

TCNJ FACULTY SENATE

NEWSLETTER

SPRING / 2020

Statement from the

Faculty Senate Executive Board

June 8, 2020

The Faculty Senate Executive Board stands in solidarity with Black Lives Matter, and with all those peacefully protesting anti-black racism and police brutality. We are outraged by the recent murders of George Floyd, Breonna Taylor, Ahmaud Arbery, and others at the hands of law enforcement, as well as the continued use of state violence against those demonstrating peacefully for change. This violence reflects this country's long history of oppression and systemic racism. We reject the policies and rhetoric that are being used to further entrench systemic divisions and inequalities in our society. We know that racial injustices persist not only in our society in general, but also in our own campus community. The disproportionate impact of the Covid-19 pandemic on communities of color has only further revealed the persistence of economic and social injustice.

As campus leaders, we commit ourselves to advocating for an equitable and just society, and we recognize that words are not enough. We must listen to, and learn from, our colleagues and students of color. We need to reexamine our own TCNJ community, and our own selves, to recognize structures and attitudes that contribute to the propagation of racism and inequity. Critical self-reflection is prerequisite to real change. Only then can we work together to advocate for the structural changes that will help us to build a more equitable and just community.

We believe that, through a broad coalition with other stakeholders, higher education can facilitate the kinds of social changes our country needs, to challenge systemic violence, educate against racism and oppression, and provide opportunities for open discourse for all community members about how best to achieve these transformations. As the elected representative body of the faculty, the Faculty Senate is positioned to take a leadership role in facilitating this important work on our campus. This Fall, the SEB will ask the Senate to develop an action plan to address equity and inclusion in teaching and learning, working with our campus partners in the Division of Equity and Inclusion, the Campus Diversity Council, Student Government, and Staff Senate. As recent events have shown, we have a lot of work to do.

We stand with all those working in the ongoing struggles for dignity, equality, and justice.





GREETINGS FROM THE FACULTY SENATE PRESIDENT

I am sure that I echo many of you when I say that this has been one of the most challenging semesters of my career. The onset of the Covid-19 pandemic has led to numerous changes in our work lives – remote instruction and advising, social isolation, seemingly non-stop Zoom meetings, disruptions to our scholarship and creative activity, limited access to campus – as well as very real threats to our own health, and the health of our friends, families, and communities. I have found that one of the most difficult challenges is the number of unknowns. Academic life usually involves a high degree of certainty and consistency. Now we find ourselves not knowing a lot of things, and questions abound. When will the pandemic subside? What will instruction look like in the Fall semester and thereafter? How will the public health and economic implications of the pandemic affect the future of TCNJ, the profession, and our society in general?

It is hard to remember what this past semester was like before spring break. Thinking back, it was a period with some unknowns as well. We were running a search for a new Provost and engaging in important conversations about the strategic direction of the College. Many of us attended the Higher Education 101 sessions organized by President Foster. Fortunately, we do have certainty as to

the future of the Provost role. On July 1, Jeff Osborn will assume the role of TCNJ's next Provost and Vice President of Academic Affairs. The College has also appointed two Interim Deans for the next academic year. Steve O'Brien will serve as the Interim Dean of the School of Engineering, replacing Steve Schreiner, who has taken a position as Provost at Manhattan College. Amanda Norvell will serve as Interim Dean of the School of Science, replacing Jeff Osborn. Bill Keep, who has served as our Interim Provost for the past two years, will be retiring from TCNJ as of June 30. I send thanks and gratitude to all those who have held or are assuming leadership roles in this tumultuous period.

Our lives as faculty shifted radically in the weeks after spring break. We transitioned our courses to remote instruction. We advised our students through email and videoconferencing sessions. We conducted our meetings, and carried out important college business, entirely remotely. We did all of this while facing numerous challenges unrelated to work: trying to remain healthy, taking care of children and elders, and managing the challenges of social distancing. Some of us have lost friends and family to Covid-19. Despite these challenges, we are finding ways to persevere. I am proud of the work



that we have done. We faculty have done TCNJ proud by rising to these challenges. I am especially thankful to those faculty serving on the Committee for Faculty Affairs, the Committee on Academic Programs, the Committee on Strategic Planning and Priorities, and the Steering Committee for their hard work during this difficult time.

