

1 William Paterson University – FACULTY SENATE MINUTES – March 26, 2019  
2 FACULTY SENATE WEB PAGE <http://www.wpunj.edu/senate>

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4 **PRESENT:** Andreopoulos, Brillante, Crick, De Young, Diamond, Duffy, Ellis, Flores-Marti,  
5 Fuentes, Griswold, Harris, Helldobler, Inserra, Jurado (for Aktan), Kearney, Kollia,  
6 Kothandaraman, Levitan, Liu, Makarec, Martus (for Chung), Najarian, Natrajan, Nyaboga,  
7 O'Donnell, Orr, Potacco, Pozzi, Ranjan, Rebe, Rosar, Russell, Scala, Schwartz, Simon, Snyder,  
8 Spagna, Steinhart, Suess, Swanson, Tardi, Vega, Vishio, Wallace, Watad, Weisberg

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10 **ABSENT:** Guedes, Kecojevic

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12 **GUESTS:** Adeniran, Andrew, Astarita, Bannister, Bartle, Betts, Bolyai, Boucher, Brenenson,  
13 Cascardi, Chauhan, Corso, Feliciano, Finnegan, Fuller-Stanley, Ginsberg, Goldstein, Gonzalez,  
14 Gritsch, Harkins, D. Hill, S. Hill, Hylton-Lindsay, Jackson, Johnson, Liautaud, Lincoln, Lubeck,  
15 Marshall, Martin, Matthew, Mbgoni, McLaughlin-Vignier, McMahan, Middleton, Mietlowski,  
16 Mongillo, Moore, Noonan, Ortiz, Owusu-Ansah, Pinkston, Rabbitt, Refsland, Richardson,  
17 Rosenberg, Schneider, Selke, Sherman, Shojai, Torres, Vasquez, Weiner, and one unintelligible

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19 **PRELIMINARIES:** Chairperson Scala called the Senate meeting to order at 12:30pm. She and  
20 Schwartz moved the Agenda with one addition: A new Item #7: Resolution of Professional  
21 Development. The revised Agenda was then approved unanimously. The Draft Minutes of the  
22 February 26<sup>th</sup> meeting, moved and seconded by Scala and Snyder, were also approved  
23 unanimously.

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25 **CHAIR'S REPORT:** Scala called for a moment of silence for Esther Martinez, current chair of  
26 Languages and Cultures and former Vice-Chair of the Senate, who died last week.

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28 She announced that the State has approved the Disabilities Studies program.

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30 Scala briefly recapped the day that Lester McKee, former Director of Minority Education at  
31 WPU in the late 1990s, spent on campus on March 7<sup>th</sup>. She also reviewed the Senate Forum on  
32 3/21 which dealt with Belonging and Marginalization, and Classroom Management, as well as  
33 the Graduate Forum held on 3/22.

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35 The Elections Council has sent an e-mail to those eligible to vote for new Senate members.  
36 Incumbents whose terms are expiring at the end of this academic year must be re-nominated or  
37 new candidates can be nominated by the various constituencies.

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39 Tardi noted that the Union and the Administration have clarified an issue in the Transition to  
40 Retirement document distributed several weeks ago. If a faculty member agrees to participate in  
41 a one- or two-year Transition to Retirement, no post-tenure review is required since this equates  
42 to a contract with a commitment to retire. A copy of the revision is included in the Packet for this  
43 meeting.

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45 Helldobler announced that some institutional aid will be moved from purely merit based to a  
46 more needs-based approach for students from families with less than \$45,000 in resources.

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**CONSOLIDATION OF DEPARTMENTS:** Helldobler presented a PowerPoint on how the University will move ahead on the consolidation of departments. [Archived in the Packet of this meeting.]

He noted that this process antedates his arrival (the discussion of Geography last year) and that he and the Executive Committee have agreed that the process should be paused for more thoughtful discussions.

The factors that will be primary reasons for consolidating departments are:

1. Departments with 5 or fewer full-time faculty.
2. Departments with fewer than 50 majors.
3. Departments with fewer than 10 students graduating a year.

He asked the Senate to come up with 3-5 criteria by the end of the academic year that he and the deans can use in making determinations. The timetable for action includes discussion in the colleges over the Fall 2019 semester, with actual consolidation taking place by Summer 2020.

Any combinations of department must make sense from an academic perspective. No full-time, tenure-track faculty will lose their jobs. He and the deans will determine how to deal with vacant lines: fill them in the same department, reassign them to departments experiencing growth, temporarily freezing them on a wait and see basis, or eliminating them.

