catalogue, in the section titled Graduate Academic Standing Policy.

### **7.3.6 GRADUATE TIME TO DEGREE REQUIREMENT AND LEAVE OF ABSENCE POLICY**

Students must complete their degree program(s) (including any concurrent degrees and certificates) within five years of the matriculation term. Beyond five years, a student would be required to apply for re-admission to the Graduate School with the understanding that previous course work and GMAT/GRE scores would no longer be counted toward the degree program(s); exams and courses must be retaken. A student can apply for a leave of absence for a period of up to two years. An approved leave of absence can allow a student up to seven years maximum to complete a degree program(s).

The Office of Graduate Student Academic Services will oversee the consistent application of approving/denying leave-of-absence requests across the Graduate School for extenuating life circumstances that prevent degree progress. These circumstances would require documentation.

Examples of such circumstances include, but are not limited to, having a child, serious illness, or the death of a close family member. In rare cases, leaves could be retroactive provided they were sufficiently documented, and the requested extension did not exceed seven total years since matriculation. To ensure compliance, students will be contacted via letter after lack of registration in a consecutive fall/spring term.

## **7.4 ADDITIONAL ACADEMIC POLICIES**

### **7.4.1 ATTENDANCE POLICY**

#### **POLICY ON ACADEMIC ENGAGEMENT/ATTENDANCE FOR UNDERGRADUATE AND MASTER'S LEVEL STUDENTS**

There is a strong positive relationship between class attendance and participation and academic success. Students are expected to maintain academic engagement by attending and/or participating in all classes. Students are responsible for the work and deadlines associated with class assignments.

There is no university-wide class attendance policy, but individual instructors are encouraged to set attendance requirements for their courses in their class syllabi. The guidelines below include examples of how academic engagement can be assessed by faculty.

#### In Person Classes

- Attending a class session in-person.
- Submitting an assignment.
- Taking or submitting an exam.

#### Hybrid Classes

- Attending a class in-person or virtually where there is an opportunity for direct interaction between the instructor and students (encouraged to be present and visible for the entire class with the video camera turned on when attending virtually).

- Submitting an assignment.
- Taking or submitting an exam.
- A post on a discussion board on the class's learning management system.

#### Asynchronous Online Classes

- Taking or submitting an exam.
- A post on a discussion board on the class's learning management system.
- Initiating contact (email, in-person, or other documented contact) with the instructor to ask a substantive question about the academic content studied in the course

#### Verification of Participation

Students are expected to be participating in classes beginning on the first day of each term. In compliance with federal guidelines, students who do not attend or engage academically\* during the first week of the term will be designated as a “no show” and will be dropped from all classes.

\*For verification purposes only, during the first week of each term faculty may consider a communication from a student detailing extenuating circumstances as academic engagement as long as the communication is received in advance of the first-class meeting.

#### Late Arrival/Enrollment

Students are expected to be enrolled and participating in classes by the end of the add/swap period. Students will not be added to any classes after the add/swap deadline, unless approved by the relevant

department chair. Students may be administratively dropped from any in-person or hybrid class, including those classes for which they are already registered, if they have not started attending by the first class following the end of the add/swap period. To initiate the review for an administrative drop, a faculty member should contact the Registrar's Office.

#### Administrative Withdrawal

Students are expected to be engaged and active class participants throughout the term. The faculty are expected to outline the attendance and participation expectations for students in the class syllabus. An enrolled student may be administratively withdrawn after a prolonged period of absence or nonparticipation. Examples of a prolonged period of nonparticipation are listed below, but faculty may define a prolonged period of nonparticipation differently in the syllabus.

- Two or more consecutive weeks of nonparticipation during a semester-long course; or
- Nonparticipation in two consecutive class meetings or assignments during an abbreviated session (e.g., more than one week but less than a traditional semester); or
- Nonparticipation in any single class meeting during a course that is one-week or shorter (e.g., executive format courses, courses in Winter session or May Intensive sessions).

If a student consistently fails to meet the attendance or participation expectations outlined in the syllabus, a faculty member should submit an academic progress report to initiate the review for an administrative withdrawal.

