

4 **PRESENT:** Aktan, Andreopolous, Basch, Decker, Diamond, Duffy, Ellis, Falk-Romaine,
5 Fallace, Flores-Marti, Galindo, Harris, Kalaramadam (for Scala), Kearney, Kothandaraman,
6 Kromidas, Levitan, Maduro, Magaldi, Makarec, Martin, Martus, Najarian, Nyaboga, O'Donnell,
7 Orr, Perez, Potacco, Pozzi, Rosar, Sandmann, Schwartz, Simon, Snyder, Suess, Swanson,
8 Tesfaye, Thompson, Vishio, Wallace, Watad, Weisberg
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10 **ABSENT:** Crick, Egers, Felson, Griswold, Scala, Tardi, Verdicchio, Waldron
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12 **GUESTS:** Astarita, Bartle, Bolyai, Brenenson, Chabayta, Corso, Daniel-Robinson, Diaz, ,
13 Hawk, Hill, Liautaud, Lincoln, Moore, Refsland, Richardson, Ross, Roux, Schneider, Seal,
14 Sharma, Sheffield, Shojai, Vasquez, and one unintelligible
15

16 **PRELIMINARIES:** In Scala's absence (she and Tardi had a Presidential Search Committee
17 meeting), Duffy called the meeting to order at 12:34. In accordance with Roberts Rules, he called
18 for the appointment of a Chair Pro Tem. Andreopoulos and Simon nominated Levitan, who was
19 approved unanimously.
20

21 The Agenda, moved by Najarian and Aktan was approved unanimously. The Minutes of the
22 November 28th meeting were moved by Najarian and Makarec. Sandmann pointed out one error.
23 On lines 40-41 is should read "up to three years" not "a year." The amended Minutes were then
24 approved unanimously. Martus pointed out that senators are supposed to have a week to study
25 complex documents like the administrator surveys, which were sent on Saturday.
26

27 **CHAIR'S REPORT:** Levitan noted the passing of long-time Music faculty member Robert
28 Latherow. Falk-Romaine spoke warmly about her former colleague and then the Senate
29 observed a moment of silence in his honor.
30

31 The State has approved the Credit Analysis and Commercial Banking Track for implementation
32 in September 2018.
33

34 The first Senate meeting of 2018 will be held in the Valley Road Building on January 23rd.
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36 **VICE-CHAIR'S REPORT:** In Griswold's absence, Levitan announced that Andreopoulos will
37 be on sabbatical in the spring and the Senate will have to elect her replacement on the Executive
38 Committee at the January 23, 2018 meeting.
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40 **UNDERGRADUATE COUNCIL: PROGRAM CHANGE TO THE WOMEN'S AND**
41 **GENDER STUDIES MAJOR:** Roux and Najarian moved acceptance of the program changes
42 to the Women and Gender Studies major. Kalaramadam discussed the changes, which were then
43 approved unanimously.
44

45 **ADMINISTRATOR ASSESSMENT COUNCIL: REVISION OF THE**
46 **ADMINISTRATOR ASSESSEMENT INSTRUMENTS:** Snyder and Aktan moved the

47 approval of the new Administrator Assessment surveys. Levitan and Duffy gave a brief history
48 of the process and the evolution of the instruments over many years. Andreopoulos noted the
49 importance of the job descriptions detailing the areas of responsibility of each vice-president.
50 She also urged approval so the process could be complete by May.

51
52 Tesfaye and Potacco pointed out that it is difficult to evaluate those administrators with whom
53 most faculty have limited contact. Andreopoulos responded that senators should have enough
54 knowledge from various presentations in the Senate.

55
56 Kothandaraman suggested that it is time to consider a new way to do things. We should not
57 evaluate individuals but the outcomes they achieve. Their accomplishments are in a complex
58 matrix involving money. For example: Institutional Advancement should be rated by the amount
59 of money it raised compared to our sister institutions.

60
61 Nyaboga questioned the variables used. We need to know what we are supposed to be
62 measuring. He also noted that sometimes a problem doesn't mean that the administrator isn't
63 doing a good job overall.

64
65 Watad said that these evaluations don't make any difference. He suggested that we look at the
66 value position, the essence of the university, and how each person contributes to it. He
67 recommended that each administrator be given a set of five to ten questions to respond to prior to
68 any evaluation. He would also use completely uniform questionnaires. He wants the
69 administrators to do self-evaluations first. Then we must make realistic judgments. We cannot
70 expect perfection from them.

71
72 Makarec objected to voting on these instruments without having a chance to discuss them at a
73 department meeting. She and Potacco moved to postpone approval of the surveys until the
74 senators have a chance to discuss them with their departments. The motion was approved with
75 three abstentions.

76
77 Levitan said the Senate should continue discussion on the topic but not vote today.

78
79 Tesfaye echoed Watad's comments and said the AA Council should work on the criteria for
80 evaluating administrators then come back to the Senate with better ideas for the instruments.
81 Levitan noted that in previous years the Senate wanted comparability among the surveys over
82 time.

83
84 Martus wryly noted that the Senate has a poor track record of getting the evaluations done prior
85 to the reappointment of the administrators. The surveys have to be distributed in the Fall
86 semester so the results can be available in the Spring.

87
88 Thompson and Vishio questioned what the results will actually be used for.

89
90 Andreopoulos complained that the Senate is well informed and does know the reasons for the
91 evaluations, but now all of a sudden people pretend not to know anything. The Executive

92 Committee frequently schedules presentations by the top administrators, and senators have the
93 opportunity to ask questions.

94
95 Potacco asked if any administrators have ever responded to the results of the evaluations. Duffy
96 replied that once or twice someone noted small errors, but no one has ever presented a response.

97
98 Ellis noted that the Senate cannot discuss this item again at the January 23rd meeting since many
99 departments may not have held their first meeting by then.

100
101 **ADJOURNMENT:** The Senate adjourned at 1:20pm.

102
103 The next meeting of the Faculty Senate will be on Tuesday January 23rd in the Valley Road
104 Auditorium.

105
106 Respectfully Submitted: Bill Duffy, Secretary

107
108 HAVE A HAPPY NEW YEAR!

109
110 THIS AND OTHER SENATE DOCUMENTS ARE AVAILABLE ONLINE AT:
111 www.wpunj.edu/senate

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