

4 **PRESENT:** Andreopoulos, Aktan, Barrow, Bernstein, Bhat, Chung, Boroznoff, Cruz Paul, D'Haem, Diamond,  
5 Dinan, Duffy, Ellis, Falk-Romaine, Ferris, Finnegan, Gardner, Gazzillo Diaz, Godar, Healy, Kearney, Kelly,  
6 Kim, Levitan, McNeal, Ndjatou, Nyamwange, Parras, Pavese, Perez, Quicke, Rosar, Scala, Schwartz, Sheffield,  
7 Snyder, Steinhart, Swanson, Tardi, Verdicchio, Wagner, Walsh, Watson, Weil, Weisberg, Wicke, Wong

8 **ABSENT:** Lindsey, Perez

9 **GUESTS:** Basu, Bolyai, Burns, Chabayta, Daniel-Robinson, Davis, DeDeo, DeYoung, Felson, Fengya,  
10 Ferguson, Friend, Goldstein, Hahn, Jemmott, Malu, Martus, Nauta, Olaye, Rabbitt, Resland, Rosengart, Seal,  
11 Tiernan, Trelisky, Williams, Zeff

12 The Senate was called to order at 1:35 PM.

### 13 **I. ADOPTION OF THE AGENDA**

14 **Adoption of the agenda was moved by Pavese, seconded by Falk Romaine and adopted.**

### 15 **II. APPROVAL OF MINUTES**

16 **The Draft Minutes of the March 13<sup>th</sup> meeting were moved to be accepted by Snyder seconded by Godar**  
17 **and approved.**

### 18 **III. ANNOUNCEMENTS**

19 Scala announces that it was the last day of Women's History Month and tomorrow is a special event  
20 scheduled to discuss careers in Women's and Genders Studies.

21 Scala announced that The Red Dress Dinner would be held on Wednesday, March 28<sup>th</sup> 2012 at 5 PM in the  
22 University Commons. This dinner recognizes women in our community who are outstanding citizens.  
23 Proceeds from The Red Dress Dinner will be donated to The American Heart Association.

24 On March 29<sup>th</sup> there will be a lecture, "Getting Involved: How Service Providers & Individuals Can Address  
25 Sex Trafficking in NYC" at the Cheng Library Auditorium at 12:30 PM.

26 Quicke announced that Radiolab won the 2012 Bravery In Radio Award presented by  
27 WPSC 88.7 FM.

28 Tardi motioned a point of information and asked to discuss when it would be appropriate to discuss having a  
29 closed session for the discussion of the Administrative Evaluations.

30 Parras said not at this time.

31 Tardi asked when it would be.

32 Parras said between Items 6 and 7.

33 Tardi noted that she wanted it called before the Administrative Evaluations were discussed.

34 Parras said that it is not the time to do so.

35 Verdicchio called attention to the recent articles in both the Star Ledger and the Bergen Record that discussed  
36 Christie's plan for the Rowan / Rutgers Camden merger and the resistance Christie is facing from the North

37 Jersey legislators who want a “fair share” of State resources to be spent on capital improvement on Northern  
38 Universities.

39 **IV. CHAIR’S REPORT:**

40 Parras announced the March 14<sup>th</sup> Appointment of Joel Thierstein as the Dean of the College of the Arts and  
41 Communication. Parras then asked Weil to speak more about Thierstein.

42 Weil announced that a detailed written announcement was put out to the community about Thierstein’s  
43 background. He went on to say that Thierstein is coming to WPU from a position as an Advisor to the United  
44 States Department of Education and before that he served as Associate Provost at Rice University. Thierstein  
45 will be joining us no later than July 1<sup>st</sup>.

46 Parras congratulated the Search Committee.

47 Parras announced the March 19<sup>th</sup> Board of Trustees approval of the Strategic Plan and congratulated the  
48 Strategic Plan Committee.

49 Parras announced that the Commencement Speaker would be Maria Otero who was sworn in as “Under  
50 Secretary for Civilian Security, Democracy, and Human Rights, U.S. Department of State.” He congratulated  
51 the Commencement Committee and noted that Senator Aktan as well as Student Representative Harry Watson  
52 were on this Committee.

53 Parras announced that Thursday is the Council Luncheon and as of yet less than a dozen people are confirmed  
54 so please RSVP.

55 The Senate Appreciation Luncheon is on April 10<sup>th</sup> so please RSVP for this as well.

56 An email has been sent out calling for nominees for Board of Trustees Liaisons. No nominees have been  
57 forthcoming yet, so it is likely the deadline will be extended.

58 Duffy asked if the current Liaisons were willing to extend.

59 Parras said that he did not know but he might ask.

60 Tardi asked why there was a difference between the liaison deadline for nominees and the Senate nominee  
61 deadlines.

