



TCNJ FACULTY SENATE

NEWSLETTER
WINTER / 2021

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GREETINGS FROM THE FACULTY SENATE PRESIDENT

MATTHEW V. BENDER, DEPARTMENT OF HISTORY

As I prepare for the upcoming semester, I find myself thinking a lot about the resilience of our campus community. The past nine months have presented us with an unprecedented number of challenges: the Covid-19 pandemic, the ongoing struggle for social justice, the divisive politics of an election year, the shift to remote teaching and mentoring, the financial hit of furloughs, and the list goes on. Any single one of these factors would have been a lot to manage, and needless to say, many of us are mentally and physically exhausted. Though this time has been difficult, it has also revealed our spirit of resilience. I am inspired by how our faculty have pulled together and risen to the challenges of this moment.

For many of us, our work carried on through the summer. A number of faculty served on the Restart Task Forces, convened by President Foster to help plan for the Fall semester. Others drew attention to the plague of anti-black racism, circulating a petition calling for specific changes to be made on campus with the aim of becoming a more anti-racist institution. And more than 600 of us participated in professional development for remote instruction, led by the Office of Instructional Design.

In the Fall, our campus embarked on a full semester of remote teaching, advising, and mentoring. The task was ominous: transition our face-to-face, personalized, collaborative, and rigorous education to the world of Zoom. Yet, we met the challenge with ingenuity and empathy. We developed highly engaged courses that lived up to our reputation for academic excellence. We moved our advising and mentoring work online as well, ensuring our students the access to faculty they have come to expect. Though we all yearn for a return to campus, we should be proud of the work we have done.

The work of the Faculty Senate has transitioned as well. This past semester, we moved our meetings to Zoom and hosted sessions with President Foster and Provost Osborn, who assumed his new role over the summer. We also organized two subcommittees to carry out important work. One of these committees, the Faculty Senate Anti-Racism Committee, developed two memoranda to the administration and key governance committees. The first calls for the creation of an Anti-Racism, Equity, and Inclusion Executive-Level Committee in Governance, and the second lists specific anti-racist items that should be addressed



immediately. These documents were brought to the full Senate for consideration and were approved with near unanimous support. We hope that the administration and the Steering Committee will act on these requests early in the spring semester.

The second subcommittee, the Faculty Senate Self-Study Committee, is examining the Faculty Senate constitution, with a focus on the mission statement, functions and procedures, membership and elections, officers and executive board, meetings, and amendment process. They are charged with considering potential changes to the mission and operations of the Senate that will improve communication, transparency, inclusivity, and strengthen its role in Governance. The committee will bring its recommendations to the full Senate this spring.

As we turn our attention to the new semester, many of the challenges of the Fall remain with us. Though the promise of vaccination is on the horizon, we are still mired in the dark days of the pandemic. And we will confront its lingering impacts to our campus, in terms of enrollments and budget challenges, for many years to come. Our campus will reopen partially with resident students and Flex hybrid

courses offered alongside fully remote ones. Here too, there are unknowns and potential challenges. But there are also opportunities to further innovate our teaching and mentoring and work towards creating more inclusive and equitable classrooms. Other important work will go on, including the development of a new Strategic Framework for the College.

Though the spring presents us with renewed challenges, I have no doubt that we will rise to them. As a faculty, we are dedicated, resilient, resourceful, and committed. The Faculty Senate, as the representative body of the faculty, is here to provide voice to the faculty. If you would like to raise an issue for discussion, or see a problem that needs to be addressed, please feel free to reach out to me, a member of the Senate Executive Board, or one of the senators representing your school.

I wish you all a healthy and productive start to the spring semester.

Matthew V. Bender, Department of History
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MILDRED DAHNE AWARD FOR ACADEMIC EXCELLENCE:

CALL FOR APPLICATIONS 2020-21

The Faculty Senate's Mildred Dahne Award Committee calls for applications for the 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. Applications from previous award winners should emphasize work done since the previous award. Past winners are Philosophy and Religion (2004-2005), Women's and Gender Studies (2005-2006), Biology and Elementary and Early Childhood Education (co-winners in 2006-2007), Psychology (2007-2008), English and Sociology and Anthropology (co-winners 2008-2009), Accounting (2009-2010), Technological Studies (2010-2011), Special Education, Language, and Literacy (2011-2012), Health and Exercise Science (2012-2013), Mathematics and Statistics (2013-2014), Chemistry (2014-2015), Counselor Education (2015-2016), Psychology (2016-2017), Physics (2017-2018), Interactive Multimedia (2018-2019), and Nursing (2019-2020). The winning applications from past years and instructions for applying are on the Faculty Senate webpage:

<https://facultysenate.tcnj.edu/awards/mildred-dahne-award/>

Deadline for applications is Monday, March 1, 2021.