The upcoming months promise more uncertainty and more challenges to overcome. President Foster has charged campus leaders with developing scenarios for the Fall semester. These scenarios address questions such as the extent to which we will be residential in the Fall semester, the modes of instruction we will employ, the likely impact of these choices (as well as health concerns) on the number of students we have enrolled, and the budget implications of all of these. The Faculty Senate Executive Board (SEB) has worked to ensure faculty voice in the development of these scenarios. On our request, President Foster created an Extended Cabinet, which included three faculty members designated by the SEB. And two weeks ago, President Foster convened a set of five Readiness Task Forces:

- 1. Health and Safety**

Areas include: virus testing, contact, social distancing guidelines, care and isolation, employee and student accommodations

- 2. Student Experience**

Areas include: housing, dining, programming,

athletics, health services and mental health, career services, transition

- 3. Academics**

Areas include: online content and support, technology support, advising, research, scholarship, library, community engagement, global engagement, tutoring, student success

- 4. Campus Operations**

Areas include: facilities, procurement and contracting, IT systems, data governance, HR

- 5. External Relations**

Areas include: admissions, faculty and staff recruitment, student organizations, alumni relations, donor relations

These Task Forces have been charged with developing readiness action plans to support a range of instructional scenarios. President Foster asked the SEB for recommendations of faculty to serve on them, in keeping with our principles of shared governance. I am thankful to all the faculty who have agreed to serve on the Task Forces, as well as those faculty on governance committees and who serve as department chairs, who will be very busy for the next few months as we chart our path forward.

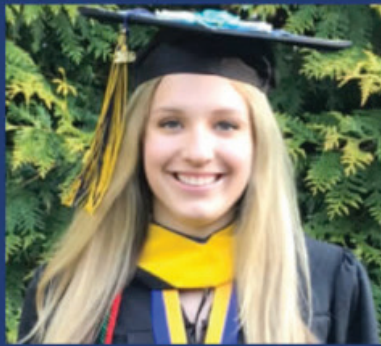
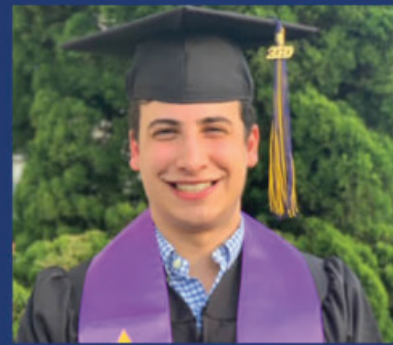
As we move into the summer months, we have no choice but to adjust to a world with new uncertainties. The truth is that this will involve a lot of work for us as faculty. Some of us will be serving on committees throughout much of the summer. Some of us will be working as department chairs to orient our new students and plan for fall instruction. Many of us will need to learn new technologies and pedagogies to make our classes better suited to online and hybrid forms of instruction. All of us will need to redesign our classes to fit with the mode of instruction that the College embraces for the Fall. Yet within a world of uncertainties, I take comfort in knowing that we TCNJ faculty are hardworking and dedicated, and take tremendous pride both in our work and the institution where we work. We will rise to these challenges. The Faculty Senate, as the representative body of the faculty, will continue to be a voice in the important discussions that will shape the future of our institution.

