Faculty Senate Meeting

October 15, 2014, 12:00 pm

Minutes

**In attendance:** Anthony, Bender, Bennett, Beyers, Blake, Brown-Glaude, Chan, Edelbach, Farrell, Gevertz, , Girard, Guarracino, Heisler, Holleran , Jakubowski, Krstic, Landreau, Le Morvan, Leonard, McGreevey, Meixner, Mirtcheva, Morin, Norvell, O’Connell, Paces, Paliwal, Safi, Salgian, Steinberg, Vickerman, Weng, Wiita, Williams, Wund.

**Excused:** Deese, Dell’Angelo, Eberly, Ghitulescu, Hu, McCarty, Prensky, Robertson.

**Announcements:**

* Date for open faculty meeting with Jackie Taylor, Provost is Wed. January 28, 2015 at 12:00 noon in Mayo Concert Hall
* Union will meet today in Armstrong 136 at 3 pm. Issues include the linkage of promotion and tenure, extension of the tenure clock to six years, and the delay in the tenure application for qualifying life events
* Open Fora:
  + CAP Tues. Oct. 28 12:30 pm
  + CFA Oct. 29 1:00-2:30 pm
* Faculty Colloquium: Kim Pearson “Toward a More Perfect Union: The Power and Potential of Culturally Responsive Computational Journalism” November 5, 2014, 12:00 Noon, Business Basement Lounge

The Senate broke into Small Groups to discuss the “Big Issues Document” we are preparing this academic year. **(Attachment 1)**

John Landreau presented the Middle States report to the Senate. A discussion ensued about the purpose of the Middle States report—to show TCNJ in its best light or to highlight areas we would like to see addressed. John explained that it is important to show what we are doing well, since this is essential for accreditation.

Middle States reviewers will begin their visits to campus in November, and the major review will be in Spring 2015.

**Committee reports:**

* CAP – Wayne Heisler gave the following report for CAP:

CAP last met on Wednesday September 24. CAP plans to hold open fora in late October--details will be broadcast soon--on the following: the revised Academic Integrity policy; a recommendation regarding an Advising Goals and Practices charge; and the proposed removal of Liberal Learning domains from FSP's. CAP's recommendation on Certificate Programs, which it made in consultation with CSCC, is now being re-reviewed by CSCC; CAP chair Michael Marino met with CSCC on Tuesday October 1, and it is hoped that this recommendation will come to testimony before the end of the fall 2014 semester. Meanwhile, CAP subcommittees are working on charges regarding Grade Appeal policies, an Ungraded Option policy, the Minors Approval Process, and a proposed interdisciplinary Environmental Studies Minor. CAP's next meeting is scheduled for Wednesday October 22.

* CFA – Valerie Tucci gave the attached report for CFA. **(Attachment 2)**
* CSPP – Manish Paliwal gave the attached report for CSPP **(Attachment 3)**
* CSCC – ???? gave the following CSCC report for Jody Eberly:

CSCC is working on the charge related to Certificate programs. Specifically   
CSCC is working on a proposed process to evaluate certificate programs with co-curricular (non-academic) elements. A subcommittee has been formed to explore other colleges' co-curricular certificate programs and their processes of approval.

**TRUSTEES REPORT**

Marcia O’Connell gave the attached Trustees Report for David. (**Attachment 4**)

**Attachment 1**

Big Issues

1. Potential exploitation of faculty for revenue.
2. Role and recruitment of chairs
3. Decline in support staff
4. Enrollment management issues
5. Support for retention amid changing student demographics
6. Policies related to J-term, Maymester, Summer A&B
7. Handling of pilot programs
8. Service expectations for faculty
9. Graduate versus undergraduate programming
10. Scheduling grid impact on faculty research
11. Support for faculty travel
12. Use of adjuncts, faculty hired w/o research expectation
13. Transparency in terms of hiring- fac, admin, staff
14. Diversity of students and faculty
15. Concerns over modes of instruction, online courses,etc.
16. Identity and strategic planning
17. Transfer students
18. Support for scholarship, SOSA
19. Shifting of administrative work to faculty
20. Alternative revenue initiatives driven by admin, w/o faculty
21. Test scores going down
22. Transparency in terms of budgets, esp. deans
23. Transparency of professional development funds
24. Concerns about FSPs
25. Sense of administrative hyperactivity, appearance of consultation but lack of genuine consultation, overstretch by deans
26. Need to educate new administrators on governance, 10-month faculty. Aggressive input by administrators in the governance process

**Attachment 2**

**CFA Report to Faculty Senate**

**October 15, 2014**

**Status of Issues in Governance that are Charges to CFA**

**Delay of Reappointment Evaluation due to FMLA events**

The Delayed Tenure Review document was revised by CFA to recommend that all individuals eligible for delay of reappointment be automatically qualified for delay of reappointment instead of having to apply for the delay (the “opt out” process). When the recommendation was reviewed by the Standing Committee on Academic Affairs of the TCNJ Board of Trustees they rejected the recommendation and required the “opt in” process

**Faculty Reassigned Time**

CFA sub-committee is planning to discuss the issues with the Council of Deans who have to implement CFA recommendations.

