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4 **FACULTY AND PROFESSIONAL STAFF MEETING**

5
6 **PRESENT:** Aktan, Andreopolous, Basch, Crick, Decker, Diamond, Duffy, Ellis, Falk-
7 Romaine, Fallace, Felson, Flores-Marti, Griswold, Harris, Kearney, Kothandaraman, Kromidas,
8 Levitan, Maduro, Magaldi, Makarec, Mandik, Martin, Martus, O'Donnell, Orr, Owusu, Perez,
9 Potacco, Pozzi, Scala, Schwartz, Simon, Snyder, Suess, Tardi, Verdicchio, Vishio, Wallace,
10 Watad, Weisberg

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12 **ABSENT:** Avdeev, Rosar, Tesfaye

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14 **GUEST:** Cascardi (from the Administrative Assessment Council)

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16 **PRELIMINARIES:** Chairperson Scala called the Faculty and Professional Staff meeting to
17 order at 12:36pm The Agenda, moved by Najarian and Harris, was approved unanimously.

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19 Scala stated that the purpose of the Administrative Evaluations is to create change and
20 improvement in our administration. Since Waldron is retiring, we need not review her report, but
21 should focus on identifying what we want in the next president. Cascardi will be present for a
22 short period to answer questions about the instrument and the results.

23
24 **PROVOST SANDMANN:** A member expressed concern about the disconnect between the
25 qualitative comments and the quantitative statistics, and suggested that perhaps a new instrument
26 is needed in the future. Another senator added that the date do not add up, and that the adjuncts,
27 who have little exposure to him, rated him more highly. Cascardi noted that the very low
28 response rate of the adjuncts should make one cautious about making too much of their
29 responses. She also suggested that an “I don’t know this person or his/her work” should be an
30 option. A senator agreed that no response is better than an ill-informed response. Cascardi
31 pointed out the Council was directed to use the previous instruments without alteration, and that
32 the Council wants many changes and improvements in the instruments. Another senator
33 suggested a “do not have enough information to answer this question” choice.

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35 A senator noted that the results are the same old thing – and nothing happens. Another member
36 said the president is the one who should have the vision.

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38 **MAJOR POINTS:** lack of vision, lack of transparency (e.g. on hiatus issue), lack of
39 independence from president, not proactive for faculty, looking for a new job and may not care
40 about WPU, no agility (in the business sense of being able to respond rapidly to changes in the
41 internal and external environment without losing momentum or vision).

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43 **DEAN MOORE:** A correction: He does not have a PhD. Again the disconnect between the
44 qualitative and quantitative data: quantitative scores average or high yet qualitative comments
45 are highly negative. Some members feel that the deans at WPU are weak – like department heads
46 at other colleges, and that the role of deans needs to be strengthened. Another member cautioned
47 against giving them more power since they get and keep their jobs by saying yes to the
48 administration. The solution is to change them.

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50 MAJOR POINTS: Needs to increase visibility; needs to be a leader for the college; needs to be
51 more independent.

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53 **DEAN OWUSU-ANSAH:** Several members questioned the “how well do you know” approach
54 to evaluating administrators. Another member noted the some previous iterations of these
55 evaluations included the individual’s job description at the beginning of the instruments. A
56 member pointed out that the Library has a different relation to the colleges than each of them has
57 to the others. Another member noted the need for specific indicators: how can you judge a
58 person without knowing details about his or her role and performance.

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60 MAJOR POINTS: Lack of visibility, must connect more with departments, very different style
61 from previous incumbent

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63 **DEAN RABBITT:** Need for chairs to report to their departments about discussion with deans.

64
65 MAJOR POINTS: Needs to improve transparency (e.g., minimum number of students for a
66 class to run, finding out about things late or at the end of the decision making process, etc.), lack
67 of consistency among departments (e.g., number of students for a course to run), cancelling
68 classes late causes turmoil and hardship for students, students need flexibility

69
70 **DEAN SHOJAI:** A member renewed the call to do these evaluations just prior to the time when
71 each dean is up for reappointment. We need to create a connection between our evaluations and
72 their futures. We know that the Board does read the evaluations, even though they never admit it.
73 What is the faculty’s recourse if there are so many issues? Try to talk with and work with the
74 dean, and if that fails, then a vote of no confidence might be appropriate.

75
76 MAJOR POINTS: No vision, does not seek nor listen to opinions of faculty, his way or the
77 highway, does not respect faculty, worst dean ever seen after many years in academia, did not
78 read important documents before making changes, morale is low in the college.

79
80 **DEAN BURNS:** Glowing results and comments.

81
82 **GENERAL DISCUSSION AND WHAT WE WANT IN THE NEXT PRESIDENT:**
83 Discussion of how reports and data were and were not distributed in the past. The sense of the
84 Senate seems to be to make all the data available after approval of full Senate. Need to revise the
85 instruments.

86
87 What will be the role of the faculty in the search process for the president and other
88 administrators? People who attend open sessions should submit written comments. When
89 faculty recommendations are turned down, reasons must be given. When the president violates
90 process, the Board changes the ground rules. We want shared governance – real shared
91 governance. New president should have experience in an institution similar to ours. Previous
92 president didn’t have a vision; current president does, but we don’t like it. We must be clear
93 about what we want. Changes need to be made around here – and not all will be palatable to
94 everyone. Must know academia and respect faculty. Must have a substantial record of increasing
95 enrollment and retention. Faculty need more power. Needs to use resources to help students.
96 Must stem the loss of students.

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98 **ADJOURNMENT:** Upon Tardi and Maduro's motion, the Faculty and Professional Staff
99 meeting adjourned at 1:47pm. The next regular meeting of the Faculty Senate will be on
100 Tuesday October 10th in Ballroom C.

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102 Respectfully Submitted: Bill Duffy, Secretary

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104 THIS AND OTHER SENATE DOCUMENTS ARE AVAILABLE ONLINE AT:

105 www.wpunj.edu/senate

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