With thanks,

MATTHEW V. BENDER
Department of History

FACULTY SENATE COMMITTEE REPORTS

— SPRING 2020 —



COMMITTEE ON ACADEMIC PROGRAMS (CAP)

Keli Fazio, Chair, keli.fazio@tcnj.edu
Deborah Knox, Vice Chair, knox@tcnj.edu

This semester, CAP completed 13 final recommendations on various charges and policy reviews. The committee voted on final recommendations on the Readmission Policy, Special Topics Policy, Curricular Change Policy and the Undergraduate Internship Policy. We also supported the Liberal Learning Course Designation policy brought to us by the Liberal Learning Council. In addition, CAP sent Steering our recommendations to approve the Graduate Certificate in Environmental Sustainability, the Anthropology Major, the Broadcast Journalism Minor, the Music Technology Minor, the Social Justice Minor, the MSN level Nursing Educator Track, and the Early Childhood and Elementary Education Dual Certificate. Finally, CAP conducted an emergency review of the Ungraded Option to create a recommendation for a temporary Ungraded Policy in response to the transition to remote learning due to Covid-19.

COMMITTEE ON FACULTY AFFAIRS (CFA)

Andrew Leynes, Chair, leynes@tcnj.edu
Matthew Wund, Vice Chair, wundm@tcnj.edu

This year CFA reviewed and approved the MUSE and SOSA RFPs. CFA reviewed Disciplinary Standards for Electrical and Computer Engineering, Philosophy, and Health and Exercise Science, and approved new Disciplinary Standards for EASE. CFA completed work on several charges: “Modification of Teaching Duties”, “RPD Regarding Librarians”, “Modification of Scholarly Expectations for COVID-19”, and “Teacher-Scholar Charge”. CFA is gathering testimony and plans to complete work on the “Faculty Office Hour Charge” and “Chair Eligibility” charge before summer break. CFA will continue work on the “Timeline for Promotion Appeals and PRC timeline” over the next few months and hopes to share a new version of the Reappointment and Promotions Document that is much easier to use and free of errors. CFA, in conjunction with the SOSA Council, is continuing work on the “SOSA charge” in the fall semester. CFA will also begin work on the “Advising Assessment” charge next year.



COMMITTEE ON STUDENT AND CAMPUS COMMUNITY (CSCC)

Erin Ackerman, Chair, ackermee@tcnj.edu
Jamal Johnson, Vice Chair, jjohnson@tcnj.edu

This spring CSCC gathered feedback from departments and offices across campus to further our work on a number of new and ongoing charges from Steering. Our work this spring included consideration of the Electronic Records and Privacy Policy and the Safety of Minors on Campus Policy. We worked closely with Student Affairs and consulted widely with offices and representative bodies on proposed revisions to the Student Conduct Code and Title IX Policies. We continued to gather feedback on the Use of Campus Property policy. CSCC looks forward to gathering campus-wide testimony on these policies in the fall.

COMMITTEE ON STRATEGIC PLANNING AND PRIORITIES (CSPP)

William Keep, Co-Chair, keep@tcnj.edu
Amanda Norvell, Co-Chair, norvell@tcnj.edu
Constance Hall, Vice Chair, chall@tcnj.edu

CSPP has focused much of our work this semester on the questions posed to the campus by President Foster at her opening address. In addition to reading and discussing a number of articles on issues of concern in higher education, CSPP has formed 4 sub-committees to address the specific questions raised and this work is on-going. We were asked to consider a request from Curt Elderkin, Director of Faculty Student Collaboration, regarding the scheduling of the Celebration of Student Achievement (CoSA). CSPP has developed a preliminary recommendation that will be shared with the campus community for stakeholder testimony early next semester. In addition, CSPP has heard reports and updates from Christa Olsen, Director of the Center for Global Engagement, and the Co-Chairs of the Environmental Sustainability Council; Brian Potter and Michael Dixon (Vice President for Facilities Management).