For further information contact Felicia Steele (steele@tcnj.edu)

FACULTY SENATE COMMITTEE REPORTS

FALL 2020



COMMITTEE ON ACADEMIC PROGRAMS (CAP)

Tracy Kress, Chair
Abby O'Conner, Vice Chair

During the Fall 2020 semester, CAP approved final recommendations on the following charges: Final Assessment and Reading Day Policy, Graduate Transfer Credit Policy, Dean's List Eligibility Policy, and the Absence and Attendance Policy. We also provided a final recommendation on a charge to consider the use of the Spring 2020 Ungraded Option in the Fall 2020 semester. CAP initiated a review of a report and proposal from the Community Engaged Learning Council and the Center for Community Engagement that contains a series of recommended changes relating to community engagement at TCNJ; we will gather campus testimony on this proposal in early spring 2021. Finally, CAP gathered initial feedback and is preparing preliminary recommendations on the Graduate Admission Policy, International Credit and Transfer Exchange Policy, and the Interim Remote Classroom Camera/Microphone Use and Recording Policy. We will solicit feedback on these preliminary recommendations from the campus community during the spring 2021 semester and anticipate final recommendations on these charges by the end of the semester.

COMMITTEE ON FACULTY AFFAIRS (CFA)

Matthew Wund, Chair
Chris Fisher, Vice Chair

In addition to our regular review of departmental Disciplinary Standards, CFA has been working on five charges from Steering. Two of our charges are related to making structural revisions to the College-wide Reappointment and Promotions Document, as well as to all dates associated with the reappointment and promotions processes. We are currently restructuring the document to clearly distinguish processes associated with reappointment from those associated with promotion, to eliminate redundancies, and to remove any internal inconsistencies.

CFA, along with the SOSA Committee, has been charged with revising the SOSA RFP as well as reconsidering the entire SOSA concept document. Steering proposed this charge in response to requests from a subset of faculty members who raised concerns about the equity of the SOSA review and award process. CFA is now prepared to develop a preliminary recommendation with the SOSA Committee, and we expect to share that recommendation with the community during the middle of Spring 2021.



The College's Undergraduate Advising Policy and Practices document, approved by governance in 2016, calls for a college-wide assessment of advising in all of its forms. The now-defunct Advising and Student Support Program Council developed a preliminary recommendation on how to accomplish this goal and CFA has been charged with taking this recommendation into consideration as we propose our own recommendation. CFA is in the process of doing so, and plans to have a preliminary recommendation by the end of Spring 2021.

In December of 2019, the Task Force on Student Teaching and Feedback made several recommendations regarding changes to student course evaluations. CFA has been charged with reviewing the Task Force's recommendations, as well as incorporating additional elements that assess inclusivity and racial climate. We hope to share this with the campus community sometime in mid-Spring 2021.

COMMITTEE ON STRATEGIC PLANNING AND PRIORITIES (CSPP)

Jeff Osborn, Co-Chair

David Blake, Co-Chair

Jana Gevertz, Vice Chair

In September 2020, President Foster charged the Committee

on Strategic Planning and Priorities (CSPP) with the task of developing a new strategy framework for TCNJ, one that will establish a clear set of priorities and evaluative metrics, in addition to defining an annual review process. The committee has retained the services of Ms. Laurie Schulte of The Clarion Group to guide us in this effort. With the help of over 50 faculty, staff, and student volunteers, CSPP conducted 39 focus groups to solicit the community's feedback about TCNJ's strengths, challenges, and potential areas of strategic emphasis. The committee held special focus group sessions for members of the Student Government and the Faculty and Staff Senates, as well as the deans, Cabinet, Board of Trustees, alumni and external stakeholders. Nearly 300 members of the campus community participated in these conversations or submitted their thoughts through a Qualtrics survey.

Over the winter break, eight volunteers (Ivonne Cruz, Suchir Govindarajan, Debra Klokis, Joe O'Brien, Bryanna O'Keefe, Tracy Perron, Felicia Steele, and Tamara Tallman) led by CSPP Vice Chair Jana Gevertz, analyzed the rich content from the focus groups and survey in preparation for the next stage of the committee's work. CSPP will keep stakeholders across the campus informed about its progress and will hold a series of public discussions about the strategy framework in March or early-April. The community can also stay up to date by visiting the TCNJ Strategic Planning website (<https://strategicplanning.tcnj.edu/>). The committee thanks the many



volunteers and participants who have made these discussions possible, and it looks forward to continued collaboration in the Spring 2021 semester.

