

William Paterson University – FACULTY SENATE MINUTES – November 26, 2019
FACULTY SENATE WEB PAGE <http://www.wpunj.edu/senate>

PRESENT: Aktan, Andreopoulos, Betts, (for Watad), Brillante, Christensen (for Ellis), Crick, Diamond, Duffy, Flores-Marti (for Hack), Gazzillo Diaz, Griswold, Helldobler, D. Hill, Jurado, Kalaramadam, Kaur, Kearney, Kecojevic, Kollia, Marks, Natrajan, O'Donnell, Orr, Potacco, Philip (for Vishio), Powers, Pozzi, Ramos, Ranjan, Rebe, Rosar, Ramos, Shekari, Silva, Simon, Snyder, Steinhart, Swanson, Tardi, Vega, Verdicchio, Wallace, Weisberg, Williams (for Finn)

ABSENT: Ashnai, Chung, Janos, Najarian, Nyaboga, Owusu, Spagna,

GUESTS: Bannister, Bartle, Basch, Bolyai, Brenenson, Brown, Corso, Davis, DeDeo, Diaz, Emmons, Fuller-Stanley, Gill, Ginsberg, Godar, Goldstein, Gritsch, Harris, S. Hill, Liautaud, Lincoln, Mankiw, Moore, Noonan, Owusu-Ansah, Pinkston, Refsland, Richardson, Rosenberg, Ross, Scardena, Schneider, Zito

PRELIMINARIES: Chairperson Natrajan called the meeting to order at 12:30pm. Jurado and Kalaramadam moved acceptance of the Agenda, which was then approved unanimously. The Draft Minutes of the November 12th meeting were moved and seconded by Orr and Wallace. D. Hill requested several minor changes, after which the amended Draft Minutes were approved unanimously.

VICE-CHAIR'S REPORT: Duffy and Tardi nominated .

Duffy and Tardi nominated Grimes to be the Library's representative on the Advisement and Registration Council. He was approved unanimously.

CHAIR'S REPORT:

It has been a long two weeks. Much happened that is central to faculty life at William Paterson.

1. We had a very successful rally to support our union's effort to get us the contract we deserve. Our rally including the ritual funeral of 'higher education' got covered on the local news. The President and many members of the upper administration showed their support by greeting the faculty and wishing us the best. The ritual and the rally are examples of how faculty at WPUNJ construct our collective identity and articulate collective interests as part of being a core constituency of our university community. Shared governance is on display when we acknowledge that we are a community in which diversity and difference are recognized, welcomed, and engaged with in constructive ways – even when the hierarchies and power structures within our community are revealed. Students who came to the rally were struck by how the President and his team participated in our rally. They learned how culture and identity are not simply concepts in any social science or humanities class, but real and alive ideas that matter in the organizing of collective selves and the working of an institution.
2. Many faculty (about 60?) went to the Board of Trustees meeting last Friday.
 - a. Seven faculty and one student addressed the Board of Trustees. Speakers included Drs. Tardi (Sociology and AFT President), Andreopoulos (Economics), Basch (Pub

- Health), Fuentes (Elementary and Early Childhood Education), Slaymaker (Biology), and Natrajan (Anthropology), and Ms. Clarke (student in Public Health).
- b. Each of us highlighted the critical nature of the ART for all faculty in terms of research, teaching and student learning. I made 3 points as chair of the senate:
 - i. That the faculty is committed to addressing student retention and has taken steps to consciously cultivate best practices in this regard;
 - ii. That faculty performance is compromised if research opportunities shrink and that this is part of delivering Academic Excellence (which is a core value at WPU)
 - iii. That faculty at WPU are cognizant of the importance of short-term market-based priorities (such as budget cuts and particular job skills) BUT do not wish these to compromise longer-term social-demand based core values such as critical thinking skills and civic engagement abilities (again a Core value at WPU).
 - c. Sue Tardi, President of our AFT Union, made a presentation and proposal addressing contract and local concerns, particularly focusing on ART. After summarizing all of the benefits of ART to the Institution, she stated the following: “We are requesting that you permit money to be taken out of unrestricted reserves and agree to provide funding for all meritorious proposals for 2020-2022, in exchange for faculty commitment on a departmental basis, to the program development and recruitment I previously mentioned (dual enrollment, 3+1, and 2+2 programs). Please understand that we do not want additional pressure to be placed on President Helldobler to “find” money in the budget. That would only result in something being taken away from some or all of us in one form or another. Most of you are currently or once were corporate leaders, so you well understand “return on investment”. We are urging you to invest in your faculty in exchange for our increased investment in the University”.
 - d. We managed to squeeze in a lot within the really short time that was allotted to us. Perhaps we could, as faculty, request some more time with the Board in the future. After all, they rarely get to meet with us.
 - e. President Helldobler responded briefly to Sue’s proposal to the Board by saying that “any proposal to the Board of Trustees needed to be put forth by the President, and that he would set up a meeting with both, the AFT President and the Chair of the Senate.” We are not sure what the President meant. So, we look forward to our meeting next week.
 - f. A final point on this. The President mentioned in passing in his response to faculty presentations, that the ART is expensive and that its cost was “eight million dollars.” This figure has continued to haunt our friendly deliberations thus far on this issue. Indeed, it has been clarified by the SEC that this is not the right figure since the cost of ART is simply the cost of adjunct faculty that would be needed to teach course releases. That figure is closer to two million. We hope that we will be able to quickly agree, moving forward, that narratives about the ART need to be based on agreed facts and methods of accounting that are not fuzzy.

