

1 WILLIAM PATERSON UNIVERSITY – FACULTY SENATE MINUTES – December 12, 2006

2 SENATE WEB PAGE: <http://www.wpunj.edu/senate> --- E-mail discussion: facultysenate@list.wpunj.edu

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4 **PRESENT:** Adeniran, Agard-Jones, Andreopoulos, Bhat, Bolyai, Cho, Davis, De Young, Deller, Diaz, Duffy, Fengya, Ferris, Finnegan, Goldstein,
5 Gulbranson, Hahn, Jemmott, Kaufman, Kim, Korgen, Levitan, Marcone, Marshall, Martinez, Matthew (for Wagner), Martus, Mbogoni, Pagano,
6 Pavese, Peterson, Pollak, Potacco, Singh, Speert, Stroppel, K. Swanson, P. Swanson, Swingle, Tardi, Tesfaye, Thompson, Thiuri, Verdicchio,
7 Wahrman, Weil, Xu, Yildiz

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9 **ABSENT:** Bliss, Boroznoff, Grodner, Kalish, Rivela, Rothman, Stroppel

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11 **GUESTS:** Anderson, Boucher, S. Goldstein, O'Connor, Rosar, Schaeffer, Snyder, Uhlein, Zeleke

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13 **PRELIMINARIES:** Korgen moved to adopt agenda, with a switch in order for items G (UG Council resolution) and
14 F(Admin response) switch. Martus seconded. The motion was accepted unanimously.
15 Pavese moved to accept minutes; Kaufman seconded. The motion was accepted unanimously.

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17 **CHAIR'S REPORT:**

- 18 • Duffy congratulated Frank Pavese who won election as adjunct representative.
- 19 • The Provost provided a brief update on the PRR report. Middle States has signed off, but in signing off has asked us to
20 submit a follow up report in Oct 2008. The Provost has spoken with a member of Middle States who stated that Middle
21 States is erring on the side of caution and a number of campuses have gotten similar letters. The administration will be
22 speaking with college Deans and the Assessment committee in order to get assessment moving at WPU.
- 23 • On November 17th, the Board of Trustees met to address a number of issues. Duffy attended the Institutional
24 Advancement Committee's meeting, and reported that this year for the first time students did the phonathon (rather than
25 professional telemarketers). V.P. Deller reported that as a result of the student-led phonathon dew donors were increased
26 by 501 new donors, and \$173,000 was raised. More donors are still needed, so Deller encouraged faculty to seek out
27 donors. She noted that donations can be earmarked for specified purposes. Duffy also observed that faculty can attend
28 the university's Legacy dinner on Saturday, April 14, 2007.
- 29 • Donna Potacco announced a workshop on December 13, 2006 on Appreciative Inquiry.
- 30 • At the request of Fr. Lou Scurti and Gina Guerrieri, Duffy circulated a petition to support the crisis in Darfur. (Duffy
31 noted that Senate does not typically get involved in political situations.)
- 32 • Board of Trustees Minority Committee report: Pixy Ferris, Faculty Senate representation to the committee, reported that
33 the Board of Trustees Minority Committee had met on November 17, 2006. The meeting was devoted to discussion of
34 minority student recruitment and retention issues. Provost Weil provided information CUNY's Black Male Initiative, and
35 on the various programs at WPU currently existing to support minority student retention, some examples of which include
36 the Education Enrichment Center, the Sponsored Student Program, The Early Alert Program, and the planned Black and
37 Latino Academic Success Team, among others. The Provost also noted that assessment of the effectiveness of these
38 programs is needed, and is being put in place. WPU monitors specific student cohorts (e.g., at risk populations and special
39 populations). Data indicate that one-year retention rates are hopeful; however, graduation rates are of greater concern.
40 WPU's overall retention and graduation rates compare favorably to our sector of institutions in the Consortium on Student
41 Retention Data Exchange (CSRDE). Dr. Zeff noted that our most recent overall one-year retention rate is 76.7% and our
42 overall six-year graduation rate for the fall 2000 cohort is 51.4%, crossing 50% for the first time and up from 47.9% from
43 the fall 1999 cohort. At WPU, it appears that significant attrition occurs between the second and third years and we need
44 to better understand the basis for this. The Committee discussed possible reasons for student attrition, and ways to
45 potentially decrease attrition and increase retention.
- 46 Also distributed at the meeting was a report on Student/Employee Gender and Ethnicity from Jane Zeff and IR&A, which
47 provided data from fall 2000 to fall 2006.
- 48 • Barbara Liput, the Senate Secretary, is retiring at the end of this year. Duffy read out the Executive Committee
49 Secretary Emerita resolution honoring Barbara for her 22 years of service. The resolution was approved unanimously
50 (with applause) and the title of Senate Secretary Emerita was awarded to Barbara Liput on December 12, 2006.
- 51 • Boucher reported that the Outside Activity Report form is due on Friday, December 15, 2006, as is the
52 Acknowledgement receipt. Boucher also provided clarification about honoraria she has received from the Ethics
53 Commission, which says that although honoraria are prohibited, faculty may receive a fee for services. For example,
54 faculty may receive a fee for book reviewing (but are prohibited from using that book in class unless the final decision on
55 adoption of that text is made by someone other than the reviewer.) Boucher also noted a Speaker Exception.
56 Reimbursements for conference travel may be accepted by an interested party or vendor, but are limited to \$500. Boucher
57 stated that she has reviewed and approved all Outside Employment Applications. Swanson asked what happens if a

