

1 WILLIAM PATERSON UNIVERSITY - **FACULTY SENATE MINUTES** – November 8, 2005

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

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4 **PRESENT:** Barnes, Betances, Bhat, Bolyai, Bone, Cunningham, De Young, Diaz, Duffy, Feola, Ferris, Fuller-Stanley,  
5 Gardner (for Potacco), Godar, M. Goldstein, Gulbranson, Haines, Hahn, Heluk, Jemmott, Kalish, Kaplan, Kaufman,  
6 Kovaleski, Kim, Korgen, Leung, Levitan, Liautaud, Makarec, Martus, Mills (SGA Rep.), Mukherjee, Pavese, Plank,  
7 Pollak, Rivela, Romero (SGA Rep.), Scala, Schmidt (for Overdorf), Speert, Stroppel, K. Swanson, P. Swanson, Tardi,  
8 Tesfaye (for Davis), Thompson, Thiuri, Tirado, Tracy, Wagner, Wahrman, Weisberg, Weltman, Xu, Yildiz

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10 **ABSENT:** Rothman

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12 **GUESTS:** Boucher, Daniel-Robinson, Kresky, Ludwig, S. Miller, Peck, Perry, Sabatino, Schaeffer, Seal, M. Williams,  
13 Zeff

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15 **PRELIMINARIES:** Chairperson Duffy called the meeting to order at 12:35 PM. The proposed agenda was moved by  
16 Rivela, seconded by Martus and approved unanimously. The minutes of the October 25<sup>th</sup> meeting were moved by  
17 Godar, seconded by Goldstein and, likewise, approved unanimously.

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19 **CHAIR'S REPORT:** Duffy congratulated the College of Education, its faculty, staff and administrators for its recent  
20 reaccreditation by NCATE. M. Goldstein thanked everyone at the institution that participated in and supported these  
21 efforts. Duffy mentioned the t-shirts being worn by himself and Wagner and said that the American Library  
22 Association promotes the reading of banned books during its late-September program on this theme. He encouraged  
23 everyone to challenge censorship. Duffy welcomed Rashard Mills, chair of the Student Academic Affairs Council of  
24 SGA. Duffy reminded everyone that Ray Schwartz, chair of the Elections Council, is holding 2<sup>nd</sup> round nominations for  
25 the UPC and UFRAC committees. He said to send nominations to [senatevote@wpunj.edu](mailto:senatevote@wpunj.edu) rather than to Schwartz, as  
26 emails were inadvertently being sent to the wrong address. Duffy said that the application deadline for AFT  
27 scholarships is November 28 and that applications are available at the AFT office and the Library. Wahrman  
28 encouraged everyone to attend a Holocaust lecture by Ed Lessing, to be held on December 1 at 12:30pm in Wing  
29 101. Kim announced that a Merrill Lynch seminar will be held at Valley Road on Thursday, November 10 from 9:30 to  
30 11 AM.

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32 **VICE-CHAIR'S REPORT:** Korgen reported that there is one opening on the Advisement & Registration Council for a  
33 representative from the College of Education. She also reminded everyone that on November 11 at 12:30pm in the  
34 Hobart Manor Green Room there will be a meeting of the Senate Executive Committee with the Chairs of the  
35 Councils and Committees.

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37 **RETENTION COMMITTEE:** Duffy announced that the Department of Professional Sales had submitted a committee  
38 slate for approval, since being a new department they do not have any tenured faculty. The proposed committee:  
39 Sue Godar, Bill Matthews, Ki Hee Kim and Leonard Presby was approved unanimously.

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41 **LIBQUAL PRESENTATION:** Anne Ciliberti presented results from an Association of Research Libraries (ARL) survey  
42 conducted in 2004. Ciliberti described the survey as an assessment of library service quality through a gap analysis.  
43 She said that 'affect of service,' 'information control,' and 'library as place' were the dimensions being measured. She  
44 described the opportunity to compare our results with peer institutions and identify best practices. Ciliberti presented  
45 an on-screen summary of the survey results, noting that of about 2,600 people who received the survey, nearly 400  
46 students, faculty and staff returned results. Ciliberti described how the survey's questions were answered relative to  
47 "minimum acceptable level of service," "perceived level of service," and "desired level of service." She noted that  
48 with only a few exceptions, the Cheng Library was rated as satisfactory or higher and when compared to National  
49 and VALE-NJ averages, our Library had significantly higher scores. She said that the next steps include conducting  
50 some focus group sessions, further analysis of the text comments section, and then additional reports to the campus  
51 community and VALE colleagues. Goldstein asked whether print collections would disappear. Wagner replied that  
52 except for experimental digitization efforts, large monograph collections remain viable. Kim asked whether the use of  
53 the Library has changed over time. Ciliberti replied that the gate counts are sharply up due to the lack of other space  
54 on campus for students to gather, but that circulation of the collection is down. Barnes asked if the survey results  
55 are broken down by discipline. Bone asked whether the data could be made available to departmental library  
56 coordinators. Ciliberti said that the Library Advisory Committee will discuss how best to disseminate the data to the  
57 campus community. Martinez asked if the data was divided by resident/commuter status. Ciliberti said that this was  
58 not gathered. Thompson suggested that future surveys include a question about the use of other libraries. Ciliberti  
59 said that one question does address that topic, revealing that about 60% of respondents use the Library's resources

