

TCNJ Faculty Senate Newsletter

Greetings from the Faculty Senate President

A Conversation with Susan Bakewell-Sachs

In June, the President appointed Dean of Nursing, Health, and Exercise Science Susan Bakewell-Sachs to serve as Interim Provost for the academic year 2011-2012. Interim Provost Bakewell-Sachs began work in July. I spoke with her in mid-October about her new position.

Cindy Curtis: Thank you for agreeing to be interviewed for the Faculty Senate Newsletter. I would like to help the faculty as a whole get to know you a little bit better. I thought I would begin by asking you what attracted you to The College of New Jersey?

Susan Bakewell-Sachs: I came to The College in 1996. Prior to that, I worked at the University of Pennsylvania but was living in this area and commuting. My children were young, and in December of 1995, my son who was about

8-1/2 years old, came to me and told me quite cheerfully how many hours of the day he saw me. He was just learning how to make slash marks. He had done a tally, and he said, "Mommy, I've figured out how many hours a day I see you and I know you have a really important job but I'd just like to find a way to spend more time with you." My first thought was that I didn't want to cry because it might scare him. So I said to him, "You know, Mommy needs to find a new job." I had known about The College, and I knew that The College had a nursing school. Also, at that time, I had been mainly in clinician roles. I was not a full-time faculty member. I held a clinical position as an advanced practice nurse and I taught through a joint appointment with Penn School of Nursing. I also happened to know a then Trenton State College, School of Education faculty member whose son played soccer with my son, and in January of 1996, when they started their indoor practice in preparation for the season, he shared with me that the College was going to be starting a nurse-practitioner program so it would be looking for a nurse-practitioner faculty member. I could share that information or perhaps consider it. So I applied. I have thought all these years that it was my son's comment that brought me here.

CC: Why have you stayed here?

SB-S: In all honesty I've stayed longer than I expected to simply because I have never worked in one place as long as I have worked here. My pattern was to be in places for a shorter time. I have really enjoyed my time here. First of all, I enjoy being a faculty member here very much. I didn't expect to become a dean. When I became a dean, I didn't necessarily expect to enjoy the role and grow into it. And I've had a lot of opportunity working with the faculty that is here, working with the students who are here, working with the staff that is here and appreciating their commitment to the institution. The commitment to the quality of the institution, the constant seeking and striving to be the very best we can: I have found it to be very renewing and energizing over the years and very satisfying.

CC: What made you interested in the position of interim provost?

SB-S: It's interesting that you ask it that way. I didn't throw my hat into the ring. I had heard from several folks who generously shared with me that they had recommended me for consideration. And as I thought about it, I connected that with a leadership 3-year executive leadership fellowship program that I had done between 2007 and 2010. This was a competitive fellowship sponsored by the Robert Wood Johnson Foundation, and during that fellowship, my mentors had recommended that I seek a provost position. So when this opportunity presented itself, and the President talked with me about it, I thought, well, this would be an opportunity to live the position in a book-ended time frame and make an informed decision about what I want to do next. In addition, I knew that there had been some conversation about the possibility of working with Bill Behre in the position of vice provost. Bill and I have a history of working very well together. So it was an opportunity to serve the institution. It was an opportunity to learn, and it was an opportunity to be part of a strategic planning effort and I love strategic planning. So it came together along those three lines.

CC: And what do you see as the most important goals for the campus for the year?

SB-S: I'm most focused on the strategic planning and updating of the facilities master plan that we have going. I have been here for 15 years and so I was here before transformation and post transformation. And so I see an incredible opportunity for us to say where we are and where we see ourselves going next. What is that next big vision that we want to pursue as an institution? And that is what we are going to focus on in this year in developing an updated strategic plan that is meaningful for the institution. We heard today in the introduction of our consultants working on this effort that the really important part of the strategic plan is figuring out the few things we must do. So figuring out where we are right now and where we want to be going is essential to our strategic planning efforts, our ability to be strategically effective, our ability to know what kind of provost leader we want, and our ability to attract that new leadership.

CC: In your new role as interim provost, you have had the opportunity to see the campus in a new way, and I wonder what kinds of pleasant surprises you have found?

SB-S: I don't know if it's pleasant surprises or if it's a pleasant reinforcing of things I've known; but, I have really, really enjoyed the opportunity to work with leadership across the campus. I, of course, had seen that and had opportunities as a dean to work with leaders or certainly to be communicating with leaders across the campus, but this office is one of the hubs where those efforts come together. Information is coming in and communication needs to be going out. And having the opportunity to really engage in very purposeful conversations with so many leaders across campus and with students has absolutely been fun. I've often referred to myself as an information junkie. So being at a nexus point where so much comes together has been really enjoyable. I think another reinforcing part for me has been experiencing on a much broader level the commitment and energy of individuals across the campus, investing well beyond what their immediate roles are. But really the deep commitment to the institution has also been very fun. It has also been terrific working with the cabinet and the President and, of course, Bill Behre as vice provost and Lisa Angeloni as associate provost. So being part of a team at this level of the institution, I'm learning, I'm contributing, and I'm having the opportunity to work toward the future of the organization.