58 faculty member refuses to sign the Acknowledgement receipt. Boucher stated that that she did not know; that hadn't been
59 decided yet. WPU will be audited in March by the Ethics Commission. Bill thanked Allison for all she is doing.
60 • Duffy introduced Colleen O'Connor, new director of UG admissions.

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62 **VICE-CHAIR'S REPORT:** In Weisberg's absence (due to illness) Duffy reported that the GE Committee will be
63 replacing Burt Weltman with Bob Wolk for the Spring, when Weltman is on Sabbatical.

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65 **SECRETARY'S REPORT:** In Wagner's absence (due to jury duty) Duffy (super-chair and wearer of many hats!) asked
66 Tardi about progress of the Ad Hoc Committee on Evaluating the Administrators. Tardi, as a member of that committee,
67 reported that they had met and were making progress.

68
69 **UNDERGRADUATE COUNCIL RESOLUTION ON MATH PROGRAM CHANGES (BA in Math, BS in Math,
70 Minor in Statistics.):** Peck presented the resolution as approved by UG Council. She spoke briefly in support, and turned
71 the floor over to Math department chair Zeleke. Zeleke described how the proposed program changes the existing pure
72 and applied math programs. The new programs reposition departmental offerings with a BS for better prepared students,
73 a revised BA program, compliant with NCATE requirements, for future teachers, and a revised statistics program to better
74 serve math and non-math majors. Bhat asked about reason for keeping the BA since there's a new BS. Zeleke responded
75 that this is in line with national trends. In response to Kim's question on the number of majors, Zeleke replied 203.
76 Wahrman asked the reason for narrowing down the science requirement to Physics alone, and if they were doing away
77 with the general math track. Zeleke replied that Physics is best suited for immediate application for math students, and
78 they were eliminating the general math track. Wahrman also asked how many students were expected. Zeleke replied that
79 they hadn't projected exactly how many students were expected, but they projected that 2/3 would be in the B.A. program
80 and 1/3 in the B.S. Kaufman pointed out that MATH200 and CS260 have a huge overlap, and questioned how this would
81 be addressed for people taking a minor in one and a major in other. Zeleke noted out that they can fill up both classes.
82 Martus observed that Physics is a science class that incorporates calculus, which is an integral part of it (pun noted). The
83 resolution was approved unanimously.

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85 **ADMINISTRATION RESPONSE REGARDING ADJUNCT FACULTY REPRESENTATION:** Duffy began
86 discussing, noting that the Senate Executive Committee had met with the administration to discuss their response.
87 Pavese then stated that he had some additional issues to those brought up in his response, mainly the issue of voting as a
88 representational vote. Pavese stated that there are models for representative voting that work, as in British Parliament, and
89 that no representative voting can ever be truly representative. He feels that the representative adjunct vote assures stability
90 of the department. Regarding adjuncts not being around long term, Pavese noted that many adjuncts have been here for
91 many years. Regarding curriculum, Pavese stated that adjuncts do participate, gave example of music where an adjunct
92 made a noted contribution to the jazz curriculum. Pavese said that he feels that the Handbook, that gives adjuncts a voice,
93 is not working.

