

1 WILLIAM PATERSON UNIVERSITY – FACULTY SENATE MINUTES – February 26, 2008

2 FACULTY SENATE WEB PAGE – <http://www.wpunj.edu/senate> -- E-mail discussion: [facultySenate@list.wpunj.edu](mailto:facultySenate@list.wpunj.edu)

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4 **PRESENT:** Andreopoulos, Becker, Bliss, Bhat, Cho, Duffy, Ekeocha, Finnegan, Godar, Kaplan, Kashyap, Kaufman, Kim, Korgen, Levitan, Lindsey  
5 (for Mbogoni), Liu B., Liu, T., Lorenz, Martus, Mulrine, Natrajan, Overdorf (for Ferris), Pavese, Peterson, Phadia (for Antoniou), Pinkston, Potacco,  
6 Rehberg (for Diaz), Rivela, Scott (for Martinez), Singh, Speer, Steinhart, Stropfel, Tardi, Tesfaye, Van Boerum, Verdicchio, Wagner, Wahrman,  
7 Weil, Weisberg, Xu, Yildiz (for Lawrence)

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9 **ABSENT:** Grodner

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11 **GUESTS:** Basu, Betts, Bolyai, Ciliberti, Daniel-Robinson, De Young, Deller, Diehl, Feola, Gardner, Gritsch, Hahn, Jemmott, Makarec, Marcone,  
12 Martone, Miller, Mir, O'Donnell, Rabbitt, Scala, Schuhmann, Seal, Slaymaker, Theus, Torsney, Williams, Zeff, Zeman

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14 **PRELIMINARIES:** Chairperson Godar called the meeting to order at 12:36 PM. Duffy and Rivela moved and seconded  
15 approval of the proposed agenda. Wagner asked for the inclusion of a library update by Ciliberti as item F with the  
16 discussion of the Lipman Hearne report to follow. The amended agenda was unanimously approved. Duffy and Martus  
17 moved and seconded approval of the minutes of the February 12, 2008 Senate meeting. Levitan asked that line 22 be  
18 revised to say that inclusion of adjuncts in the GE Committee discussion groups is in the process of being implemented.  
19 Andreopoulos asked that line 89 be revised to change the phrase “improvements in these areas will improve everyone’s  
20 experience at the university.” to “...will *enhance* everyone’s *success* at the university.” With these adjustments the  
21 minutes were unanimously approved.

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23 **CHAIR’S REPORT:** Godar reviewed a list of events: Forecast for Education through 2025, March 4, 2-3:30 PM in the  
24 Martini Room; Council Chairs’ Luncheon, March 6; Rivela Day, March 7, 2:30 PM in Ballroom C; and GE Forum,  
25 March 13, 12:30-2 PM, Valley Road. Wahrman announced and distributed a flyer for a symposium: “Beyond Guilt: The  
26 role of retribution and reconciliation after genocide” to be held on April 1, 2008 from 7-9 PM in the Cheng Library  
27 Auditorium. Godar announced that the draft Academic Plan will be on the agenda at the March 11 Senate meeting and  
28 that the document is available on WPCconnect. Godar announced that there were six volunteers to serve on the ad hoc  
29 committee to write the report on the administrator evaluations. She said that the volunteers are Joanne Cho, Ginny  
30 Overdorf, Kate Makarec, Kathleen Torsney, Philip Shum, and Melda Yildiz and asked for a motion to approve. Tardi and  
31 Levitan moved and seconded approval and this passed unanimously. Godar reported that at its recent meeting with the  
32 President and Provost, the Executive Committee brought up the fact that the undergraduate university catalog available  
33 via the university web page is from 2003-2005 and badly needs updating. She said that the administration assures us that  
34 this will be done. Godar encouraged everyone to maintain current information on their department pages. Levitan  
35 complained that students see one set of facts in the 2003-2005 catalog online and another set of facts when they go to the  
36 departments for information, and that this causes a lot of problems. Godar invited the Senate liaisons to the Board of  
37 Trustees committees to report. Makarec reported on the recent meeting of the Student Affairs and Minority Affairs  
38 Committees. Ferris supplied a report derived from the minutes of the Minority Affairs Committee meeting of February  
39 15, 2008 at which Jonathan McCoy provided information about student scholarships. Makarec said that Admissions  
40 continues their efforts to attract a high achieving pool of diverse students, where diversity includes socio-economic as  
41 well as minority status. Overdorf reported on the February 15, 2008 meeting of the Education Policy Committee. She said  
42 that Provost Weil reported that we received an earmark of \$205,000 for the establishment of a Center for Critical  
43 Languages, a grant for \$200,000 from the Muna and Basem Hishmesh Foundation to provide music instruction in  
44 Paterson City Schools, and a grant of about \$61,000 for ESL training for nursing students who are English language  
45 minorities. Overdorf said that there was concern from a Board member that we appear to be expanding degree programs  
46 rather than strengthening existing programs. Overdorf said that the committee agreed to recommend Board approval of  
47 reinstating education majors, the new BA in Earth Science, the BS in Applied Health, the new MS in Exercise and  
48 Sports Studies and the new Executive Masters in Sales Leadership. Raza Mir reported on the recent meeting of the  
49 Finance and Audit Committee. He said that the KPMG audit went smoothly and that the committee heard bid waiver  
50 requests along with a request for approval of differential tuition for the new Executive Masters in Sales Leadership  
51 program. Mir reported that the committee approved financing of \$85 million at 4.6% interest for the science building  
52 renovation project. Duffy reported on the activities of the Institutional Advancement Committee, which he says continues  
53 to seek support from the Foundation and other sources. He said that planning for this year’s Legacy Dinner is underway  
54 and to be sure to make your reservation for this event promptly.

