

1 William Paterson University – FACULTY SENATE MINUTES – October 22, 2019
2 FACULTY SENATE WEB PAGE <http://www.wpunj.edu/senate>

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4 **PRESENT:** Andreopoulos, Brillante, Chung, Crick, Diamond, Duffy, Ellis, Gazzillo Diaz,
5 Griswold, Hack, Helldobler, D. Hill, Jurado, Kalaramadam, Kaur, Kearney, Kecojevic, Kollia,
6 Liu (for Natrajan), Marks, Nyaboga, O'Donnell, Orr, Owusu, Potacco, Powers, Ramos, Rebe,
7 Rosar, Shekari, Silva, Simon, Spagna, Steinhart, Swanson, Tardi, Vega, Verdicchio, Vishio,
8 Wallace, Watad, Weisberg

9
10 **ABSENT:** Aktan, Ashnai, Finn, Janos, Pozzi, Ranjan, Snyder

11
12 **GUESTS:** Alford, Andrew, Bannister, Bartle, Bolyai, Cannon, Christensen, Corso, Davis,
13 Fuller-Stanley, Ginsberg, Glatfelter, Godar, Goldstein, Griffin, Gritsch, Harris, Hertzog, S. Hill,
14 Jackson, Liautaud, Lincoln, McMahan, Moore, Noonan, Owusu-Ansah, Refsland, Richardson,
15 Schneider, Williams

16
17 **PRELIMINARIES:** Chairperson Natrajan called the meeting to order at 12:30pm. Jurado and
18 Nyaboga moved acceptance of the Agenda, which was then approved unanimously. The Draft
19 Minutes of the October 8th meeting, moved and seconded by Orr and Griswold were also
20 approved unanimously.

21
22 **VICE-CHAIR'S REPORT:** Andreopoulos and Duffy nominated Kim Dimino from Nursing
23 for the Science Review Panel. She was approved unanimously.

24
25 The annual council chairs lunch will be held on Thursday during Common Hour in the Atrium,
26 room 126.

27
28 **CHAIR'S REPORT:** Due to conflicts in scheduling we did not have our regular SEPP meeting.
29 As a result my report will be short and only highlight to senators the several ongoing activities
30 that faculty need to be aware of:

- 31
- 32 1. Two quick reminders: The second round of nominations for the various campus-wide
33 committees closes soon, and all ART proposals are due in the Provost's Office by next
34 Monday, October 28th.
 - 35
36 2. Now that the Academic Reorganization discussions have been concluded in the Senate, the
37 College-level discussions appear to be underway, at least in one College. To remind
38 Senators: please confer with your department chairs about the Provost's email regarding
39 deadline dates in this regard.
 - 40
41 3. The Budget and Enrolment Forum took place on October 8. I wish there had been more
42 faculty present at this presentation due to its central importance in shaping decisions that
43 affect all of us, in the short- and long-term. The slides have been shared by VPs Bolyai and
44 Ross in an email to the community. Please take your time to take these back to your
45 departments for discussion.
- 46

47 4. The administrator evaluations that are due soon for senior administration have been stalled
48 due to an investigation that the President referred to at one of our earlier Senate sessions. I
49 had a request from the President to have the general counsel update us on this. The SEC has
50 been in conversation on this with the President.

51

52 **STATEMENT FROM THE BOARD OF TRUSTEES:** General Counsel Laura Herzog read
53 a statement from the Board of Trustees [archived in the Packet of this meeting] regarding
54 indemnification for actions performed by faculty that could be consider outside their normal
55 duties. The point at issue is the Administrator Assessments. There were many questions.

56

57 **Laura S. Hertzog Statement to Senate October 22, 2019**

58 As many of you are already aware, there was a breach with respect to the confidentiality
59 of one of the Administrative Evaluations conducted by the Faculty Senate. Specifically, a
60 confidential evaluation placed behind the log-in screen on the Faculty/Senate website was
61 distributed to individuals outside of William Paterson University. This distribution has
62 potentially exposed the University and any individual(s) involved in/or with knowledge of the
63 distribution to liability.

64 The University conducted a preliminary investigation leading to an initial finding that a
65 former employee may have distributed the confidential evaluation to a prospective employee and
66 other non-William Paterson University individuals, including other college and university
67 employees in the library field. Since that person of interest is no longer an employee, the
68 University has concluded that it has no jurisdiction to pursue that aspect any further, and the
69 matter has been referred to the State Ethics Commission for further investigation. However, if it
70 is determined that there was involvement by any current employee or employees in a breach of
71 confidentiality and/or a failure to be truthful with respect to knowledge of the facts regarding the
72 alleged breach, the University reserves the right to take action at a future time if recommended
73 by the Ethics Commission or if otherwise appropriate.

74 I also wish to advise you that, in addition to the matter referred to the Ethics Commission,
75 the preliminary investigation revealed a number of issues regarding the preparation and
76 distribution of Administrative Evaluation(s). These issues, which may have further exposed the
77 University to potential liability, may or may not have been consistent with approved Senate
78 procedures. The members of the Senate Executive Committee are welcome to contact Ms.
79 Regina Tindall, Director, Compliance and Employee Relations, who conducted the investigation,
80 and can provide them with information about these issues, so they may be addressed internally if
81 necessary. Thank you.