Among its other business items, CSPP reviewed and advanced a preliminary proposal to create a new interdisciplinary program in Environmental Studies.

COMMITTEE ON STUDENT AND CAMPUS COMMUNITY (CSCC)

Jamal Johnson, Co-Chair

Jordan Draper, Co-Chair

The Committee on Campus Community (CSCC) has been meeting throughout the Fall semester to review several critical policies for our campus. During the Spring semester, we will begin reviewing the Naming of Assets and Renaming of Streets policy, which tasks CSCC members with looking at ways to expand our physical diversity footprint on campus. In addition, we will be concluding and finalizing feedback on the Social Media policy, Electronic Records Privacy and Access policy, and Safety of Minors policy. The Use of Campus Property policy has been completed and recommendations were sent to Steering during winter break. CSCC members are eager to continue the critical role of reviewing, gathering testimony, and providing feedback and recommendations for these policies.



REPORT ON THE SUMMER AND FALL 2019 BOARD OF TRUSTEES MEETINGS

Faculty Representatives:

Gerry Altmiller, altmillg@tcnj.edu

David Prensky, dprensky@tcnj.edu

The TCNJ Board of Trustees held two full meeting days, two brief meetings, and two retreats since the last Board faculty representative report to the Faculty Senate. A full meeting day is preceded by committee meetings two weeks before the full meeting day to prepare for the full meetings. Faculty representatives serve on two of the committees that meet on full meeting days: Mission Fulfillment and Business and Infrastructure. Brief meetings do not include the wide range of committee meetings, and retreats are public day-long meetings to give the members, faculty and staff representatives, and Cabinet members an opportunity to think about broad topics relevant to the institution and the Board. Full meetings occurred on June 30th and October 27th, preceded by committee meetings on June 16th and



October 13th. The brief meetings were held on August 11th and December 8th, and the Board retreats were held on August 21st and January 13th.

At its June 16th preparation and June 30th full meetings, the Mission Fulfillment Committee reviewed action items on new programs in education and anthropology; the policy on conditional readmission; the Reappointment and Promotions Document to align faculty and library faculty processes and to address the modification of scholarly expectations due to COVID-19; and revisions to the Title IX and Student Conduct Code policies. The Business and Infrastructure Committee reviewed action items on the FY 2021 budget and student charges, refinancing the bond portfolio, and normal waivers of advertising for purchases.

At the public session, the full Board voted to approve the action items recommended by the two committees as well as faculty and staff actions.

At its August 11th brief meeting, the Board voted to approve a revised Use of Campus Property Policy, an Interim Sexual Harassment, Misconduct and Discrimination Policy to replace the Title IX Policy, a revised Student Code of Conduct Policy, and to reduce the General Services/Capital Fee in light of COVID-19.

At its October 13th preparation and October 27th full meetings, the Mission Fulfillment Committee reviewed an action item to reset tuition for out-of-state students. The Committee had discussions on academic affairs, student affairs, diversity and inclusion, and enrollment management issues with a focus on how they are affected by COVID-19. Specific issues included remote instruction, student recruitment, student mental health, Black Lives Matters action plans, and the development of a Board resolution on racial and social justice. The Business and Infrastructure Committee reviewed action items on normal waivers of advertising for purchases and the FY 2022 capital budget. The Committee discussed TCNJ's investment portfolio, necessary modifications to the dining contract due to COVID-19, deferred maintenance and facility renewal, and information technology. At the public session, the full Board voted to approve the action items recommended by the two committees as well as faculty and staff actions.

At its December 8th brief meeting, the Board approved resolutions on faculty and staff actions, normal waivers of advertising for purchases, and a "Resolution Affirming Our Commitment to Racial and Social Justice and Inclusion."

The Board held a day-long retreat on August 21st with the theme "Structures and Processes for Effectiveness." The three areas of focus were the Board's committee structure and processes, communications and relationships with other campus stakeholders, and role in strategic planning. Prior to the retreat, Board members and representatives were asked to provide input on those topics, and the result was a wide-ranging discussion about improving how the Board functions. The Board retreat on January 13, 2021 was a further discussion of these issues. It began with a discussion of the current strategic planning process and the broader shared governance system at TCNJ. Those topics were followed by an extensive discussion of a Board restructuring proposal from the Board's Governance Committee. Discussion of the restructuring, intended to foster communication and interaction of the Board with other campus stakeholders, increase transparency of the Board's work, and increase engagement of the Board members, will continue through the spring.