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56 **VICE CHAIR’S REPORT:** Finnegan said that the Advisement and Registration Council has a vacancy from the College  
57 of Arts and Communication and that the Academic Standards Council has a vacancy from the College of Education. He  
58 asked the senators from these colleges to ask for volunteers to serve and to contact him with nominations. Finnegan

59 announced that the Executive Committee and chairs of Councils and Committees will have a luncheon meeting on March  
60 6 in University Commons room 202.

61 **ACADEMIC STANDARDS COUNCIL:** On behalf of the Academic Standards Council, Raza Mir presented a draft  
62 Academic Integrity Policy for Senate discussion. He said that the Council has worked for about a year on this document  
63 with input from the administration and deans. He invited comments and feedback, saying that not all suggestions received  
64 thus far could be accommodated. Mir said that there have been discussions of having an Honor Court, discussions on  
65 classification of academic integrity violations, and research into the cheating behavior of students. He said that he  
66 believed the draft document is an acceptable balance of many considerations. Liu asked about the six violations listed on  
67 page four and asked if there was talk of linking particular violations with particular penalties. Mir said that, yes, this had  
68 been considered but that in not making these links it was thought that faculty have more latitude in assigning penalties.  
69 Godar asked if there was the possibility of having a “three strikes, you’re out” policy for repeat offenders. Mir invited the  
70 Senate to propose amendments as they deem appropriate. Duffy asked if students had been included in the discussion. Mir  
71 said that a few students attended meetings. Finnegan asked about appeals and whether students would be involved on  
72 committees hearing cases. Bliss said that she knows of a school that has a student honor board that delivers harsh penalties  
73 for violations, and she voiced mixed opinion about having a student board. Levitan suggested the option of removing a  
74 student from a major program as a penalty. Becker asked whether a University attorney has reviewed this draft, as  
75 students have hired attorneys and sued over such matters. Mir said that attorney review is the next step after Senate  
76 review. Natrajan asked for a clarification of the description of plagiarism as being “intentional or unintentional”. Mir said  
77 that the policy places responsibility on the student to know what plagiarism is. Tardi said that the document forms an  
78 excellent framework, but voiced concerns that inexperienced faculty might have difficulty in applying it. She also urged  
79 caution in allowing too much access by faculty to student records. Mir said that policing academic integrity is a challenge  
80 even with the best policy and agreed that faculty education is crucial. Godar said that it is important for faculty to report  
81 all incidents in order to build a case in the event of repeat offenses. Basu said that the determination of provability of cases  
82 might be outside both the scope of this policy and the abilities of faculty. Duffy said that strong statements warning  
83 against plagiarism should be in all class syllabi and that some students persist in the notion that information available  
84 online is permissible to use without attribution. Kaplan said that the document is a fine start and warned not to include  
85 motivation or intent, but rather focus on the amount and frequency of violations when establishing penalties. Mir said that  
86 a student-friendly adjunct document could be made that includes specific examples of inappropriate use of online  
87 materials. Davis voiced concern over faculty having too much access to student violation records and the potential for  
88 unfairly suspecting students. Bliss said that having access to this information would be useful in order to see a progression  
89 or pattern of violations. Martus said that faculty have the ability to fail students’ assignments or in the course, and that  
90 having information about past violations would help in making such decisions. De Young said that, at present, only Deans  
91 can see the records and that perhaps Chairs should have access, but not all faculty. Duffy said that this has been a long-  
92 running debate and that there was a case where a student received a graduate degree despite repeat plagiarism violations  
93 because there was no way to track repeat violations. Pavese said the responsibility lies with the faculty member to assign a  
94 penalty and that the administration should not intervene except to recognize repeat violations. Tardi said that we should  
95 look at a student’s work and base grades on that. Liu asked for the legal perspective on what should be done if an  
96 anecdotal report of a violation or repeat violations is obtained. Finnegan said that the record of violations has been held by  
97 the Dean of Students but that the Provost’s Office now asks to be the repository. Mir said that as long as it is being  
98 maintained, the location of the database is not of primary importance. He said that there are only four or five violations  
99 reported per year. Mir said that it appears that the majority of faculty desire to be able to access the violation history of  
100 students. Martone said that the Provost at an earlier time decided this policy. Godar spoke of situations where a grade was  
101 posted but the faculty was unavailable to hear a student appeal. Slaymaker suggested including provisions to address this  
102 situation and that it is faculty’s responsibility to notify students about such time constraints. Pavese said that he would feel  
103 more comfortable approving something after it has had attorney review. Mir said that the draft policy could return for  
104 more discussion. Duffy said that appeal deadlines should be realistic and humane toward students. Mir agreed that this  
105 policy should help students to feel protected. Potacco said that there should be contingency plans for students unable to  
106 communicate with faculty. Godar suggested that the draft policy be returned to the Academic Standards Council for  
107 further revision and this was unanimously approved.