62 Parras said that he was just following up the policy set up but that it would make sense if the Election Council  
63 took care of it but this is not the way the policy is set up.

64 **V. VICE-CHAIR’S REPORT:**

65 Falk Romaine noted that in addition to the announcement about the Council Chairs’ Luncheon,  
66 announcements would go out about all open council seats this week.

67 **VI. ADMINISTRATION EVALUATIONS**

68 Tardi motioned for a closed meeting.

69 Parras asked Tardi for clarification and wanted to know if she meant if we should not discuss the  
70 Evaluations today and ask for a 2/3 vote.

71 Tardi asked why we would need to ask for a 2/3 vote and noted that a closed meeting was already asked for  
72 by many on the Executive Committee and the Ad Hoc Committee Members as well.

73 Parras noted that a 2/3 vote was needed to amend the agenda.

74 Tardi clarified that she was asking for the Senate Faculty and Professional Staff Committee to meet.

75 Parras said that this is not “reasonable.”

76 Tardi asked who determined what is “reasonable” and noted that she and Duffy tried to get a closed meeting  
77 and that now there is no other reasonable option.

78 Godar stated that she did not believe that we could do this as she thought that it violated our Constitution, as  
79 all meetings of the Senate must be open.

80 **Finnegan asked for clarification on this matter and noted that if we cannot have a Senator only**  
81 **meeting on this matter he wishes to motion to remove the item from the agenda. Godar seconds this**  
82 **motion.**

83 Snyder asked the question that assuming this motion passes, what is the procedure for what happens in the  
84 next meeting.

85 Parras explained that a meeting of this new Senate Faculty and Professional Staff Committee is already set  
86 for April 20<sup>th</sup> to discuss the evaluations.

87 Scala noted that while a Committee meeting was set for April 20<sup>th</sup>, she is very concerned that senior  
88 colleagues such as Tardi and Duffy feel that this is imperative that this be discussed now and she is not sure  
89 why this is being put off.

90 McNeal noted that many members of the Executive Committee had to push just for this item to be put on  
91 the agenda and had asked for the Chair to make this a closed session but this request was ignored.

92 Finnegan noted that he wants to discuss this today, but for it to be in a closed session.

93 Barrow said, “respectfully”, we had a discussion about this new Committee so that we could use this  
94 mechanism when it was necessary and that is why it was established. It is appearing that the chair is trying  
95 to stymie the process and it would therefore make it appear that the Chair is not impartial. Many Senators  
96 are asking for this and it appears that the Chair may need to recuse himself from this process. If the faculty  
97 and staff are asking the Chair to do something and what they are saying is true, it appears the process is  
98 being stymied. In order to resolve this, there needs to be a short meeting of this new Committee and then  
99 the rest of the people can come back.

100 Parras said there is a motion on the floor to remove this from the agenda and I do not think it is reasonable  
101 to have this Committee meeting at this time.

102 Steinhart noted that he thought the Resolution for this Committee explicitly stated that the Senate could not  
103 call this Committee into meeting on the same day, that it had to be announced in advance. He went on to  
104 state that this is a call for a Committee which appears as if it is Senators doing their regular business and we  
105 would have to adjourn and then re-adjourn and make recommendations of this Committee to the Senate. He  
106 noted that the parliamentarian needs to read the minutes of the Senate.

107 Parras noted that it was made very clear when this issue was being debated that it would not be a wise thing  
108 to do, to call this Committee at a moments notice.

109 Aktan discussed the idea of reorganizing the agenda and adjourning at 1:20 and then having the Committee  
110 meet then. **Aktan makes a friendly amendment to the motion noting that item 6, Administrative**

111 **Evaluations will be removed from the Agenda and the Senate will adjourn at 1:20 and the Senate**  
112 **Faculty and Professional Staff Committee will meet at 1:20. Levitan seconds this amendment.**

113 Parras noted that this Committee is a standing Committee of the Senate.

114 Kelly asked for a vote on the amendment. Parris said that this it is not needed, as it is a friendly  
115 amendment.

116 **Motion to Remove Item 6, Administrative Evaluations from the Agenda and adjourn at 1:20 and**  
117 **have a Senate Faculty and Professional Staff Committee meeting passed with 5 abstentions.**

118 **VII. OLD BUSINESS : DISCUSSION OF DASHBOARD INDICATORS**

119 Felson, a member of the Assessment Council, spoke about the Dashboard Indicators. He spoke about the  
120 proposed increase in enrollment but also noted that he sees benefits for decreasing enrollment as well. He  
121 spoke about SAT scores and how they should not be “stand alone” growth scores, how they should be  
122 shown compared to increases at other institutions. Then he spoke about retention and graduation rates and  
123 how these rates are potentially problematic because we do not know the target rate. Finally he spoke about  
124 how there are no measures for student learning; of what students are to learn while they are here.