CC: And have there been disappointments that you feel sharing with the campus would be constructive?

SB-S: I can't really say there have been any disappointments. I always struggle with the fact that there aren't enough hours in a day, that there's always more than we can do. I think that, because of the energy we have now around the future, everything we are doing is for the next steps in advancing the institution, all of the major projects we have this year. And so the energy around that is just so positive that that has overshadowed any small moments of disappointment. I honestly can't draw up any right now; so, they really haven't clearly emerged in any way.

CC: What else would you like the faculty to know?

SB-S: I'd like the faculty to know that my commitment this year to the institution is really a privilege. I see it as an enormous opportunity, and I am committed to doing my very best to work in collaboration and consultation with the faculty this year – to have the very best energy and focus for our strategic efforts for the future

Cynthia Curtis, Department of Mathematics and Statistics
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Focus on Teaching — Faculty Led Study Abroad in Tanzania

Women's and Gender Studies 377:

Experiential Field Study Course in Tanzania 2012

This summer I will teach a newly designed course, WGS 377: Gender Politics of Development in Africa, with a special focus on Tanzania. The course will begin with a week-long intensive seminar while in residence at TCNJ, followed by a 6-week experiential field study in Tanzania. Designed as a way to expose students to major debates regarding gender inequality globally and how development work is viewed as a way to challenge this inequity, the international field component allows students to experience the mechanics of development first hand.

In designing this course I build upon several years of experience as a researcher, professor, and development consultant in the region. Moreover, having led field study programs to Tanzania before, students benefit from long-standing relationships with community organizers, leaders in major development organizations, and institutions involved in development research, policy, and implementation in rural and remote areas to urban centers.

In this field study program students rarely meet in what could be described as typical classroom setting, rather students may find themselves up at dawn meeting with local fisherman who are monitoring the impact of their attempts at rebuilding the coral reef ecosystem after years of dynamite fishing along the Bagamoyo coastal region, or spending the week collecting wood, dung, water and acacia branches with Maasai women in order to construct a new women's boma while discussing women's role in building homes and how it relates to a building project that they hope will bring much needed economic stability to their women's collective and community.

While the goals of the course include a deeper understanding of the complex nature of inequality and theories used to understand and alleviate it, past participants have spoken to me about the transformative nature of their experiences. For many it has led to a change in their major, graduate school program or career paths. That the course is being offered in Tanzania is a large reason for students' transformative experience. Tanzania is home to more than 125 different ethnic groups with as many different languages, and with each group and geographic region expressing a variety of rich cultural and religious practices. It also plays host to one of the world's largest populations of NGOs and development agencies. For these reasons, students are able to see, participate in, and evaluate the premises of development.

Through 6-week field studies such as this, students expand their personal "sense of place" by exposing themselves to other value systems, other modes of expression and other approaches to resolving shared problems that transcend national borders. Such experiences prepare students not only for their future careers but as responsible and knowledgeable global citizens.

Marla Jaksch, Women's and Gender Studies Department
jakschm@tcnj.edu

Colloquium for the Recognition of Faculty Research and Creative Activity

Call for Nominations

The Senate Committee on Intellectual Community calls for nominations for its semi-annual colloquium featuring the research and/or creative activity of TCNJ Faculty. Two faculty members will be chosen through the annual nomination and selection process to present their research and participate in a reception to follow in their honor. A colloquium will be conducted each semester, recognizing one faculty member in the fall and one in the spring.

Any full-time tenured faculty member may be nominated by a dean, chair or colleague through a simple application process.

Guidelines for Nomination

The intention of this Faculty Senate-sponsored initiative is to provide a means to highlight the accomplishments and scholarship of the TCNJ faculty. To this purpose, the Intellectual Community Committee requests that nominations for outstanding research or creative work by tenured faculty should come from academic leaders and faculty colleagues. Evidence should be submitted that follows these broad guidelines:

- Nominee's research or creative activity is recognized as significant in the respective field of study.
- Nominee can deliver a lecture on his or her research or creative activity that will be of wide interest to the campus community.

Nomination/ Application Process

Academic leaders and faculty are invited to nominate a colleague for the 2012-2013 Colloquium for the Recognition of Faculty Research and Creative Activity. To nominate a colleague, please send a one-paragraph email to the Senate secretary, Paulette LaBar, at plabar@tcnj.edu, identifying the nominee and explaining the reason for the nomination.