If it is determined that an administrative withdrawal is in the best academic interest of the student, the student will be administratively withdrawn from their class(es) and a notification of this decision will be sent to the student's university email. Students may appeal the administrative withdrawal decision to the Committee on Academic Policy Exceptions Review within 3 business days. Students remain liable for any tuition costs related to the administratively withdrawn course(s). An administratively withdrawal could impact the student's financial aid

eligibility or account status at Bentley. Students who have extenuating circumstances may appeal using the [Tuition Refund Application](#).

#### **7.4.2 PROCEDURE FOR THE RESOLUTION OF A COURSE GRADE DISPUTE**

In very rare instances, undergraduate or graduate students may dispute a course grade. Such cases will be considered by a faculty-led review process described below. Every attempt should be made to preserve confidentiality for all involved in the process.

At any point during the process, the student may terminate the process and accept the original course grade. The Bentley University administration, including deans, has no authority to change course grades.

1. All grading disputes shall begin with the student arranging a conference with the instructor. The student must initiate the dispute resolution process within 30 days of the posting of the final course grade.
2. If the dispute has not been resolved after the student-instructor conference, the student may choose to request a conference with the department chair of the instructor's primary department, which is normally the department in which the course is offered. If the course in question has a Course Coordinator, such as for General Business courses, the Course Coordinator shall be included in this meeting, even if the Course Coordinator is from a different academic department.
3. If the instructor for the course with the disputed grade is the department chair, the student should contact the Chair of the Faculty Senate to request that a Hearing Committee be convened.
4. Prior to the conference with the department chair, a detailed written explanation of the complaint, along with supporting documents, will be submitted by the student to the department chair.
5. After the conference with the student, the department chair shall consult with the instructor.
  - a. If the department chair believes that the instructor graded correctly, the process ends, and the course grade will not be changed.
  - b. If the department chair believes that the student may have been graded incorrectly, the department chair will suggest that the instructor consider reevaluating the course grade.
6. If the instructor still does not believe a course grade change is warranted, the department chair shall request that the Chair of the Faculty Senate convene a Hearing Committee of three tenured faculty members to resolve the case.
7. The Chair of the Faculty Senate is directed to choose by lot three tenured faculty members from all eligible faculty members. Members of the instructor's primary academic department are ineligible. The Chair of the Faculty Senate will ask the three-member Hearing Committee to select a committee chair, who will inform the instructor's department chair that the Hearing Committee has been formed, except in the case where the instructor is the department chair.
8. The Hearing Committee will examine all evidence from the instructor and from the student disputing the course grade. Within one week of the Hearing Committee's final decision, written findings and the Hearing Committee's decision will be forwarded to the student, instructor, department chair, and Course Coordinator, if appropriate.
  - a. If the Hearing Committee rejects the assertion by the student that the course grade is incorrect, the process ends, and the course grade will not be changed.
  - b. If the Hearing Committee decides in favor of the student and the instructor is unwilling to follow



the Hearing Committee's recommendation, the Hearing Committee shall direct the Registrar to replace an F or other grade with an S grade. The course will count toward graduation but will not be included in the student's grade point average.

9. Within 10 days of receiving the Hearing Committee's written decision, the student must respond in writing to the Hearing Committee Chair, accepting either the Hearing Committee's decision or the original grade. If the student does not respond, the original grade stands. Then the Hearing Committee Chair will inform the Registrar, department chair, instructor, course coordinator, and student of the outcome of the dispute process.

### **7.4.3 GRADE RECORDS**

Careful and orderly records of each student's academic performance are to be kept by the faculty member for at least 30 days after grades are posted, in case of appeal by a student.

### **7.4.4 SUBMISSION OF COURSE GRADES**

Faculty are expected to submit their final course grades within 72 hours after the completion of the scheduled final examination, except for the grades of seniors or graduate students expected to graduate. In this case, grades for these students are to be submitted within 48 hours after the examination. The date and procedures for submission is specified in an e-mail regarding grading each semester. As final grades have a direct impact on Commencement and Academic Performance, the appropriate deans are apprised of faculty members who are delinquent in submitting grades.

#### **7.4.4.1 COURSE GRADE CHANGE POLICY**

Once a final grade is submitted by a faculty member, the grade is recorded in the student's academic record and is considered definitive. In general, grades may be changed only in cases of documented calculation or data entry errors that affected the accuracy of the original grade assignment. Submission of coursework after the conclusion of the academic term is not permitted (see Section 6.3.1.8) unless it is part of a pre-approved incomplete grade agreement made between the student and instructor in accordance with university policy (see Section 7.4.4).

