

William Paterson University – FACULTY SENATE MINUTES – November 24, 2020  
FACULTY SENATE WEB PAGE <http://www.wpunj.edu/senate>

**PRESENT:** Abraham, Aktan, Alford, Andreopoulos, Brillante, Christensen Crick, Diamond, Duffy, Ellis, Fuentes, Gazzillo Diaz, Hack, Helldobler, D. Hill, Jurado, Kaur, Kearney, Kecojevic, Kollia, Liu, MacDonald, Marshall, Martus, McMahon, Monroe, Mwaura, Natrajan, O'Donnell, Powers, Rebe, Rosar, Sabogal, Schwartz, Shekari, Silva, Simon, Snyder, Steinhart, Tardi, Vega, Verdicchio, Wallace, Watad, Weisberg, Mag. Williams

**ABSENT:** Jubran, Owusu, Swanson, Tosh

**GUESTS:** Adanu, Bannister, Bartle, Berg, Bolyai, Boucher, Bowrin, Broome, Cannon, Cauthen, Choi, Corso, Davis, DeLoatch, Felson, Galetz, Ginsberg, Goldstein, Gramoccioli, Griffin, Gritsch, Hertzog, S. Hill, Jackson, Jian, Jones, Kalaramadam, Kromidas, Laud, Liautaud, Lincoln, Lockhart, McLaughlin-Vignier, Miles, Mongillo, Nassiripour, Ortiz, Owusu-Ansah, Rabbitt, Refsland, Ricupero, Rosenberg, Ross, Scardena, Sharma, Spero, Stanfield, Tiernan, Tutela, Weiland, Mar. Williams, Zeleke, Zeman

**PRELIMINARIES:** Chairperson Natrajan called the online meeting to order at 12:31pm. Jurado and Marshall moved acceptance of the Agenda. Andreopoulos noted that several members of her department were having trouble gaining access to the Senate meetings. Natrajan said that everyone is invited to the meetings and that the Teams link is included in the announcement and in the Senate Packets. Andreopoulos said that if any of them still have problems, she will refer them to Natrajan. Hearing no other comments, the Agenda was adopted. D. Hill and Crick moved acceptance of the Minutes of the November 10<sup>th</sup> meeting, which were approved unanimously.

**PROCEDURAL NOTE:** All senator's microphones should be muted. When one wishes to speak s/he should type SPEAK in the Chat box. Duffy and Ricupero will keep track of those desiring to speak and the Secretary will recognize each in order. When recognized, the speaker will then unmute the microphone. Only the Chair's screen will be visible. The session will be recorded, but only the Secretary will have access to the recording.

**GRADUATE PROGRAMS COUNCIL: PROGRAM CHANGE: BSN TO DNP:** Choi and Jurado moved acceptance of the Council's resolution. The program change was approved unanimously. Jurado thanked the Senate and said this will be great for WPU.

**GRADUATE PROGRAMS COUNCIL: PROGRAM CHANGE: MAT IN SECONDARY EDUCATION: SUBJECT FIELD K-12:** Choi and Brillante move acceptance of the Council's resolution. It was approved unanimously.

**ASSESSMENT COUNCIL:** Berg and Tutela presented a PowerPoint [[archived in the Packet of this meeting](#)] showing the results of a survey the Council conducted in Spring 2020, in cooperation with S. Hill, Powers and Bartle. There was a 27% response rate.

64% of the faculty felt they were able their move to online instruction was seamless with minimal challenges. 73% of the faculty felt competent in developing online assessment tools.

54% felt the resources provided for conducting online assessment were useful; 35% of the respondents did not use those resources.

Berg reported that the Survey asked two questions:

- #1. What were the problems you encountered in formulating formative and summative online assessments? Slightly more than half of the respondents answered this question. 10% thought everything was fine. 5% said there were issues of academic integrity. 6% said there were issues of student engagement, either due to lack of student preparedness or inadequate technology.
- #2. What would you like to learn to increase your knowledge and skills pertaining to online assessments? Slightly less than half the respondents answered this question. 10% wanted help with Zoom and BlackBoard Collaborate. 5% wanted help with online testing.

Tutela reported several conclusions the Council reached based on the Survey results.

1. Create videos for students to be more successful online, including online etiquette.
2. Create common language around assessment university-wide.
3. The Office of Institutional Effectiveness should continue to offer training on developing formative and summative assessments to measure SLOs.
4. Create a landing page for such assessment issue that can lead faculty to the specific information they need
5. IRT should continue to offer technology-focused workshops, training modules, the HELP Desk, and one-on-one consultations.
6. The Center for Teaching Excellence has resources for faculty dealing with these issues.
7. The Cheng Library offers in person and online assistance for using its various resources.
8. The Office of Institutional Effectiveness has tips for assessing SLOs.
9. Hyperlinks to many of these resources are included in this PP.

Snyder wondered if the results would be different if the Survey were conducted after a full semester of online work. The Council will consider doing it again. Martus highlighted the special problems Adjunct Faculty have in dealing with these issues (e.g., time factors, multiple institutions with differing technology and procedures, etc.). He urged that the links be sent to all the adjuncts. Tutela said that the Council will be working on improving messaging on these issues at the University.

**GRADUATE POLICY COUNCIL:** Council chair Dimond briefly reviewed [a document the Council presented to the Senate in Fall 2019: Graduate Education: Future Directions and Policy Creating: A Collective and Shared Vision Regarding the Role of Graduate Education at William Paterson University \[Archived in the Packet of this meeting\]](#). In brief, it provided a blueprint for the development of a coordinated and cohesive vision, strategy and implementation plan where graduate programs build on undergraduate strengths, developing collaborations across disciplines and colleges, that culminate in enhanced quality, reputation and marketability of new programs, certificates, institutes and centers that we believe will bring additional revenue streams and support enrollment retention, program sustainability and institutional viability.