BOARD OF TRUSTEES REPORT, SPRING 2020

Faculty Representatives:

Jana Gevertz, gevertz@tcnj.edu

David Prensky, dprensky@tcnj.edu

The TCNJ Board of Trustees held its last in-person meeting on Tuesday 2/25/2020. While much has changed since this meeting, there were several items of note. The Mission Fulfillment Committee received an Enterprise Risk Management update from Provost Keep in regards to academic advising at TCNJ. The discussion included inequities in advising across campus (from a student and a faculty perspective), as well as the possible use of non-faculty advisors to supplement/support faculty advising. This Committee also considered a proposal from VP Angeloni to reduce the sticker price of out-of-state tuition to better align with other public institutions in NJ, and to make TCNJ more competitively priced for students in neighboring states who might be comparing TCNJ costs to those at their flagship in-state institution. The newly-proposed pricing structure places a 40% premium on in-state tuition for all out-of-state students, and gives Admissions the flexibility to drop the premium to 25% (the approximate amount the state of NJ subsidizes per in-state student) to offer additional merit or need-based aid to highly desired candidates.

The Business and Infrastructure Committee received a FY2020 budget update from Treasurer Rickets, and had a discussion regarding the FY2021 budget. Unfortunately, budgetary considerations have shifted significantly since

February 2020, so we will not go into details on this discussion. This Committee also received an update from VP Blanton about the Oracle Cloud Project. The full Board also heard a presentation from JLL regarding a student housing master plan, and various options for replacing the beds in Travers & Wolfe. While the Board was interested in using this analysis to make strategic decisions about investments in housing, these decisions are now on hold.

At the public Board meeting, the Board approved a number of faculty actions, notably the promotion of many well-deserving faculty. They also approved adjustments to President Foster's compensation: a 3% merit and 5.8% market adjustment increase to her current year (FY 2020) base, and a one-time bonus of 7.4%.

In the post-coronavirus world, the Board met virtually on May 5th for the Annual Tuition Hearing. This hearing had a very different tone than past hearings. After being briefed on TCNJ's finances pre-coronavirus, the presentation from President Foster and Treasurer Rickets pivoted to the impact of the pandemic on TCNJ's finances. Much is uncertain at this point, including the extent of the reduction in state support, enrollment declines, and whether students can return to campus housing in the fall or spring. These budgetary uncertainties make financial planning incredibly difficult, and in the best-case scenario TCNJ is going to need to realize millions of dollars in savings to balance their budget next year. In spite of this, the Board voted to reduce summer fees to better align our costs with other institutions. TCNJ is also modeling a 0% tuition increase, along with a reduction in fees, for the 2020-2021 academic year.



MILDRED DAHNE AWARD 2020

TCNJ's Faculty Senate selected the Department of Nursing as the 2020 Mildred Dahne Award recipient.

The committee charged with reviewing the applicants was highly impressed with the productive community of nurse-teacher-scholars that comprises the Department of Nursing. Graduates of the department boast a 100% pass rate of the national licensing exam for both their 2019 undergraduate and graduate cohorts, as well as a 100% employment rate for the graduate program since its inception. Their deep commitment to social issues is evidenced by incorporating student engagement in numerous community initiatives, including simulations and partnerships that expose students to a broad range of real-life issues to best prepare them to be exceptional and compassionate nurses. Faculty are productive in their grants, publications, and speaking engagements while interfacing closely with community partners. The department enhances local healthcare systems, and their scholarship positions them as national and international experts within their field.

FACULTY SENATE COLLOQUIUM

The Faculty Senate's Committee for Intellectual Community was pleased to have two excellent colloquia presentations during the 2019-2020 academic year. In the Fall, Michael Robertson, Professor in the English Department, presented on "The Necessity of Utopia". In his talk, he surveyed the heyday of utopianism, considered the decline of utopia in the 20th and 21st centuries, and explored the existing varieties of contemporary utopianism. He argued that a visionary utopianism is crucial to progressive politics and culture. Dr. Gerry Altmiller, Professor of Nursing, was our Spring 2020 speaker. Her talk, "Championing Quality Improvement and Patient Safety in Nursing Education" focused on hospital mortality caused by medical errors and the importance of nursing education in patient safety and the delivery of care. The presentation highlighted Dr. Altmiller's scholarship on improving nursing education as a pathway to improving healthcare, and supporting nurses, nurse educators, and nursing students to develop their roles as change agents for quality improvements and advocates for patient safety. Our speakers for the 2020-2021 Faculty Senate Colloquium will be Cynthia Curtis from the department of Mathematics and Statistics, and James Taylor from the department of Philosophy and Religion.