I now move to our SEC meet with the President and the Provost last week. We discussed the following:

1. **Online Evaluations:** A proposal by the administration is underway to digitize course and instructor evaluations. We had a robust discussion about the need for this, the challenges and limitations, and cautionary notes on its scope and implementation. We expect that this issue will be put on the Senate agenda for faculty to discuss and make recommendations.
2. **International Partnerships:** Our university, like all other universities, has formed and aspires to form more partnerships with other educational and research institutions around the world. We had a brief discussion on what, if any, broad principles and guidelines could be put in place for such partnerships. We expect that this issue will make it to the Senate agenda for a discussion.
3. **Classroom Civility:** We did not have a chance to talk much on this issue but we expect to bring this to the Senate to look for constructive ways to address it.
4. **Submission of Final Grades:** The administration wishes to bring forward the date of submission of final grades. We have scheduled a discussion on this matter today.

This concludes the Chair Report. We have two discussions scheduled.

UNDERGRADUATE COUNCIL: B.S IN PUBLIC HEALTH:

Mankiw and Aktan moved acceptance of the Council's resolution. Basch responded to questions from Potacco, after which the program was approved unanimously.

UNDERGRADUATE COUNCIL: B.S. IN HEALTH STUDIES:

Mankiw and Kecojevic moved acceptance of the Council's resolution. Basch responded to questions from Potacco and Verdicchio, after which the program was approved unanimously.

UNDERGRADUATE COUNCIL: B.S. IN EXERCISE SCIENCE:

Mankiw and Flores-Marti moved acceptance of the Council's resolution. Potacco and Pozzi commented, after which the program was approved unanimously.

STUDENT SUCCESS:

Lincoln presented a PowerPoint [archived in the Packet for this meeting].

Tardi called for some form of assessment during the first four weeks of the semester. SLOs should be included in all syllabi. Faculty should respond to student e-mails within 48 hours. Our student need developmental advising, not just course scheduling. Minors should be recommended when appropriate.

Steinhart emphasized the importance of early and frequent contact with students. Snyder agreed and added that students need to realize that early courses build the foundation for later, more advanced and harder courses.

Powers assured Gazzillo-Diaz that he would the Academic Integrity Policy would be included.

Simon said the bar must be raised and students must know what our expectations are. We must realize that they just don't take notes.

Andreopoulos stated that many students come unprepared and we must motivate them for school work and prepare them for life. Griswold agreed and noted that if we accept 90+ % of applicants, we must provide them support. Powers agreed.

Lincoln seconded these points and said the advisement must be done at all levels. Williams said there should be more advising in the departments and there should be advisement days in the departments.

Steinhart asked if there were a syllabus bank. S. Hill said that the deans have them. Tardi stated that the individual faculty member should give permission before her/his syllabus is used.

Helldobler urged faculty to send students to the Academic Support Center (now located in the Library), the Writing Center and other support services. Natrajan stated that the faculty need more data on how well these services are working to promote student success.

Helldobler and Lincoln noted that Middle States is coming up and these issues will be part of its focus.

FALL SEMESTER FINAL GRADES:

Powers reviewed two documents [archived in the Packet of this meeting] comparing the times other NJ colleges allow for submission of final grades.

Weisberg warned that data must be used carefully in different disciplines, which have different types of final projects or exams. Ranjan agreed and described some types of papers that require more time to be read and graded. Steinhart disagreed and said that while having a final paper is OK, a 25 page paper is a recipe for disaster. Tardi stated that some of the data are inaccurate and need to be corrected. She also affirmed that academic freedom permits faculty to use grading methods appropriate to their disciplines and individual approaches.

Helldobler stated that grades must be submitted earlier in order to help students who may have to adjust their Spring schedules. He also noted that many other institutions have shorter periods than we.

Snyder pointed out that various religious observances can affect faculty grading.

ADJOURNMENT:

Upon Crick and Tardi's motion, the Senate adjourned at 1:49pm.

The next meeting of the Faculty Senate, will be held on Tuesday, January 28th at 12:30pm in Ballroom C.

Respectfully Submitted: Bill Duffy, Secretary

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www.wpunj.edu/senate