Faculty may submit a grade change no later than 30 days after the end of the term. Any request for grade changes beyond the deadline must be reviewed and approved by the appropriate dean or their designee. The grade change request should address the following:

- a. What were the circumstances that led to the grade change and were they outside of the control of the student?
- b. Why did the grade change not occur prior to the deadline?

This policy ensures the integrity of the academic record and maintains fairness and consistency across all academic programs.

### **7.4.5 GUIDELINES ON STUDENT GRADERS**

Faculty members who use student graders in a class must inform the students in that class and the department chair of this procedure.

Student graders must be trained and supervised appropriately, and every effort should be made to minimize the amount of judgment required to complete their grading tasks. Work graded by student graders may account for at most 10% of the course grade or a percentage negotiated with the department chair.

Students are prohibited from grading tests and quizzes.

Each student grader must sign a confidentiality form. The forms will remain with the person who hired them.

#### **7.4.6. FINAL EXAMS**

If a student has three final examinations scheduled on the same day, the student has the option to work with all three faculty members to find one to reschedule. If no faculty agrees to an alternative agreeable to the student, then the middle exam must be rescheduled. Students must request rescheduling at least two weeks prior to the scheduled examination time.

#### **7.4.7 COURSE REMOVAL POLICY**

Each spring semester, the Registrar will send to the department chairs (before the fall scheduling period or with the fall scheduling materials) a list of courses that have not been offered in the five most recent semesters (e.g., in Spring 2016, the course list would include those that were not offered in Fall 2014, Spring 2015, Summer 2015, Fall 2015, or Spring 2016) and that are not planned to be offered in the summer or fall (here, 2016). These courses are candidates for inactivation and removal from the catalog for the next academic year (in the example, 2016-17), which goes to print in July (in the example, 2016). If the department plans to offer any of the inactivation candidates in the subsequent spring semester (here, Spring 2017), the course should be maintained in the catalog and on the website for this reason.

Since these courses are being inactivated, rather than deleted from an existing program, their inactivation and omission from the subsequent catalog does not require Curriculum Implementation Committee or Senate approval. The courses can be reactivated by informing the Registrar of a plan to offer the course in a particular future semester, at which time the course will be returned to the catalog and website. If a course has not been offered in five years, it cannot be reactivated until it has first been approved by the Curriculum Implementation Committee as a Category III change.

In addition, the academic departments will conduct a periodic review of their courses and, if necessary, submit a proposal to the Curriculum Implementation Committee seeking approval for the deletion of course(s) from the curriculum as required by Category II curriculum changes in the Faculty Manual.

### **7.5 TUTORIALS AND DIRECTED STUDIES**

#### **7.5.1 TUTORIALS**

Tutorials enable students to complete a regular course when it is not offered in the university's schedule. All academic regulations apply to tutorials, and students register under the course's regular catalog number.

To initiate a tutorial, students must have a special need for the proposed course, e.g., the course is needed to complete a degree at a particular time. Approvals are required from the appropriate faculty member, department chair, and appropriate associate undergraduate dean.

#### **7.5.2 DIRECTED STUDIES**

1. A directed study is undertaken by a highly qualified student under the guidance of a member of the sponsoring academic department. It allows a student to carry out an agreed-upon, in-depth examination, investigation, or analysis of a specialized topic. Undergraduate students are eligible for a directed study if they have
  - a. a 3.0 cumulative average, or
  - b. a 3.3 cumulative average for the previous two semesters, or
  - c. a 3.3 cumulative average in at least 12 credit hours in the academic area in which the directed study is to be done.
2. The student approaches an appropriate faculty member with a directed-study proposal. The student and faculty member complete the application and the proposal, which should include readings, assignments, and how a grade will be determined. The application and proposal are sent to the chair of the sponsoring department for approval. A current degree audit summary (DAS) or transcript must also be included for

undergraduates. The department chair approves and forwards the package the appropriate associate dean.

3. If the associate dean approves, the original application should be sent to the Registrar's Office, thus allowing the student to register for XX401 (undergraduate course designation) or XX700 (graduate course designation for most disciplines), the standard course number in all academic departments.
4. All paperwork should be received in the Registrar's Office by the last day of the add/drop period of each semester.
5. The restrictions for undergraduate students are
  - a. All directed studies must carry three credits. A student may not take more than two directed study courses in any department.
  - b. A student may not take more than two directed study courses in any semester.
  - c. Directed study courses may only be used for credit as elective courses or, with department permission, as credit for major courses.
6. Faculty members are limited to two paid directed studies per year.