FACULTY SENATE ACTIONS 2019-2020

Made faculty appointments to college-wide Committees and Councils.

Received an admissions update from Lisa Angeloni, who reviewed the state of the admissions process as of May 2019.

Drafted a Faculty Senate document to finalist candidates for the Provost search.

Co-hosted an Open Forum with the Liberal Learning Task Force.

Provided preliminary testimony to the Task Force on Open Educational Resources.

Provided testimony to the Committee on Faculty Affairs on the Preliminary Recommendation on the Modification of Teaching Duties Policy.

Hosted a presentation and discussion with Lisa Angeloni, Vice President for Enrollment Management, on dual enrollment.

Provided testimony to the Committee on Academic Programs on the Preliminary Recommendation on the Categories of Undergraduate Applicants and the Conditional Readmission Policy.

Hosted the Provost talk to faculty by Interim Provost Bill Keep.

Hosted a presentation by President Foster

on Institutional direction and strategy.

Received an update from the Liberal Learning Task Force from Cynthia Curtis.

Hosted the Faculty Senate Colloquium for Research and Creative Activity: Fall, Michael Robertson, English; Spring, Gerry Altmiller, Nursing, Health & Exercise Science

Hosted a Q&A with William Keep, Interim Provost and Vice President of Academic Affairs on the budget situation and the impacts of the coronavirus.

Provided testimony to the Committee on Faculty Affairs on the Preliminary Recommendation on Modification of Scholarly Expectations for COVID-19.

Provided testimony on the preliminary report of the Liberal Learning Task Force.

Provided testimony on the Open Educational Resource (OER) Task Force Preliminary Plan which outlines how we will increase the use of OERs at TCNJ.

Sponsored live Q&A with President Foster on the budget and the impacts of the coronavirus.



SABBATICAL RECIPIENTS 2020-21*

Joseph Baker
Brett BuSha
Anthony Deese
Holly HK Didi-Ogren
Keli Steuber Fazio
Danielle Guarracino
Chu Kim-Prieto
Pierre Le Morvan
Donald Lovett
Janet Morrison
Michael Ochs
Lisa Ortiz-Vilarelle
Shridevi Rao
Howard Reinert
Jill Schwarz
James Stacey Taylor

SOSA RECIPIENTS 2020-2022*

Heba Abourahma
Louise Ammentorp
Mekala Audain
Richard Baker
Jessica Barnack-Tavlaris
Nicholas Battista
Marissa Bellino
David Blake
Dina Boero
Thomas Brennan
Donka Mirtcheva Brodersen
Greer Burroughs
Luke Butler
Mary Cannito-Coville
Angela Capece
Seung Hee Choi
Jarret Crawford
Gary Dickinson
Jeffery Erickson
Sharif Mohammad
Shahnewaz Ferdous
Leigh-Anne Francis
Alexander Garlick
Jana Gevertz
Brenda Ghitulescu

Brian Girard
Wayne Heisler
Donald Hirsh
Craig Hollander
Tanner Huffman
Aniefre Inyang
Jinsil Kim
Tae-Nyun Kim
Lisa LaJevic
Anthony Lau
Rebecca Li
Waheeda Lillevik
Lauren Madden
Nathan Magee
Linda Mayger
Robert McGreevey
Mindi McMann
Matthew Mizuhara
Susanna Monseau
Teresa Nakra
Tuan Dinh Nguyen
Abby O'Connor
Anne Peel
Consuelo Preti
Lee Ann Riccardi
Melinda Roberts
Stuart Roe
Catherine Rosemurgy
Jess Row
John Ruscio
Miriam Shakow
Lauren Shallish
Steven Singer
Aimee Stahl
Felicia Steele
Ting Sun
Michele Tarter
Leeann Thornton
Eduardo Villanueva
Jeanine Vivona
Christopher Wagner
Melissa Zrada



**One- and two-year awards included*

PERSONNEL ACTIONS

At its February 25, 2020 meeting, the Board of Trustees approved the following personnel actions.