Applications Due: February 17, 2012

For further information contact the co-chairs of the Intellectual Community Committee:
Jody Eberly, eberly@tcnj.edu or John McCarty, mccarty@tcnj.edu

Previous Honorees

Alan Waterman, *Psychology*, Spring 2007
Donald Lovett, *Biology*, Fall 2007
Jo-Ann Gross, *History*, Spring 2008
Gary Woodward, *Communications Studies*, Fall 2008
Bruce Rigby, *Art*, Spring 2009
Mark Kiselica, *Counselor Education*, Fall 2009
Ellen Friedman, *English, Women's and Gender Studies*, Spring 2010
Avery Faigenbaum, *Health and Exercise Science*, Fall 2010
David Holmes, *Mathematics and Statistics*, Spring 2011
David Hunt, *Chemistry*, Fall 2011
Tim Clydesdale, *Sociology*, Spring 2012

Mildred Dahne Award for Academic Excellence

Call for Applications

The Faculty Senate's Mildred Dahne Award Committee calls for applications for the seventh annual Mildred Dahne Award for department or program excellence. This award includes a cash prize of \$4000 to \$8000, depending on market conditions and the earnings realized from the fund at the conclusion of the fiscal year. The prize may be used to augment departmental funds or as stipend and professional development funds that may be used to cover the costs of attending conferences, the purchase of equipment and resource materials, etc. Any academic department or program (including library) may apply for the award. However, no department or program may receive the award more than once in a five-year period. Past winners are Philosophy and Religion (2004-05), Women's and Gender Studies (2005-06), Biology and Elementary and Early Childhood Education (co-winners in 2006-07), Psychology (2007-08), English and Sociology and Anthropology (co-winners 2008-2009), Accounting (2009-2010), and Technological Studies (2010-2011).

The winning applications from past years and instructions for applying are on the Faculty Senate webpage: www.tcnj.edu/~senate/dabneaward.html.

Application Deadline: February 17, 2012

For further information contact the co-chairs:

Matthew Bender, bendar@tcnj.edu

Marc Meola, meolam@tcnj.edu

Board of Trustees Report

Faculty Representatives:

John McCarty, mccarty@tcnj.edu

Mike Martinovic, mmmartin@tcnj.edu

At the July 12th, the Board of Trustees approved the Student Conduct Code, which had previously been approved via the College governance process. The 2011-2012 fiscal year budget was approved, which included a 4.5% tuition increase. PRC Group was approved as the development partner for the Campus Town project.

At the Oct. 4th meeting of the Board, the Academic Affairs Committee discussed performance indicators for the College, such as retention rates, graduation rates, and measures of student engagement. The Student Life & Enrollment Management Committee heard a presentation on student wellness at TCNJ from Marc Celentana, the Director of Counseling and Psychological Services.

College Governance Standing Committees

Committee on Academic Programs (CAP)

Brenda Leake, Chair, bleake@tcnj.edu

Christopher Fisher, Vice-Chair, fisher@tcnj.edu

CAP currently has approximately nine open charges. In Fall-2011 the committee has been collecting data on charges concerning: (i) program closures in the International Business Program, (ii) approval of a Russian Studies Minor and (iii) potential changes to the academic integrity policy. Upcoming work will include charges related to policy limiting students to repeating courses, course withdrawal policy, academic dismissal policy and absence/attendance policies.

Committee on Faculty Affairs (CFA)

Barbara Strassman, Chair, strassma@tcnj.edu

Mathew Bender, Vice-Chair, bender@tcnj.edu

This semester, CFA is completing work on several charges recently received from Steering. These include (1) to develop a policy regarding the recording of lectures, (2) to create a definition for the term “teacher-scholar” that will serve to describe the model of faculty work at TCNJ, and (3) to review the policies and procedures for the SOSA program. CFA has developed preliminary recommendations for each. The first is currently under review by the Office of General Counsel. The second and third have been brought to the campus community for feedback, and are being revised accordingly. The Committee plans to have these three charges completed by the end of the semester.

CFA has also started work on several new charges, including (1) to determine whether there should be a policy regarding the modification of faculty duties and, if so, to develop a policy, (2) to develop a policy regarding faculty conduct, (3) to determine whether or not pre-tenure, pre-promotion faculty should be eligible to serve as program and department chairs, and (4) to review the Promotions process. Each of these issues is being looked at individually by subcommittees, and it is hoped that preliminary recommendations will be complete by early next semester.

Committee on Planning and Priorities (CPP)

Susan Bakewell-Sachs, Co-Chair, sbakewel@tcnj.edu

Brian Potter, Co-Chair, potter@tcnj.edu

John Landreau, Vice-Chair, landreau@tcnj.edu

The Committee on Planning and Priorities has been working on the college-wide strategic planning process that is underway this year. We are working with the Strategic Planning Task Force, headed by Mort Winston, and with outside consultants to ensure that we develop a plan that responds to our needs and our mission, that is representative of the priorities of stakeholders, and that is viable. We are also initiating the review process of the strategic plans of schools and other major units to ensure appropriate linkages and coordination between School-wide strategic planning and that of major units. This review process of major unit strategic plans by CPP will take place on a five year cycle.

