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4 **FACULTY AND PROFESSIONAL STAFF MEETING**
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6 **PRESENT:** Abouk, Aktan, Basch, Crick, Decker, Diamond, Duffy, Ellis, Falk-Romaine (for
7 Vishio), Fallace, Felson, Flores-Marti, Griswold, Harris, Kearney, Levitan, Maduro, Magaldi,
8 Makarec, Martin, Martus, Najarian, Natrajan (for Kromidas), Nyaboga, O'Donnell, Orr, Perez,
9 Potacco, Pozzi, Rosar, Scala, Schwartz, Simon, Snyder, Steinhart, Suess, Swanson, Tardi,
10 Tesfaye, Verdicchio, Wallace, Watad, Weisberg

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12 **ABSENT:** Kothandaraman, Owusu

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14 **GUESTS:** Cascardi, Strasser (from the Administrative Assessment Council), Chabayta

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16 **PRELIMINARIES:** Chairperson Scala called the Faculty and Professional Staff meeting to
17 order at 12:36pm

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19 Scala and Tardi presented the five reports and the Executive Summary and explained why, due to
20 extreme time pressure, there were some mistakes that caused the documents to be distributed
21 late. Chabayta displayed each item on the screen as it was discussed.

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23 **VICE-PRESIDENT BOLYAI (ADMINISTRATION AND FINANCE):** A senator spoke of
24 the relation between spending on advertising and enrollment. Another expressed concern about
25 live shooters and the feelings of the faculty and staff who reside in University Hall. Scala said
26 that the Executive Committee will invite Police Chief Lowe next year to address these concerns.

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28 **VICE-PRESIDENT FERGUSON (INSITUTIONAL ADVANCEMENT):** There was brief
29 mention of the conflicting comments about this VP's performance.

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31 **VICE-PRESIDENT ROSS: (ENROLLMENT MANAGEMENT):** A member questioned the
32 difference between a 3+ and a 3- rating. That member also asked if VP Ross had been given
33 enough resources to successfully recruit.

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35 **VICE-PRESIDENT CAMMARATA (STUDENT DEVELOPMENT):** No comments

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37 **VICE-PRESIDENT GOLDSTEIN (MARKETING AND PUBLIC RELATIONS):** A
38 senator questioned the visibility of the President vs. the visibility of the University in general.
39 That senator also pointed to possible conflicts between VPs and how much autonomy VPs have
40 vis-à-vis the President. Another member stated that the current leadership is dictatorial, and if
41 VPs disagree with the President they get slammed. A third senator suggested that it would be
42 more useful for each administrator to do a self-evaluation based on questions submitted by the
43 Senate. Scala noted that all top administrators have had the opportunity to make detailed
44 presentations to the Senate.

45
46 Another senator expressed disappointment over the low response rate and urged that there be
47 greater promotion of the assessments in the future. This senator also noted that there were

48 significant differences between the ratings of the deans, while the ratings for the VPs hover
49 slightly above and slightly below 3.

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51 Another senator noted that many of our colleagues do not have anything to do with most of the
52 VPs, something that the new President should address.

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54 Next year all the deans (except College of Education) will be assessed.

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56 Several senators reiterated the frequent complaint of the past – that these assessments should be
57 made shortly before the various administrators are up for renewal.

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59 A senator recommended that everyone view a Ted Talk “Average is Over.” The results of our
60 surveys say that there are no “smoking guns,” but that our administrators are, in general,
61 mediocre.

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63 Another senator suggested that since many people don’t know some of these individuals, perhaps
64 we should focus on their performance on specific goals set well in advance. Has his/her office
65 met these goals?

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67 An Executive Committee member noted that each administrator’s job description was included
68 in the survey instruments. The Board of Trustees’ benchmarks and any other individual
69 benchmarks weren’t embedded in the surveys this time, but the topic will be addressed in the
70 future.

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72 **EXECUTIVE SUMMARY:** An Executive Committee member noted that the full reports run
73 60 pages in length, so the Executive Committee prepared the Executive Summary (and will
74 direct future Administrator Assessment Councils to do the same). The senator also pointed out
75 that while the VPs were slightly above or slightly below average, there were discrepancies in the
76 qualitative comments. What is missing is a clear message. Senators are urged to consult the
77 fuller data on each administrator.

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79 Another senator stated that unless faculty see improvements, they will continue to see these
80 reports as minor. Another senator maintained that while the Board will never openly admit that
81 they take these surveys seriously, we have seen results, even though they often just rubber-stamp
82 what the President wants. A new President presents new opportunities.

83

84 **ADJOURNMENT:** The Faculty and Professional Staff meeting adjourned at 1:02pm.

85 Respectfully Submitted: Bill Duffy, Secretary

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87 THIS AND OTHER SENATE DOCUMENTS ARE AVAILABLE ONLINE AT:

88 www.wpunj.edu/senate

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