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4 **PRESENT:** Andreopoulos, Barrow, Bernstein, Bhat, Chung, Cruz Paul, Davis, D'Haem, Diamond,  
5 Dinan, Duffy, Ellis, Falk-Romaine, Ferris, Finnegan, Gardner, Gazzillo Diaz, Godar, Harris, Kearney,  
6 Kelly, Kim, Levitan, Lindsey, Mathew, McNeal, Ndjatou, Owasu (for Nyamwange), Parras, Pavese,  
7 Perez, Quicke, Rabbitt, Rady, Rosar, Scala, Schwartz, Sheffield, Snyder, Tardi, Verdicchio, Wagner,  
8 Waldron, Walsh, Watson, Weil, Wong

9  
10 **ABSENT:** Boroznoff, Healy, Steinhart, Swanson, Weisberg

11  
12 **GUESTS:** Basu, Bliss, Bogden, Bolyai, Burns, Chabayta, Ciliberti, De Young, Dunlap, Fanning,  
13 Ferguson, Goldstein, Hahn, Jemmott, Kashyap, Liautaud, Martone, Malu, Mato, Miller, Mongillo,  
14 Olaye, Refsland, Rosengart, Seal, Tiernan, Trelisky

### 15 **ANNOUNCEMENTS**

16 The Senate was called to order at 12:36 PM.

17 1. Quicke announced that National College Radio Day was launched yesterday and today is the first  
18 ever National College Radio Day. WPU is headquarters and leading 351 other colleges in the USA  
19 who are joining to celebrate today. Governor Christie issued a proclamation declaring today as College  
20 Radio Day. WPU is featured in *The Daily News*, *The Star Ledger*, and *USA Today* and Quicke is  
21 being interviewed by the BBC.

22 2. Parras announced that Ravitch is presenting at WPU's Distinguished Lecturer Series Tonight. She  
23 is one of the nation's leading authorities on American education history and policy, and will discuss  
24 issues related to test-based accountability and school choice. Tickets are free for students and \$5 for  
25 faculty and staff. Kelly encouraged faculty to go, as she is an outspoken critic on high-stakes testing  
26 despite being once an outspoken proponent of them; Kelly described Ravitch's most recent publication  
27 as a mea culpa to Ravitch's past stance.

28  
29 3. Scala noted that today, October 11<sup>th</sup>, is National Coming Out Day so to please be aware of this.  
30 October is also Breast Cancer Awareness Month as well as Domestic Violence Awareness Month.  
31 Purple ribbons have been put around the campus reminding the campus community that it is Domestic  
32 Violence Awareness month. Please make students aware of the significance of these ribbons.

33 4. Major / Minors day is next Thursday, October 20<sup>th</sup> from 12:00 – 2:00 PM in the Atrium Lobby.

34 **Acceptance of the Agenda was moved by Quicke, seconded by Godar, and approved.**

35 **The Draft Minutes of the September 27, 2011 meeting were moved to be accepted by Perez**  
36 **seconded by Wagner approved with lines 162- 163 amended as follows: Levitan incorrectly**  
37 **stated the amount of time UCC courses must be offered and wishes to make the following**  
38 **corrections:**

39 **Levitan noted that there is no set number but they want to have some cycle of regularity and**  
40 **that for a course to be approved in Areas 1, 2, 3 it must be offered at a minimum of once/year**  
41 **but a course in areas 4, 5, 6 must be offered at minimum once/ 2 years.**

42 **CHAIR'S REPORT:**

43 All three faculty candidates, Aktan, Dean, and O'Broin were accepted onto the University  
44 Commencement Speaker and Honorary Degree Committee.