PROMOTIONS (effective September 1, 2020)

ASSOCIATE PROFESSOR

Carolina Blatt-Gross
Maria Domingo
Manuel Figueroa
Felicia Steele

PROFESSOR

Rachel Adler
Thomas Brennan
Winnifred Brown-Glaude
Curt Elderkin
Marla Jaksch
Lisa Lajevic
John Leonard
Michael Marino
Susan Ryan
Miriam Shakow
Shaun Wiley

RETIREMENTS, EMERITUS

Terrence Byrne
Barbara Strassman

Thank you for your service and dedication to our students.



2019-20 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
MATTHEW BENDER
bender@tcnj.edu

Vice President
HEBA ABOURAHMA
abourahm@tcnj.edu

Parliamentarian
JOE BAKER
bakerj@tcnj.edu

Staff Secretary
LAURIE WANAT
senate@tcnj.edu

ARTS & COMMUNICATION

Keli Fazio, [Communication Studies](#) (21)
Gary Feinberg, [Music](#) (20)
Belinda Haikes, [Art and Art History](#) (22)
John Leonard, [Music](#) (20)

BUSINESS

Karen Becker, [Marketing and Interdisc. Business](#) (21)
Nancy Lasher, [Marketing and Interdisciplinary Business](#) (**)
David Prenskey, [Management](#) (22*)
Nonna Sorokina, [Finance](#) (21)
Lynn Tang, [Economics](#) (21)

EDUCATION

Marissa Bellino, [Edu. Admin. And Secondary Education](#) (21)
Greer Burroughs, [Elem. & Early Childhood Education](#) (22)
David Bwire, [Special Ed., Lang. & Literacy](#) (21)
Jill Schwarz, [Counselor Education](#) (20)
Steven Singer, [Special Ed., Language & Literacy](#) (22)

ENGINEERING

Andrew Bechtel, [Civil Engineering](#) (22)
Thomas Brennan, [Civil Engineering](#) (20)
Lisa Grega, [Mechanical Engineering](#) (21)
Larry Pearlstein, [Electrical & Comp. Engineering](#) (****)

HUMANITIES & SOCIAL SCIENCES

Rachel Adler, [Sociology & Anthropology](#) (20)
Dina Boero, [History](#) (21)
Ashley Borders, [Psychology](#) (21)
Dan Bowen, [Political Science](#) (21)
Jason Dahling, [Psychology](#) (22)
Rebecca Li, [Sociology & Anthropology](#) (21)
Emily Meixner, [English](#) (20)
Regina Morin, [World Languages & Cultures](#) (20)
Felicia Steele, [English](#) (22)
Nicholas Toloudis, [Political Science](#) (***)
Ann Warner-Ault, [World Languages and Cultures](#) (22)

LIBRARY

Linda Dempf (21)
Valerie Tucci (20)

NURSING, HEALTH, & EXERCISE SCIENCE

Laura Bruno, [Health & Exercise Science](#) (22)
Jill Bush, [Health & Exercise Science](#) (21)

SCIENCE

Heba Abourahma, [Chemistry](#) (22)
Joseph Baker, [Chemistry](#) (20)
Cynthia Curtis, [Math & Statistics](#) (22)
Abby O'Connor, [Chemistry](#) (****)
Jana Gevertz, [Math & Statistics](#) (*)
Deborah Knox, [Computer Science](#) (22)
Donald Lovett, [Biology](#) (21)
Amanda Norvell, [Biology](#) (21)
Andrea Salgian, [Computer Science](#) (21)

- * Faculty representative to Board of Trustees
** AFT Representative
*** One-year replacement for Mindi McMann (21)
**** One semester replacement (spring) for Gary Dickinson (21)
***** One semester replacement (spring) for Thomas Brennan (20)

EDITOR: Regina Morin

DESIGN: Chung Chak