The Strategic Planning Task Force will begin holding focus groups with faculty, staff and students this month to gather information from stakeholders about where we are, what we have achieved, and where we'd like to go. Focus groups, and data analysis from those groups, will continue through January. By

February, the task force will produce a draft map of a strategic plan. This will be vetted with stakeholders to solicit feedback. Revisions and a final recommendation will be completed by May 2012 and delivered to the President.

Committee on Students and Campus Community (CSCC)

Paul D'Angelo, Chair, dangelo@tcnj.edu

Marc Meola, Vice-Chair, meolam@tcnj.edu

Carol Wells, Secretary, wells@tcnj.edu

CSCC met on Sept 14. Paul D'Angelo was elected chair, Marc Meola was elected vice-chair, Carol Wells was elected Secretary. The student travel policy is with College counsel Tom Mahoney.

Provost and Vice President for Academic Affairs Search Committee Update

Cynthia Curtis, Chair

Curt Heuring, Convener

Heather Fehn, Secretary

Together with consultants, Drs. Jessica Kozloff and Thomas Fitch of Academic Search, Inc., of Washington, DC, the search committee has designed a profile for the provost position. A copy of the resulting position profile is available with the advertisement on TCNJ's employment website at: https://jedi.tcnj.edu/webteam/employment/show_job.php?jobid=10118&category=Academic/Faculty%20Positions

The committee is currently reading candidate applications and will soon begin to narrow the candidate pool. Finalists will be invited for campus interviews in February, 2012. We encourage faculty to participate in open sessions with the candidates as part of this process.

Faculty Senate Upcoming Events

January 18, Noon

Faculty meeting, Mildred and Ernest E. Mayo Concert Hall

This is to be a meeting of the ENTIRE FACULTY.

Interim Provost Bakewell-Sachs will address us.

February 29, Noon

Colloquium for Faculty Research and Creative Activity, Business Building Lounge.

Presenter-Tim Clydesdale, Department of Sociology.

March 28, Noon

Faculty and Administrators Community Event, Social Science Atrium.

Officers and Members of the Faculty Senate of The College of New Jersey

The Faculty Senate is made up of forty members elected by the faculty for a term of three years, plus the President of the AFT and the two faculty representatives to the Board of Trustees.

President

Cynthia Curtis
ccurtis@tcnj.edu

Vice President

Amanda Norvell
norvell@tcnj.edu

Parliamentarian

Matthew Bender
bender@tcnj.edu

Staff Secretary

Paulette LaBar
plabar@tcnj.edu

Arts & Communication

Chung Chak, Art (13)
Robert McMahon, Music (12)
Susan Ryan, Communication Studies (13)
Elizabeth van der Heijden, Art (14)

Holly Haynes, Classical Studies (14)
Regina Morin, Modern Languages (11)
Annie Nicolosi, Women's & Gender Studies (13)
John Ruscio, Psychology (12)
Teresa SanPedro, Modern Languages (12)
Glenn Steinberg, English (13)
Jeanine Vivona, Psychology (12)
Mort Winston, Philosophy (11)

Business

Andrew Carver, Finance (13)
Waheeda Lillevik, Management (13)
John McCarty, Marketing *+
Kevin Michels, Marketing (12)
Lynn Tang, Finance (12)

Library

Mark Meola (12)+

Education

Louis Ammentorp, EECE (14)
Helene Anthony, SELL (14)
Jody Eberly, EECE (12)+
Donald Leake, EASE (12)
Shri Rao, SELL (F11)
Kathryne Speaker, SELL (13)

Nursing, Health and Exercise Science

Eileen Alexy, Nursing (12)
Anne Farrell, Health & Exercise Science (13)

Science

Carlos Alves, Math/Statistics (14)
Margaret Benoit, Physics (12)
Benny Chan, Chemistry (13)
Cynthia Curtis, Math/Statistics (13)+
Leona Harris, Math/Statistics (13)
Don Lovett, Biology (11)
Miroslav Martinovic, Computer Science (14)*+
Amanda Norvell, Biology (12)+
Paul Wiita, Physics (14)

Engineering

Brett BuSha, Engineering (13)
Ralph Edelbach, Technological Studies **
Michael Horst, Civil Engineering (14)
Steve O'Brien, Technological Studies (12)+

Humanities & Social Sciences

Rachel Adler, Sociology & Anthropology (13)
Matthew Bender, History (14)+
Holly Didi-Ogren, World Languages & Cultures (12)

* Faculty Representative to the Board of Trustees

+ Senate Executive Board Member

** AFT Representative