45 *Technology Council Charge: Electronic Privacy Policy Review*

46 Parras began by presenting that there is a new charge for the Technology Council, to look into the  
47 privacy policy of the University with regard to electronic communication. He and the Executive  
48 Committee have decided that the best way to proceed with this is to give the Technology Council  
49 readings, two in particular: an AAUP reading, particularly Section 9 and the second document is  
50 WPU's current policy, the most relevant section being Section 1.1 Privacy of Electronic  
51 Communication. The Council can also do other research, as needed.

52 Harris asked who else is on the Commencement Speaker Committee.

53 Parras responded by saying he would get this information from Seal and send it out to the whole  
54 Senate.

55 **VICE-CHAIR'R REPORT:**

56 **Falk-Romaine moved to nominate Arlene Scala (Department of Women's and Gender Studies),**  
57 **Donna Perry (English) and Carole Sheffield (Political Science) to the Promotion Committee in**  
58 **the Department of Women's and Gender Studies, Godar Seconded and the motion was**  
59 **approved unanimously.**

60 There are 2 current openings on Councils: - UCC - Humanities and Social Sciences (replacement for  
61 Isabel Tirado) and Admissions and Enrollment Council - College of Business (replacement for Cesar  
62 Perez).

63 There is also a UCC Review Panel Seat Available for Area 2 -Expression.

64 **Two review panel seats in area 4, Diversity and Justice, were moved by Falk-Romaine to be**  
65 **filled by Flint and Baumgartner and seconded by Scala.** Discussion ensued.

66 Sheffield asked if a professional staff member was needed to serve on the Diversity and Justice Panel,  
67 not just faculty members.

68 Falk-Romaine noted that she would double check.

69 Godar asked about past-practice with regard to having two faculty from the same department on one  
70 panel.

71 Falk-Romaine noted the diligence that goes into selecting council and panel members and how neither  
72 Flint nor Baumgartner serve on other councils or panels.

73 Duffy suggested postponing the vote and withdrawing the motion.

74 **Falk-Romaine withdrew the motion.**

75 **OLD BUSINESS:**

76 *Formation of Ad Hoc Committee for Administrative Evaluations*

77

78 Parras reviewed charges (<http://www.wpunj.edu/dotAsset/311444.pdf>), and stressed that the  
79 evaluations should be thorough and meaningful.

80

81 **Finnegan moved to form the Ad Hoc Committee for Administrative Evaluations and Wagner**  
82 **Seconded.**

83

84 Finnegan stressed that before the Committee proceeds the Senate will need to review the timeline,  
85 their charges, and when the Senate will see the final report.

86

87 Parras agreed that the Ad Hoc Committee will need to develop the timeline before they proceed.

88

89 Kelly asked if they meant that there should be a “no later than due date.”

90

91 Finnegan clarified this with a “yes.”

92

93 **Tardi moved that the Executive Committee be presented with the process and given the**  
94 **preliminary report and then once that is done the Executive Committee should bring it to the**  
95 **Senate floor to avoid what happened last year. Ellis seconded this motion.**

96

97 Parras noted that the fourth point in the charges should be changed to read “Report to Full Senate on  
98 above before proceeding by the end of November.”

99

100

101 **Finnegan moved that the sixth point be changed to “write report and submit to the Executive**  
102 **Committee and Full Senate at least one month prior to the last Senate meeting.” Snyder**  
103 **seconded.**

104

105 Kelly asked if we had Senate dates and noted that we had “entangled” the Executive Committee and

106 the Senate.

107  
108 Tardi suggested that the timeframe be such that the final report is submitted to the full Senate by the  
109 second to last Senate meeting so it is imperative that the Executive Committee has the report to review  
110 beforehand.

111  
112 Falk-Romaine suggested April 10<sup>th</sup> as a date for the full Senate to discuss administrative evaluations.

113  
114 Andreopoulos wanted to note that the survey is too long and repetitive and asks that the Ad Hoc  
115 Committee look at ways to simplify the procedure; the questionnaire is too complicated.

116  
117 Godar had a question in general, are we evaluating the administrator with these evaluations or their  
118 performance?