60 daily and about 3% do not use the Library. Thiuri asked if there are plans to add dedicated faculty research space in  
61 the Library. Ciliberti replied that this was not in current plans and that current space is already tight. Kaplan asked if  
62 there is information on student status and major, and Ciliberti replied that there is. Ciliberti asked for suggestions  
63 about future surveys or analysis. Duffy thanked Ciliberti for her presentation.  
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65 **JOINT RESOLUTION OF FACULTY SENATE EXECUTIVE COMMITTEE AND COUNCIL CHAIRS:** Duffy asked  
66 that the Senate form a Committee of the Whole for discussion. Levitan moved and Goldstein seconded this, and it  
67 was unanimously approved. Duffy said that critical thinking, discussion of new notions, differing views and being  
68 open to the possibility of persuasion by new ideas are keys to positive dialog. He said that the Executive Committee  
69 met with Donna Perry, representing the Council Chairs, and came up with the original resolution. Duffy said that  
70 after consultation with the Administration, the Committee decided that the resolution should not be addressed to the  
71 Board of Trustees and requires further discussion. The second resolution calls for establishment of an *ad hoc* task  
72 force comprised of department chairs, deans, and representatives of the administration and to be chaired by Kurt  
73 Wagner. Duffy said the purpose of this task force will be to fully discuss all issues brought up in the original  
74 resolution and make recommendations to the administration regarding changes to the Employment Process  
75 Guidelines for Recruitment of Full-Time Faculty. Weltman asked if present discussion should focus on the first or  
76 second resolution. Duffy said discussion should be on the overall topic. Tardi asked for clarification on why there are  
77 two resolutions, and Duffy reiterated that the Executive Committee had reconsidered the first resolution and decided  
78 that further discussion via a task force was needed. Tardi expressed concern that resolutions were being lost and  
79 asked if the routing chart, which showed the progress of Senate resolutions, could be reinstated. Duffy said that we  
80 will try to do this. Levitan said that not all chairs are as active players in the search process as some are. Perry said  
81 that this varies by Department and their bylaws. Weltman expressed concern that a task force comprised largely of  
82 department chairs would yield a well-rounded discussion. He suggested that departments nominate someone with a  
83 lot of search committee experience. Kaplan suggested that the discussion might have more merit if it were  
84 conducted in each college first and then come together for a more global forum. She suggested that the members of  
85 the proposed task force might come with pre-established agendas. Bone asked if the hiring of adjuncts was at issue  
86 here, and Duffy said it was not. Tardi suggested that everyone take this back to their departments for discussion.  
87 Goldstein supported this and said that departmental discussion would yield an agenda of topics for the task force to  
88 work on. Perry countered, saying that everyone has enough meetings and that the task force would work well, after  
89 each college faculty representative met with members of their college to get a set of discussion points. Goldstein said  
90 that in the interest of shared governance this should come from the department level. Levitan said that November  
91 department meetings might have already occurred and that each senator should take this discussion back to their  
92 departments now. Wahrman asked for more explanation of why the original resolution from the chairs is not being  
93 considered. Duffy said that the original resolution was directed to the Board and that this could be worked out  
94 between the faculty and the administration without Board intervention. He said that a reasonable discussion of the  
95 issue resulting in recommendations for improvements could be acted upon by the administration, who drafted the  
96 recruitment policy. Hahn said that the administration objected to this resolution going to the Board rather than the  
97 administration, who are in a position to act on the issues; that it attempted to make changes to a complex document  
98 that attempted to balance complex sets of issues; and that it is not clear that the suggested changes would have the  
99 affect intended. Hahn said that the tone of the original resolution indicated that there were feelings on both sides  
100 that they were not being respected or listened to and that changes in behavior, not necessarily policy were needed.  
101 Perry said that the Chair's Council did review the entire policy and felt that the three points they identified for change  
102 did not seem to be paramount, yet they would be an improvement. She acknowledged that good will is required  
103 along with good policy. Weltman suggested that the Executive Committee itself could serve as the task force. Duffy  
104 said that a differently constituted group would be able to better focus on the issues. Pavese remarked that we  
105 should better understand the balance of powers between the deans and chairs and asked how this was established.  
106 Goldstein said that the sticking point seems to be that the original resolution was addressed to the Board rather than  
107 to the administration and that changing this could be all that's needed. Barnes supported this. Ferris said that the  
108 proposed task force would include deans in the dialog. Kaplan said that the problems addressed here stem from  
109 failure to follow the policies. Rivela supported the original resolution with a change of address.  
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111 **ADJOURNMENT:** As time ran out, the Senate adjourned at 1:35 PM. The next meeting will be held on Tuesday,  
112 November 22<sup>nd</sup> at 12:30 PM in Raubinger 101.  
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114 Respectfully submitted: K. Wagner, Secretary