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95 Levitan asked about the procedure for changing policy on campus. Duffy replied that Senate proposes changes and it
96 goes to the administration. Tardi asked where we go from here?

97
98 Speert clarified that the administration did not get involved in the ongoing Senate conversation on the adjunct voting issue
99 because they didn't know where we were going with it. Speert lauded Senate efforts want the dialog to continue. He
100 noted that the issues are seminal issues, with the question being "who makes the decisions?" Speert stated that the existing
101 resolution is much too broad. Policy 31 has some important concepts in place on personnel. Speert said that personnel and
102 curriculum remain the crux of the issue, and the role of permanent members of the community should not be weakened.

103
104 Weil noted that the language of Policy 31 addresses adjuncts having a voice in department policies and procedures. In
105 response to Pavese's example of the music adjunct, Weil noted that curricular initiatives may have been made by the
106 adjunct, but decisions were then made by full-time faculty. Weil stated that traditionally, academic decisions are the
107 purview of full time faculty. Finnegan said that Pavese, an adjunct, is a voting member of Faculty Senate. Speert
108 responded that the primary body of the institution is the department. Finnegan asked whether a dept can change its
109 curriculum without the Senate's approval. Speert responded that faculty can teach what they want in class without Senate
110 approval. He brought up the example of the Ethics Commission and said that it weakens the status of tenured faculty if we
111 don't acknowledge faculty's role in curriculum, and nothing should weaken the role of faculty. Speert said that something
112 should be done to acknowledge the role of adjuncts, but not in a manner that weakens the role of tenured faculty. Tardi

113 respectfully disagreed that an adjunct vote weakens tenured faculty. She noted that in many departments adjuncts built the
114 curriculum.

115
116 Pavese was disappointed that the emphasis was shifted to that of a vote. His initial goal was to give adjuncts a voice in
117 departments. Duffy quoted from [Policy 31 \(Voting in Departments\)](#). Levitan supported the involvement of adjuncts. Ferris
118 noted that adjuncts should be encouraged to participate and not getting a vote should not take away from Pavese's original
119 motivation. Pavese noted that Policy 31 is not working and his resolution is trying to get adjuncts to be able to participate.
120 Verdicchio noted that Policy 31 gives adjuncts a voice, and the responsibility for reaching out to adjuncts is the
121 departments. Martinez noted that her department has over 50 adjuncts who are invited to meetings and do not attend.
122 Thiuri asked what the practice was at other state institutions. Tardi noted that WPU is ahead of the others in respecting
123 adjuncts. Ginsberg said that Pavese's resolution is highlighting the adjunct issue, and the conversation we are having now
124 is replaying the discussion Senate has been having for 4 meetings.

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126 Duffy noted that the issue should be put to bed today. Korgen requested that we address Pavese's request to reconsider the
127 resolution and vote on it. Tardi requested that the administration clarify their position. Speert stated that their written
128 response clearly articulated their position. Diaz asked whether the administration meant no adjunct voting at all or no
129 voting only on curriculum. Weil noted that "voting on curriculum" needs to be clarified. Davis noted that this issue is
130 highly divisive – both at Senate and in her department. If personnel and curriculum are taken off the table, what is left to
131 vote on? What are adjuncts then being invited to participate in? Pavese said that voting is already parceled out as not all
132 faculty can vote now, so the question is what is possible for adjuncts in terms of voting and participation. Thiuri said that
133 he was worried that we aren't addressing the real issue: that we are ignoring the "shepherds" of our student flock. The
134 real issue is the involvement of the adjuncts in the structure and implementation of the curriculum. Is voting equivalent to
135 participation? Kim suggested a simple solution: that Senate revises Policy 31. Duffy responded that Senate can
136 recommend revisions. Martus worried about tenure in terms of adjuncts. He said that the resolution may have been passed
137 because individual departments said yes, with the understanding that they would not themselves let adjuncts vote.

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139 With time running out on the 6th Senate discussion of this issue, Duffy said that the Executive Committee will work with
140 administration on the issue.

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142 **ADJOURNMENT:** The meeting was adjourned at 1:47 PM. The next meeting will be held at 12:30 PM, Tuesday,
143 January 23, 2007 in Raubinger 101.

144 Respectfully submitted: S. Ferris (substitute Secretary)