119  
120 Parras noted that the Ad Hoc Committee will look at minutes as well as other pertinent information  
121 and try to judge performance and not other things.

122  
123 Finnegan asked the Governance Council to resolve whether the Senate can have closed sessions.

124  
125 Parras noted he hopes to do so.

126  
127 Tardi discussed how it is important for the upcoming members of the Ad Hoc Committee to speak to  
128 people who designed the questionnaire in order to fully understand why each question was formulated.  
129 She noted that there are a number of ways to measure performance and there must be a sufficient  
130 number of questions to measure performance since this report is being presented to the Board of  
131 Trustees.

132  
133 Kelly stressed the importance of having clear job descriptions noted, as it does not seem meaningful to  
134 evaluate the administrators without this; it is important to evaluate peoples' performance in their  
135 capacity.

136  
137 Kim discussed the response rate and the context of how this response rate is reported. Last year there  
138 was only a 10% response rate, this is low. But the data must be looked at in terms of the response rate.  
139 Who is responding? For example, there are 1176 faculty and staff who are sent this survey but who  
140 are they? There are only 375 full time faculty. Who are these 801 other people and do they know  
141 these administrators well enough to evaluate them? We need to get a breakdown of who these people  
142 are. Many of them are adjuncts and they may not know who the administrators are and therefore that  
143 may be why they are ignoring this survey so this response rate, while low, has other factors to  
144 consider.

145  
146 Cruz Paul noted that while she was not on the Senate last year perhaps a different set of sampling  
147 should be considered whereby two surveys are given, one to people who directly report to that  
148 administrator and another if they do not.

149  
150 Tardi noted that there is an option on the survey if the respondent has no opinion / no knowledge about  
151 the question / administrator.

152 **Parras put the motion to form the Ad Hoc Committee on Administrative Evaluations to a vote**  
153 **and it passed unanimously.**  
154

155 Kelly moved to nominate Cruz Paul to the Committee and Gazillo Diaz moved to nominate McNeal to  
156 the Committee.  
157

158 Levitan questioned the makeup of the Committee.  
159

160 Parras noted that the Senate is taking nominations now and will vote on them next time.  
161

162 Tardi pointed out that she believed that the constituency of the Committee should be decided upon  
163 before nominations are made.  
164

165 Ferris spoke about past precedent and having a statistician on the Committee and then questioned  
166 whether the Committee would include just Senators or whether it would be open to the university at  
167 large.  
168

169 Parras noted that it would be open to the University at large.  
170

171 Kelly withdrew her nomination.  
172

173 Parras withdrew all nominations and noted that the Executive Committee would put out a call for  
174 Committee Members.  
175

176 *Discussion of Framework of the University's Strategic Plan, 2012-22*

177 Parras opened this final discussion on the framework by noting that the President was not able to make  
178 this meeting. He also discussed that while this is just a framework, we may see an Interim Framework  
179 Draft in November / December. We can review that, if it is released, at the January 24<sup>th</sup> meeting, if the  
180 Executive Committee and Senate agree.

181 Pavese noted that this framework is helping us focus in a positive direction. With regard to the  
182 students, Pavese discussed how we say they are working class students but we need to look at how this  
183 affects the students, and he is concerned about the lack of creative arts mentioned in the strategic  
184 framework. If students are to be upwardly mobile they need to see outside of the box, they need to be  
185 creative, need to see beyond data, they need the arts. Furthermore, adjuncts need to feel able to work  
186 up the ladder of success and this needs to be addressed in the plan, there needs to be some focus and  
187 desire to develop the adjunct faculty.

188 Falk Romaine pointed to page five, number IA and the descriptors that point to workplace demands.  
189 Liberal education is lost and Falk Romaine sees this framework moving us towards a more  
190 professional institution as opposed to our roots, an expansive education. The arts in general are not  
191 mentioned nor are literature / history. "Exceptional" in this context seems to mean those that they can

192 increase enrollment. Falk Romaine encouraged us to look further at 1A, to look beyond enrollment  
193 and finances.