NEWLY APPOINTED FACULTY

SCHOOL OF THE ARTS AND COMMUNICATION

Matthew Lawrence,
Assistant Professor, Communication Studies

SCHOOL OF BUSINESS

Ziyue (Zoe) Huang,
Assistant Professor, Accounting & Information Systems

Eric Szabo,
Senior Lecturer, Finance

Yutong Xie,
Assistant Professor, Finance

SCHOOL OF ENGINEERING

Mohammed Ababsi,
Assistant Professor, Mechanical Engineering

Leila Mehraban Alvandi,
Visiting Assistant Professor, Biomedical Engineering

Mahrukh Khan,
Assistant Professor, Electrical & Computer Engineering

SCHOOL OF HUMANITIES AND SOCIAL SCIENCES

Patricia Becker,
Assistant Professor, Criminology

Hyun-Binn Cho,
Assistant Professor, Political Science and International Studies
alma khasawnih,
Assistant Professor, Women's, Gender, and Sexuality Studies

Michael Mitchell,
Visiting Assistant Professor, African American Studies and
Criminology

Cadence Willse,
Assistant Professor, Political Science

SCHOOL OF NURSING, HEALTH AND EXERCISE SCIENCE

Alexis Mraz,
Assistant Professor, Public Health

Natasha Patterson,
Assistant Professor, Public Health

SCHOOL OF SCIENCE

Uddipan Das,
Assistant Professor, Computer Science

Bikram Kaur,
Senior Lecturer, Computer Science

Lauren Rossiter,
Visiting Assistant Professor, Chemistry

Welcome to our new colleagues.

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
DAVID BWIRE
bakerj@tcnj.edu

Staff Secretary
LAURIE WANAT
senate@tcnj.edu

ARTS & COMMUNICATION

Belinda Haikes, Art and Art History (22)
Bruce Li, Communication Studies (****)
Nicholas McBride, Music (23)
Susan Ryan, Communication Studies (23)

BUSINESS

Karen Becker, Marketing & Interdisciplinary Business (21)
Nancy Lasher, Marketing & Interdisciplinary Business (**)
David Prensky, Management (22*)
Subarna Samanta, Economics (23)
Lynn Tang, Economics (21)

EDUCATION

Marissa Bellino, Education Administration and Secondary Education (21)
Greer Burroughs, Elementary, Early Childhood Education (22)
David Bwire, Special Education, Language & Literacy (21)
MinSoo Kim-Bossard, Elementary & Early Childhood Education (23)
Steven Singer, Special Education, Language & Literacy (22)

ENGINEERING

Andrew Bechtel, Civil Engineering (22)
Matthew Cathell, Integrative STEM Education (***)
Larry Pearlstein, Electrical & Computer Engineering (23)

HUMANITIES & SOCIAL SCIENCES

Matthew Bender, History (23)
Dina Boero, History (21)
Ashley Borders, Psychology (21)
Daniel Bowen, Political Science (21)
Jason Dahling, Psychology (23)

Holly Haynes, Philosophy & Religion (23)
Rebecca Li, Sociology & Anthropology (21)
Mindi McMann, English (21)
Emily Meixner, English (23)
Felicia Steele, English (22)
Nicholas Toloudis, Political Science (22)
Ann Warner-Ault, World Languages & Cultures (22)

LIBRARY

Terrence Bennett, Library (23)
Linda Dempf, Library (21)

NURSING, HEALTH, & EXERCISE SCIENCE

Gerry Altmiller, Nursing (*)
Laura Bruno, Health & Exercise Science (22)
Jill Bush, Health & Exercise Science (21)

SCIENCE

Heba Abourahma, Chemistry (22)
Cynthia Curtis, Mathematics & Statistics (22)
Gary Dickinson, Biology (21)
Jana Gevertz, Mathematics & Statistics (23)
Thomas Hagedorn, Mathematics & Statistics (*****)
Deborah Knox, Computer Science (22)
Abby O'Connor, Chemistry (****)
Andrea Salgian, Computer Science (21)

* Faculty representative to Board of Trustees
** AFT Representative
*** Mathew Cathell – one year replacement for Lisa Grega
**** Abby O'Connor - one year replacement for Amanda Norvell
***** Bruce Li - one-year replacement for Keli Fazio (21)
***** Tom Hagedorn – one semester replacement (spring) for Don Lovett (21)

EDITOR: Mindi McMann

DESIGN: Chung Chak