## **7.6 POLICY CONCERNING PARTICIPATION IN COMMENCEMENT**

While degrees are conferred by the Board of Trustees three times per year (October, February/March, and May), a commencement ceremony is held once each year. Commencement, typically held on the third Saturday in May for undergraduate and graduate students, is attended by October and February/March graduates, May degree candidates, and those October candidates who qualify under the Commencement participation policies described below.

### **7.6.1 UNDERGRADUATE UNIVERSITY COMMENCEMENT PARTICIPATION POLICY**

Students completing degree requirements at the conclusion of the spring term will be considered May graduates. Students completing degree requirements at the conclusion of the summer term will be considered October/November graduates. Students completing degree requirements at the conclusion of the summer intensive week in May will not be considered May graduates. Students completing degree requirements at the conclusion of the fall term will be considered February/March graduates.

Conferrals are conditional upon a final audit of the student's degree requirements (DAS). Students are required to have a minimum overall cumulative grade point average of 2.0, a minimum cumulative grade point average of 2.0 in his or her major, and a minimum cumulative grade her minor when one is elected or required. Grade point averages are not rounded.

All students must otherwise be in good standing at Bentley. Each student must meet all financial requirements to Bentley and have completed loan exit interviews when required.

#### **Walker Policy**

Bachelor's degree students may participate in the May commencement exercises as "walkers" if they are within seven (two courses) credits of completing their graduation requirements, as long as all other criteria are met (i.e., overall, major, and minor (if applicable) GPAs are 2.0 or higher and all financial obligations have been met). The actual degree will be conferred and graduation honors determined when all course work has been completed and on one of the three published conferral dates.

Associate degree recipients must complete all degree requirements to participate in commencement exercises.

Concentration certificate students do not participate in the formal commencement, but certificates are conferred three times per year.

### **7.6.2 MCCALLUM GRADUATE SCHOOL OF BUSINESS COMMENCEMENT PARTICIPATION POLICY**

Along with those students who have completed degree requirements within an academic year, other graduate students may be allowed to participate in the spring commencement ceremony, provided the following conditions are met:

- a student's account must be paid in full;
- after the spring semester, no more than six credits must remain for degree completion;
- a minimum 2.7 GPA is required for both the cumulative average of courses that qualify for a degree/certificate and major/concentration average;
- an agreement must be signed stating that the student will complete his or her final course requirements during the summer term following commencement;
- the student must register for his or her final course(s) prior to the graduation ceremony; and
- The student must submit, no later than March 31, a petition to participate in commencement prior to completion of studies.

#### **Special Notes**

1. Any student who has indicated an intention to graduate in May but fails or receives an incomplete grade for up to six credits of spring courses, and who meets the eligibility requirements outlined above, will be permitted to participate in the ceremony.
2. This policy in no way obliges the Graduate School to offer any specific summer course.
3. A student allowed to participate in commencement prior to the completion of final courses will have his or her name listed in the commencement program with the May completion candidates. A special annotation, "Anticipated completion of degree in October of XXXX," will appear and no graduation honors will be listed.
4. Diploma orders will be requested during the semester in which the degree will actually be completed.
5. A student who participates in commencement prior to the completion of studies will also have his or her name listed in the subsequent year's commencement program. If graduation honors are earned, they will be noted in this listing.
6. Diplomas will be awarded only after all degree requirements have been completed.

## **7.7 INTERNSHIP PROGRAMS**

### **7.7.1 UNDERGRADUATE INTERNSHIP PROGRAM**

The purpose of the internship program at Bentley University is to give qualified students the opportunity to learn while engaged in meaningful work experience. Internships (a) provide an orientation to a student's chosen field of interest, (b) enhance employment opportunities after graduation, (c) afford students the opportunity to apply academic training to practical problems in business and government organizations, (d) give students a chance to work closely with successful managers and benefit by observing management styles and techniques, and (e) ease the transition from student life and dependent relationships into the world of vocations and adult responsibility.

The emphasis in the Bentley credit-bearing internship is on work that leads to learning; as a result, the educational component must stand at the center of all internships and must pass the test of rigorous departmental monitoring and evaluation.