194 Gardner discussed how the framework lacks specificity and commitment. For instance, on page 9 it  
195 refers to establishing opportunities beyond a classroom. Gardner feels that this is a noble idea but  
196 knows that this is not cheap. This requires a lot of faculty time and a large financial commitment and  
197 she asked whether the framework is just proposing this or whether we are actually going to do this,  
198 otherwise, why say it. WPU would need, for example, a central internship coordinator and an  
199 internship coordinator in each department.

200 Parras agreed and noted that he hopes to see more specifics.

201 Barrow pointed out that at Northwestern they are noted for their internship program and perhaps WPU  
202 should look at their model for internships and thoroughly consider the costs of internship programs  
203 and noted that if we modeled our program like that of Northwestern it certainly would distinguish us.

204 Dinan discussed the hopes that more language will be incorporated to have student-centeredness in the  
205 plan.

206 Scala brought up the motion from the last meeting, where the Senate voted to have an AFT  
207 representative on the Strategic Planning Committee and asked if there had been a response.

208 Parras responded that there has been no response but that this meeting has not been closed, the  
209 framework is still being discussed and when we close this then the minutes will become an official  
210 part of the Strategic Planning Framework Website.

211 Watson announced that the Student Government Association (SGA) will be hosting a Town Hall  
212 Meeting tonight to discuss the framework and he thought that it was important that faculty hear what  
213 students have to say. It will be held tonight from 4:00 - 6:00 PM.

214 Kelly felt that it was important to repeat her comments from previous Senate meetings and Town hall  
215 meetings about how the priority in planning rest in the mission statement and aligning the plan with  
216 this and that there is a reason why the core values and mission statement have yet to be filled in.  
217 Several departments have begun to do this individually. Kelly encouraged everyone to do this, that as  
218 a faculty we need to be proactive in doing this, to create a place holding mission statement, which may  
219 change dramatically. Kelly discussed a vision, which incorporated ethical, scientific, and cultural  
220 values and then asked if it would be more amenable to the “creative expression side of the house” if  
221 “creative” was added and noted that money will not be allocated unless it is in the vision.

222 Finnegan discussed how the Department of History would be sending their written comments about  
223 the Framework to the Senate. He also noted his personal concern, which is that there will be a draft of  
224 the plan in December, then there is a break and the Strategic Plan will be presented in January. This  
225 does not give time for giving systematic feedback and getting support.

226 Parras pointed out that it would not be approved over break; it will be approved in February or March.

227 **NEW BUSINESS:**

228 *University Bookstore Presentation*

229 Mato and Dunlap from the University Bookstore gave the presentation.

230 They spoke about the importance of placing book orders early so that titles can be researched and the  
231 most cost effective options can be found for students (for example: buyback, rental, EBooks). They  
232 ask for book orders well in advance of the course start date for several reasons. Mato and Dunlap  
233 emphasized that faculty placing book orders with the bookstore as early as possible is the very best  
234 way to reduce the cost of course materials for students.

235 Options for students in terms of texts include buying texts (new or used), Rent-A-Text from Follett,  
236 and Café Scribe which is a flexible, digital textbook in which course materials can be adapted to the  
237 specific needs of the classroom (and it is available immediately, interoperable with Blackboard and 40  
238 – 60% less than most textbooks).

239 **ADJOURNMENT:** The Faculty Senate adjourned at 1:45. The next meeting of the Faculty Senate  
240 will be held on Tuesday, October 25<sup>th</sup> at 12:30pm in University Commons Ballroom C.

241 Respectfully submitted: K. McNeal

242 THIS AND OTHER SENATE DOCUMENTS ARE AVAILABLE ONLINE AT:  
243 [www.wpunj.edu/senate](http://www.wpunj.edu/senate)