125 Parris noted that there are intentions of getting data from competing institutions.

126 Kelly discussed how she appreciates Felson’s comments about comparative data as well as what students  
127 know when they leave here. She noted that there is some ways we can evaluate students when they leave  
128 here that are not standardized. She questioned why the Board of Trustees are looking at these particular  
129 Dashboard Indicators as opposed to others. She noted that this data should be really important; it should say  
130 who we are and who we want to be. Kelly said she is concerned about what indicators have been dropped  
131 by the Board of Trustees; the Diversity of Faculty seems to have dropped out. We are acting as if we are in  
132 post-racial nation and that this is not something we have to work on at this Institution. She also spoke to the  
133 NSSE indicators, and while the Strategic Plan speaks to Experiential Learning, none of the Dashboard  
134 Indicators speak to this. There are better NSSE Indicators that speak to Experiential Learning and that  
135 would give a better indicator of who we are and who we will become.

136 Sheffield wanted to echo Kelly’s points and phrases especially about the diversity. She noted that we claim  
137 to be focused on teaching but there are no indicators focused on teaching.

138 **McNeal motions to put the former indicators relating to faculty gender (F/T Faculty Gender**  
139 **Diversity - % Female) and diversity (F/T Faculty Ethnic Diversity - % Nonwhite) back in the new**  
140 **Dashboard Indicators and Sheffield seconds this motion.**

141 Barrow notes that this should be echoed in our Mission Statement as well.

142 Godar agrees as well. She noted that it was taken out and she was at the meeting when it was taken out but  
143 that it was not taken out because they did not care. It was a subject of debate.

144 Weil noted that the Board of Trustees discuss this and requested much more than these numbers and will  
145 have an annual report of where we still need to have work. They are looking for a much more detailed  
146 report.

147 Pavese noted that if the Board is so concerned then there is even more reason to put them back in and  
148 support this motion.

149 Kelly said that the Dashboard Indicators are not for marketing; they are internal decision makers and are  
150 what are internally important. This tells the Board of Trustees that we value this and we do not want these  
151 indicators to slip.

152 Scala wanted to add her support as we see a pushback against women, people of color and immigration and  
153 we need to have this explicitly written into our documents.

154 Kim noted that while the enrollment has been increasing by 400 – 500 students by the end of the academic  
155 year, there is approximately the same amount due to students leaving. This means that we need at least 500  
156 more than the targeted enrollment each year so that by the year 2022 the enrollment can be 15,500. He  
157 noted that he is happy that the SAT scores are improving but only by 10 points.

158 Gardner stated that she thinks the Board of Trustees should receive a copy of all the Senate's discussions  
159 relating to the Dashboard Indicators as well as the motion on the indicators about diversity.

160 Tardi discussed that these are more metrics than dashboard indicators. Dashboard indicators are key  
161 operational indicators which are frequently measured and are actionable. Twenty eight indicators are listed.  
162 Tardi asked if this is too many and what is the focus? She noted that just because something can be  
163 measured it does not mean it should be. She further noted that almost all are yearly measured which is a  
164 long time frame which does not lead to accountability. Tardi question whether these are aligned to the  
165 Strategic Plan and Strategic Plan Implementation, to the Board of Trustee's Performance Targets for the  
166 President, and to new marketing campaign – visibility indicators. She noted that these might indicate what  
167 we are doing but not how. What is needed are peer benchmarks, graduation, retention, and enrollment  
168 growth in comparison to the other Universities. Next to each indicator, the name of each person  
169 accountable for reaching the goal should be listed.

170 Parras states that these are all good points and that the minutes relating to these discussions will all have to  
171 be cut and pasted and sent to the Board of Trustees.

172 Andreopoulos discussed how the students are working an increased number of hours and this is an issue.  
173 The other issue is their GPA. We have a substantial decline in students' GPA. She estimates 50 percent of  
174 grades are between D's and F's. She thinks important indicators of students' success are the time they  
175 spend working outside the University and their GPAs.

176 Diamond discussed how the mean combined SAT score is being looked at and how the rise was, at best,  
177 trivial. He noted that it is better to look at percentiles instead of scores.

178 **ADJOURNMENT:** The Faculty Senate adjourned at 1:22. The next meeting of the Faculty Senate will be held  
179 on Tuesday, April 10<sup>th</sup> at 12:30pm in University Commons Ballroom C.

180 Respectfully submitted: K. McNeal

181 THIS AND OTHER SENATE DOCUMENTS ARE AVAILABLE ONLINE AT: [www.wpunj.edu/senate](http://www.wpunj.edu/senate)