This is not an attempt to eliminate programs. Program viability is a separate issue that will also be studied.

There were numerous questions.

Scala asked about losing lines overall. He responded that he may have to eliminate lines to address the budget crisis. Ranjan asked about growing programs, to which he replied that he will support such programs if enrollment and growth justify it.

Natrajan noted that as a university there are certain things that must always be offered, and proposed a way that chairs and secretaries could be rotated.

Watad asked what is the target amount of saving consolidation of the 6 or 7 likely departments would bring. Helldobler said that projections suggest \$100,000 to \$150,000.

Andreopoulos asked what time period will be considered for calculations about programs with fewer than 50 majors. Helldobler said that it depends, but probably the last 4-5 years.

Snyder noted that some departments have relatively few majors but service several other departments and teach many students. Helldobler agreed and said that deans and chairs would have to discuss these cases.

93 Scala asked if he were considering consolidating three departments into one, as well as two into  
94 one. He said he did not know. She also asked if minors were being counted, to which he said that  
95 only majors were being considered.

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97 Tardi and Chen asked about situations where departments might not want to accept a faculty  
98 member from a dismantled department. Helldobler said that a department shouldn't be forced to  
99 do so, but that it will be impossible to make everyone happy in this process, but the end result  
100 must make academic sense.

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102 Martus asked if perceived bloat in higher administration will be addressed as well. Helldobler  
103 said that the Provost was preparing a list of administrative positions that might be consolidated  
104 or eliminated. Ranjan pursued the money issue, and Helldobler noted that he must cut \$2.5  
105 million for the budget (but he has restored the food budget for group meetings for the rest of this  
106 academic year).

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108 **RESOLUTION ON PROFESSIONAL DEVELOPMENT:** Scala and Ranjan moved  
109 approval of a resolution supporting a grant proposal developed by Cascardi. [The resolution was  
110 distributed at the Senate meeting. The final version is archived in the Packet of this meeting.]  
111 Ellis suggested some editorial corrections. Tardi, Simon, Cascardi and Ranjan discussed the  
112 merits of the proposal, which was approved unanimously.

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114 **ACADEMIC PARTNERSHIPS:** DeYoung presented a PowerPoint [Archived in the Packet of  
115 this meeting] describing a contract the University is considering with a nation-wide provider of  
116 online courses. At present it would deal only with online graduate courses in business, nursing  
117 and education, the programs that are considered most marketable.. Academic Partnerships (AP)  
118 will spend \$3-4 million dollars advertising the programs we mount through them. AP will get  
119 50% of the revenue generated, and the departments involved would get 15%.

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121 In response to many questions (from Levitan, Steinhart, Potacco, Pozzi, Simon, Kothandaraman,  
122 Watad, Corso, Vega, Harris, Griswold, Ranjan, Crick, Andreopoulos, Ellis, Flores-Marti and  
123 Diamond), DeYoung and Lincoln noted that:

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125 AP does not do undergraduate programs at present, but WPU might be able to mount its own in  
126 the future.

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128 AP will not handle every program suggested. It must be marketable.

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130 AP will provide 24/7 support for students.

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132 Faculty should be able to transfer existing online programs onto the AP platform.

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134 DeYoung will obtain and make available the list of programs that AP has found to be most  
135 marketable and successful.

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137 AP markets only in the USA at present, but WPU might be able to go international in the future.  
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139 The first time a faculty member develops an online course there is extra compensation.

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141 IRT is part of the group examining the AP proposal.

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143 Differential tuition for online vs traditional course hasn't been discussed yet.

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145 Some faculty may have to reconfigure their existing online courses developed for a 16 week semester to fit into AP's 7 week course schedule.

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147 WPU faculty will control the curriculum and courses.

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149 This is a way to help WPU to survive.

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151 The next meeting with AP will be in April, after which more information will be available.

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153 Helldobler added that he thinks getting 50% of the tuition from 100 students will be a better deal than getting 100% from 10 students. He also believes that AP will help us improve retention, the Board of Trustees' top priority.

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155 **ADJOURNMENT:** The Senate adjourned at 1:44pm.

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157 The next meeting of the Faculty Senate, will be held on Tuesday, April 9<sup>th</sup> in the Valley Road Auditorium.

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159 Respectfully Submitted: Bill Duffy, Secretary

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161 THIS AND OTHER SENATE DOCUMENTS ARE AVAILABLE ONLINE AT:

162 [www.wpunj.edu/senate](http://www.wpunj.edu/senate)

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