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109 **GOVERNANCE COUNCIL – BUDGET AND PLANNING COUNCIL RESOLUTION:** On behalf of the Budget  
110 and Planning Committee and Governance Council, Duffy placed a resolution calling for the establishment of a University  
111 Budget and Planning Council and the appropriate Bylaws amendment into consideration by the Senate for a vote at the  
112 next meeting.

114 **LIBRARY REPORT – ANNE CILIBERTI:** Director Ciliberti distributed a summary of the information about the  
115 library. She said that reference service is available by various alternate methods and this was useful during the Online  
116 Winter Session when email, IM, and telephone reference was available. She said that the Cheng Library Extra online  
117 newsletter is available via the Library web page and also as an RSS feed. Ciliberti reported recent collaboration with the  
118 Department of Communication Disorders to digitize and make available online their students' masters theses. Ciliberti  
119 reviewed budget issues, status of the New Jersey Knowledge Initiative (NJKI) databases and the recent serials  
120 cancellation project in which 108 little used journals were cancelled at a savings of about \$75,000. She said that, wherever  
121 possible, access to these journals was shifted to an online source. Ciliberti said that the New York Times has made a  
122 searchable archive of their articles and editorials from 1851 to 1922 available at no charge. She said that Urban Studies,  
123 Public Administration and Educational Administration Abstracts are available online through the Library web page.  
124 Ciliberti reminded the Senate that the Library is hosting a faculty focus group and is seeking faculty for their input on  
125 revising the Library web pages. She said that the Faculty Authors' Reception is to be held April 16<sup>th</sup> at 3:30 PM. She said  
126 that the next used book sale is being planned for spring 2009 and that faculty donations are welcome and were very  
127 popular at the last sale.  
128

129 **DISCUSSION OF LIPMAN-HEARNE BRANDING REPORT:** Godar asked for discussion of the report. Finnegan  
130 said that we should continue to look for solutions to the parking problems, as students rate this as a significant problem.  
131 Finnegan said that faculty voiced concerns over the condition of university facilities and that delays in completion of the  
132 student center renovations affected everyone's perception of the university. Finnegan said that students and faculty have  
133 problems with the university's customer service and suggested creation of a 311 system for handling things better. Korgen  
134 said that in order to effectively promote ourselves it is important that the faculty are happy and behind the university's  
135 efforts. She asked the President and Provost how they intend to address the results of the university identity survey  
136 conducted by Lipman-Hearne. Provost Weil replied that the report lays down a foundation for the next phase, a major  
137 marketing campaign with both external and internal components. He said it will not happen all at once and that the first  
138 step is the internal campaign to establish the identity and message that we wish to put forward. Godar said that you can  
139 market a product but that you also have to address deficiencies in the product. Weil said that you must begin by listing the  
140 positive attributes. President Speert said that some issues are being addressed and that Vice President Martone is working  
141 to improve customer service areas and that Vice President Bolyai is addressing issues in areas he controls. He said that it  
142 is crucial that we focus now on what we do well and agree on a branding approach that underscores what we do well.  
143 Kashyap pointed out that the report said we are in an undifferentiated market where no main group of customers stands  
144 out and that in large part our customers are unaware of anything particular about us. He said that the report's  
145 recommendations are inadequate and very generic. Speert said that the report does give us a sense of the multiple  
146 populations we need to market to and that we have hired Lipman-Hearne to work with us in the next phase. Kaufman said  
147 that her local high school guidance counselors will not recommend WPUNJ because of our pre-packaged freshman  
148 schedules. Kim said that there is not enough time to discuss this and that he made extensive notes. He asked if there has  
149 been progress to create a marketing committee. Godar said that the Executive Committee gathered nominations and  
150 forwarded them to the Provost's office. Korgen said that we need to have faculty agreement on whatever is done and that  
151 we have to address weaknesses in the institution as well as the positives.  
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153 **ADJOURNMENT:** Bliss moved to adjourn at 1:51 PM. The Faculty Senate's next meeting will be held Tuesday, March  
154 11<sup>th</sup> at 12:30 PM at Valley Road 1016-17.  
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156 Respectfully submitted: K. Wagner, Secretary  
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158 THESE MINUTES AND OTHER SENATE DOCUMENTS ARE AVAILABLE ONLINE AT <http://www.wpunj.edu/senate>  
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