82

83 Verdicchio asked for clarification about indemnification. Hertzog quoted NJSA 50: 10-10A
84 regarding “activities within the scope of their employment.” If the faculty member’s actions are
85 deemed not to be with that scope, the State does not have to defend them. He reminded her and
86 the body that the assessments have been going on for over thirty years. She replied that they are
87 not part of the official process for evaluating administrators. She suggested that consulting one’s
88 own counsel would be wise since she is the University’s counsel, not any faculty member’s.

89

90 Crick, Gazzillo-Diaz, Simon asked about certain things faculty do that are not spelled out in the
91 Contract. Hertzog replied that if one’s supervisor asks you to do it then it would be within the

92 scope. Marks pointed out that one of the responsibilities of the Senate, as stated in the Senate
93 Constitution, is to “gather information and opinion for study.”

94
95 Tardi noted that the assessments have never been officially part of the administrative assessment
96 process, but no previous president ever said that they were a violation of ethics or anything else.
97 The Senate has consistently received official job descriptions from Human Resources. She added
98 that the Executive Committee and the President are looking at “some means” of evaluating the
99 deans, and that the President will consult with the Board of Trustees about it. She also said that
100 some aspects of the process need to be cleaned up. When she said that true statements in
101 assessments should be protected, Hertzog again suggested consulting one’s own counsel.

102
103 **ASSIGNED RESEARCH TIME:** Natrajan reported that several faculty wanted clarification
104 on the budget for the ART since there were brief mentions about this at the budget forum that
105 caused much anxieties and confusion. The SEC requested trend data from the Provost. Powers
106 reviewed these document and presented the PowerPoint [both archived in the Packet of this
107 meeting].

108 Considerable discussion and disagreement (Tardi, Verdicchio, Spagna, Natrajan, Steinhart, Kaur,
109 Andreopoulos, Power, Weisberg, McMahon, Helldobler) focused on the numbers: the number of
110 applicants for ART, the number denied or given reduced ART, disparities among the colleges,
111 the cost of adjunct coverage, protection of non-tenured faculty in the process, choosing which
112 meritorious proposals to fund, how the numbers for 2021 ART have been calculated, the amount
113 of money actually spent on ART and the amount saved by the significant cuts experienced this
114 past year and likely to occur this year as well. Helldobler candidly noted that the budget deficit
115 must be taken into account. He must balance teaching vs. research, class size, etc. He and the
116 Provost hope to support all meritorious proposals, but funding depends on the budget. Tardi
117 intends to propose a new approach to solving the ART problem and related enrollment issues.
118 She urged everyone to attend the next Board of Trustees meeting on November 22nd in the new
119 1800 Valley Road building.

120
121 Data presented by the Provost indicated that the WP student to faculty ratio is 14 to 1. Tardi
122 questioned whether this was based on an average. The Provost confirmed that it was. Tardi
123 noted that there is a problem with using an average when you have extreme scores. She
124 explained that there is a problem regarding scheduling management, noting that in at least one
125 college, there are a multiple class sections with extremely low enrollments. Andreopoulos
126 commented on the opposite extreme in which class enrollments are very large making one-on-
127 one work impossible. Helldobler noted that in some courses, the enrollment is necessarily small,
128 but acknowledged that scheduling needs to be more effective.

129
130 **RETENTION, TENURE AND PROMOTION:** The RTP process is starting to be reevaluated.
131 A committee will be formed with some administrators and some faculty. The Senate will
132 nominate faculty to this committee. To this effect we will be looking for faculty who have
133 experience with university-level committees and who have shown commitment to shaping our
134 institutional life. We will send out a call for faculty very soon. Meanwhile, senators need to
135 begin conversations on the Boyer model that was shared last spring semester (and placed in the
136 packets for today) since the idea is to use this as a start to rethink our criteria.

137

138 **TRAVEL FUNDING:** Natrajan stated that several department chairs and faculty have raised
139 questions about the amount of travel funds that have been allocated to each department. Again,
140 some gaps exists between what we were led to expect and the amounts actually allotted. Hence
141 this discussion. In response to the request of the Executive Committee, Powers and S. Hill
142 detailed how the new travel funding formula was devised.

143

144 The bottom line is \$600 per faculty member. A member asked if Career Development was
145 available. Tardi noted that since we are without a contract, the State canceled Career
146 Development, Tuition Reimbursement, and the Eye Care Program. She noted that there is
147 Career Development money remaining in the Fund from previous years, and that President
148 Helldobler was permitting the use of that money.

149

150 Tardi questioned why the new centralized travel budget rules state that after you receive your
151 department share of the travel money, you need to apply for Career Development. After you are
152 awarded Career Development money, if money remains in the department travel fund, you can
153 be additionally compensated. Tardi expressed concern regarding unnecessarily depleting Career
154 Development Funds. Hill noted that she and Meg (Guenther) determined this process. Tardi
155 stated that this was not how Career Development was used in the past and recommended that this
156 issue be revisited. The Provost agreed to revisit the issue.

157

158 **ADJOURNMENT:** Upon Weisberg and Brillante's motion, the Senate adjourned at 1:44pm.

159

160 The next meeting of the Faculty Senate, will be held on Tuesday, November 12th at 12:30pm in
161 the 1600 Valley Road Building auditorium.

162

163 Respectfully Submitted: Bill Duffy, Secretary

164

165 **THIS AND OTHER SENATE DOCUMENTS ARE AVAILABLE ONLINE AT:**

166 www.wpunj.edu/senate

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