**MUSE Review**

The MUSE RFP and issues that were gathered at the Open Forum and obtained through e-mail comments were discussed. A CFA sub-committee was formed to review the RFP and to make recommendations.

**Professional Behavior**

Referred to HR.

**Review of Reappointment and Promotion Document**

Report on suggested revisions to Service section of the Promotions and Reappointment document is planned for an upcoming meeting.

**Tenure & Promotion Alignment**

CFA has begun work on second part of this charge. An Open Forum has been scheduled for Oct. 29 to gather testimony on changes to the function and composition of the CPC with options suggested by CFA and calls for other viable options.

**Disciplinary Standards**

The three sets of disciplinary standards (CWR, JPW, LIT) from the Department of English were approved and the department notified.

**Attachment 3**

***Committee on Strategic Planning and Priorities (CSPP)***

***Senate report for CSPP Oct 15, 2014***

*Based on* CSPP meeting on October 1, 2014; 1:30-2:50 pm | SSC 331

1. External environment in higher education that may affect TCNJ’s planning in the next strategic planning cycle were discussed.
2. In preparation for the new strategic plan, the committee-
   1. Discussed strengths and limitations of current strategic plan.
   2. Agreed to a basic timeline for next strategic plan.
      1. Identification of a consultant by the spring of 2015
      2. Provide framework for new strategic plan in the spring of 2015.
      3. Engage campus community in strategic planning in the summer and fall of 2015.
      4. Seek approval for the strategic plan from the Board of Trustees in the spring of 2016.
      5. Launch approved plan with the campus community in the fall of 2016.
3. Mosen Auryan presented TCNJ FT/Adjunct Faculty Data for 2009-2013.

*Submitted by Manish Paliwal*

**Attachment 4**

**Faculty Senate Report on the Board of Trustees Meeting: October 7, 2014**

The Board of Trustees met on Tuesday October 7 for a long day of committee meetings that culminated in the public meeting and a presentation on Campus Town that was similar to the ones later offered to the campus at-large. The Board took action on several items, including the award of merit bonuses to non-union employees and the awarding of a merit bonus for the president of 3.8% of her base composition. The President’s salary was also raised by 6.154 % for the 2015 fiscal year. (These awards were based on the Board’s comprehensive evaluation of the President last year.)

In other action items, the Board passed a resolution endorsing the extension of the Institutional Strategic Plan and a resolution approving the Repeating Courses Policy. (Students will now need permission to enroll in a course that they have either taken or withdrawn from two times.) Key financial items include approving a modification to the College Investment Policy and $18.6 million in capital requests, a process that is required by the State for funds that are never granted.

The College Advancement Committee heard presentations on the upcoming Capital Campaign (it will have a soft opening on December 2 of this year) and the success of the PharmaTech Symposium which brought 16 representatives of the pharmaceutical industry to campus on October 1, 2014. The Academic Affairs Committee received a presentation by Dr. Mosen Auryan about the proportion of adjuncts to tenure line faculty members over the past ten years. Some key numbers from that discussion: In the fall 2013 (when enrollment was at 7340), the College had 330 tenure line faculty, 12 part time but permanent faculty, and 457 adjuncts. Another way of looking at these numbers is more revealing: in the fall 2013, 56% of the total seats in the curriculum were taught by tenure line faculty, 9 % were taught by part-time faculty, and 35% were taught by adjuncts.

The Buildings and Grounds Committee discussed the design of both the STEM and the Student Center construction projects. (Although they have been slightly scaled back to meet budgetary requirements, both projects promise to make a significant impact on academic and student life.) With the aid of an outside consultant, Buildings and Grounds has also engaged in a self-study that is comparing its facilities and expenses to ten other institutions ranging from Rutgers and Stockton to Boston College, Hamilton, and Bucknell.

Finally, the Board awarded Faculty Emeritus status to four of our retired colleagues: Roseann Conway, John Karras, James Mahoney, and Ruane Miller

Submitted: David Blake and Marcia O’Connell