**1. Structure of Internships**

All internships should be substantial enough to justify the awarding of academic credit. Both three (3) credit and one (1) credit internships are offered. All internships—whether full- or part-time and whether scheduled in the fall, spring, or summer—should run for a minimum of 12 weeks. Academic requirements vary by department but generally include a journal, meetings with the Faculty Internship Coordinator, and a final report.

**2. Role of Faculty Coordinator**

Each internship program retains a single faculty coordinator who is responsible for the following: (1) the evaluation of student applications for individual internships. (2) the maintenance of whatever contact is necessary with students and employers during the period prior to the onset of the internship. (3) the actual monitoring of students during their internship experiences. and (4) the evaluation of student interns and the awarding of the final grade.

**3. Payment of Supervisors**

Internship supervisors are paid on a per-student basis if nine or fewer students are supervised. During the academic year, internships may be included in load if more than nine students are supervised or can be considered a course overload, paid at the overload rate. During the summer, internships consisting of more than nine students are paid at the summer rate.

**4. Role of the Office of Career Services**

This office should be the principal employer-contact source for students.

**5. Student Eligibility for Credit-Bearing Internships**

- Junior-level or Senior-level standing (except for CD 102)
- Minimum GPA of 3.0 (Finance 2.7)
- Departmental approval prior to the student accepting the internship

## **7.7.2 GRADUATE CREDIT-BEARING INTERNSHIP PROGRAM**

Each graduate program has its own specified criteria that students must meet in order to enroll in a credit-bearing internship. All require a minimum GPA of 3.0, except for the Master of Science in Finance, which requires a 3.25 GPA. Program qualifications are maintained by the Office of Graduate Student Academic Services.

Policies related to the structure of graduate internships, the role of the faculty coordinator, and payment for supervision of graduate credit-bearing internships are the same as those outlined above for undergraduate internships.

## **7.8 NEPOTISM AND CONSENSUAL REALTIONSHPIS**

### **7.8.1 POLICY FOR COURSE ENROLLMENT**

To maintain professionalism and an atmosphere of trust and fairness, students may not enroll in a course taught by a family member or household member when other options—for example, a different section of the same course taught by a colleague—are available. However, when a course is taught solely by a family or household member, the student may petition the department chair or program coordinator for admission to the course. In turn, the petition must be approved by the appropriate academic dean. If the instructor is a department chair, the student must petition the appropriate academic dean. Where appropriate, the chair or program coordinator will assign the evaluation of the student's work to another faculty member.

For the purposes of this policy, the Bentley Human Resources definition of “family” or “household member” is utilized. See <https://www.bentley.edu/offices/human-resources/employment-family-and-household-members>

## **SECTION 8.0 OTHER POLICIES AND PROCEDURES**

Policies and procedures of interest and relevant to faculty can be found on the Bentley website at the following links.

### **8.1 EMPLOYMENT POLICIES AND PRACTICES**

<https://www.bentley.edu/offices/human-resources/employment-policies-and-practices>

### **8.2 CODE OF ETHICS FOR FACULTY AND STAFF**

<https://www.bentley.edu/offices/human-resources/code-ethics-faculty-and-staff>

### **8.3 ETHICS COMPLAINT PROCEDURES**

<https://www.bentley.edu/offices/human-resources/ethics-complaint-procedures>

### **8.4 IT AND INFORMATION SECURITY POLICIES**

<https://www.bentley.edu/offices/it/policies-all>

### **8.5 UNDERGRADUATE STUDENT CATALOGS AND HANDBOOKS**

<https://www.bentley.edu/offices/registrar/student-catalogues>

### **8.6 GRADUATE CATALOG**

<https://catalog.bentley.edu/graduate/>

### **8.7 GRADE REPORTING AND ACCESSING SETS**

<https://www.bentley.edu/offices/registrar/faculty-information>

### **8.8 FACULTY RETIREMENT**

<https://www.bentley.edu/offices/human-resources/faculty-retirement>

### **8.9 COMPUTING AND NETWORK POLICY**

[https://bentleydownloads.s3.amazonaws.com/it/Bentley\\_Acceptable\\_Use\\_Policy\\_11\\_16\\_23.pdf](https://bentleydownloads.s3.amazonaws.com/it/Bentley_Acceptable_Use_Policy_11_16_23.pdf)