Diamond (prompted by the Executive Committee) moved (seconded by Snyder): Due to ongoing undergraduate enrollment challenges, growing graduate competition, and potential opportunities for building new revenue streams, *the Graduate Policy Council proposes the*

*creation of a Graduate Studies Development and Advisory Ad Hoc Committee.* It will develop and evaluate the feasibility and benefits of various models, programs, certificates, institutes, and center that can be established at William Paterson University as part of an integrated, cohesive, and shared vision for undergraduate-graduate studies growth. This vision would complement and build on our undergraduate programs, promote both undergraduate and graduate program growth, and enhance the quality, reputation, and marketability of our programs, while providing additional revenue streams that support student success, program sustainability and institutional viability. Finally, in an environment of right-sizing and cost cutting, we need to take proactive steps in order to achieve strategic growth and stability.

Natrajan, Crick, Martus, Verdicchio and Kaur strongly supported the creation of this Ad Hoc Committee. Martus pointed out the need for a timeline and Kaur said we need a dedicated center for graduate studies to manage graduate programs across the University, Powers welcomed the ideas and noted that Lincoln is the administrator in charge of providing support for programs at any level. (Diamond pointed out that Lincoln is on the Council.) Martus and Diamond moved to amend the motion to direct the Ad Hoc Committee to present its finding in the Spring, if possible, but to continue its work until the Fall, if necessary. The amendment and the amended motion were then approved unanimously.

**ACADEMIC STANDARDS COUNCIL: UPDATING THE ACADEMIC INTEGRITY POLICY:** Kearney and Kaur move acceptance of the Council's revisions to the Academic Integrity Policy.

Crick asked why the changes were proposed. Kearney said that the main issue with the existing policy is relatively silent and not detailed with the adjudication process, specifically the rights and responsibilities of both the student and the faculty member and others as an appeal process might go forward. Most of these situations are resolved at the first stage with an interaction between the student and the faculty member. When the issue is not resolved there, then the appeals process begins, and here is where most of the revisions are to be found.

Verdicchio applauded the thought that went into this revision, but suggested that the Senate accept the document now but revisit it during a Spring 2021 meeting where it can be discussed in greater depth. Davis suggested that the document be shared with the department chair, departments, and others who would be involved in implementing it, so their feedback can also be shared. After brief discussion about how to do what Ron suggested, Simon recommended that the original motion be withdrawn and that the Executive Committee assure that the document be place on the Senate Agenda early in the Spring. Kearney and Kaur then withdrew their motion.

Natrajan thanked all the councils for the work they've done this year and looks forward to next year.

### **CHAIR'S REPORT:**

**Murli: Please add your Chair's Report and your slides**

## **DISCUSSION ON SENATE REPRESENTATION:**

**Murli: Please put your introductory comment and How to Make a Faculty Senate Effective slide in here – and the slides on the three readings.**

Natrajan then opened the floor for further discussion on Senate representation.

Lockhart asked if Natrajan was suggesting (and what Baron and Helldobler are working on) means that our faculty and staff must reflect the students on campus. Natrajan said the campus is serious about diversity, but we need to give it legs. We need to have a wide-ranging discussion on what diversity means.

D. Hill noted the need to communicate and collaborate more with the people we would represent. Natrajan, while assuming good will by all, sees the need for mechanisms to ensure that those who sit and speak and cast votes in the Senate have actually done the job of earning the title of a delegate – someone who has the authority to vote and speak on behalf of others, whoever be the constituency.

Williams is in favor of our being more delegates rather than trustees. As an at-large representative, she thinks that it's not clear whom she represents. We need some way to clarify this. She also thinks there are a lot of at-large representatives.

Alford recommended a faculty-staff institute each semester or each year to focus us around one common vision. Many newer members are not used to this process.

Fuentes stated the question: Does representation matter? The answer is yes, and he sees it in terms of schools and teaching and learning. He quoted WEB DuBois on being black and an American, twoness without being cursed by his fellows. Why can't we still reconcile this issue? Where you come from helps determine how you view others. He further quotes Richard Wright on realizing that he needs to have "two hims" to protect himself against the reality of what happened at the site of a lynching. How long will it take us to reconcile these issues which our fellow Americans have been asking for well over one hundred years? Representation matters because we require a diversity of experience. It matters because we must relate to the kids that we teach.

Kaur thinks that it's time to make radical and not just incremental changes. We need to take time to deliberate on this and not rush through this. This is not just a question for the Senate alone. It is a University-wide question that should include all constituencies, most importantly the students. We need to find a way to allow those who don't speak up as much as others to be heard.

Wallace noted the connection between the discussion on representation and curriculum development. Resizing and restructuring the University are also involve in these discussions.

Marshall said that while having these critical conversations we must be kind and listen to the voices who don't agree with what you want to say. We must promote collegiality even when we disagree.

Martus moved (Williams seconded) that the Governance Council hold forums to get more information from more groups to expand the dialogue. The motion was approved.

During the voting, Natrajan posed an ethical question: Should the rich countries get all the COVID vaccines or should they be distributed equally among the 190 nations of the world?

**ADJOURNMENT:** Upon Hill's motion, the Senate adjourned at 1;55PM.

The next meeting of the Faculty Senate will be held on Tuesday, January 26<sup>th</sup> at 12:30pm.

**It will be an ONLINE meeting.**

**Please "check in" as early as possible (ideally, before 12:30 so the secretaries can confirm attendance).**

Respectfully Submitted: Bill Duffy, Secretary