

# KEAN

FULL SENATE MEETING

## MINUTES

March 28, 2023

3:15 pm-4:15 pm.

Zoom Webinar

### Senators in attendance:

•Ahlawat, •Anderson, •Boateng, •Bonillas, •Boyd-Jackson, •Brandwein, •DiVirgilio, •Donovan, •Dowdell, •Evans, •Farrokh, •Gover, •Gubi, •Halper, •Mack, •Marks, •Martinez, •Mayhall, •Pena, •Pintado-Casas, •Roebuck, •Rodriguez, •Rosa, •Rosen, •Sanchez, •Sargent, •Verdi, •Webber, ab-Wetzal, •Yucetepe

### Student Representative:

Glynis Tan

**Guests:** Bellitto, Hayes, Moskovitz

[•=present ex=Excused absent=ab]

The meeting was called to order by Chairperson Ahlawat at 3:15 pm

### I. Minutes – March 28, 2023

A. **Motion: Sargent**

B. **Second: Halper**

**Curriculum Items for Notification-Notification and Vote:** These items are for notification to the Senate.

Minor in Forensic Science

B.A. Biology: Education

B.A. Biology: Education/Teacher of Students with Disabilities (TSD)

B.A. Biology: General Option

B.A. History: Pre-Law Option

### II. New Business-

**Chair:** Thanks to Gail Verdi for her generosity in offering to do the minutes this we very much appreciated Yeah. Jack motions to approve the minutes, seconded by Halper. All are in favor. Minutes are passed.

**Chair: old business.** There was a discussion last time about creating ad hoc committees for research and an ad hoc committee for teaching and service. Dr. Bellitto will serve as the Chair of the Research Committee. The members of the research committee are Chairs of the college research committees. The second Ad hoc Committee is the teaching and service. Dina Rosen will co-chair it; one more co-chair needs to be finalized. This follows the letter of agreement committees on teaching and service created last year. The college Chairs of teaching and service committees will serve as members of this committee. Per the resolution, these committees will cease on April 15, 2024. These ad hoc committees are expected to complete all the work and prepare the necessary documents to forward to the Provost's office to implement the

recommendations. The resolution to create the two ad hoc committees was emailed for your review. Any questions before we make a motion and vote on the resolution? Walter Mack makes a motion seconded by Matt Halper.

**Chair:** Senators on Zoom can enter their approval in the chat, and here we can vote by show of hands. All in favor. Anyone opposed? Motion to create ad hoc committee passes. Next, Joy Moskowitz and Marshall Hayes will update you regarding DCI Task Force.

**Joy Moskowitz:** Thanks, everyone. I am the Associate Vice President for Academic Affairs, and I also serve as the co-chair for our DCI Task Force. Marshal Hayes is also here as a co-chair. Francine Daly serves as co-chair, and Benito Sanchez is the senate representative on the task force. We wanted to come on today to talk to you about where we are in the DCI task force process. We are in the process of having our college meetings, focusing on the academic structure, as this is a multi-faceted conversation. We've built out our website, and a blast email went out to all faculty and staff to inform them of the college meetings scheduled and share considerations document related to the colleges on those websites. We are creating a separate page for the Hennings College of Science, Mathematics, and Technology because they've been the pilot since September. And their feedback will be essential. The websites are currently being updated with the team's recommendations. Michael Graves College recommendations are posted. The College of Liberal Arts recommendations are posted as of today.

We especially want to hear from members within the colleges. We asked for that feedback to be submitted within a week of the college meeting so we could move forward. However, it's important to note that our links, one for the college sites, will remain open and active throughout this process. The feedback has been thoughtful and constructive. Some of the items that are coming forward are about administrative staffing. So, we're very well aware of concerns regarding staffing and support for existing departments and any new configurations.

We want to make sure that our current staff realizes their value by more than just our words, but through our actions. And so as such, moving forward as quickly as we can with human resources and addressing needs specific to accreditation, teacher education, testing, and placement, we'll handle the long-standing vacancies once we have department structures identified. We want you to see what's involved and recognize it is much more complicated.

I want to remind you that the task force does not work on terms and conditions informed by the negotiations with the union. And so, we also recognize that our lectures need to be recognized. This is a vital area that deserves focus, and we hope to be able to provide additional updates on that area with our colleagues in that area as well as the task force. So, moving forward, the website again will be updated. In addition, we anticipate that all elected Chairs will be able to complete a fillable consideration document with additional information.

One of our working groups is specifically for Chairperson training, support and resources. They're already identifying external training opportunities, and one of our members has already participated in this, providing feedback so that we can take the recommendations to the Provost. We'll follow up with the faculty eligible to serve to be fully informed regarding the Chairperson position so they can decide. I want to invite Marshall Hayes to jump in and provide anything I've forgotten. And then we're happy to answer.

**Marshall Hayes:** Thanks very much. Concerning the process, I think it should be clear that this is an active and ongoing process. And we are trying our best to stay on top of each aspect of new developments. And then make sure that the campus community, particularly through membership like yours, is made aware of things as soon as possible. So for any interested in

staying up to date on this process, just make sure you take full advantage of the opportunity to engage through your college representatives to keep this conversation going. We're happy with how this is going and recognizing that this is a very sustained process that will lead us to the finish line.

Concerning the aspects that I am directly involved in as co-chair, I want to touch upon a couple of things relating to Joy's timeline. First, college meeting information gathered and compiled will be available to everyone on the website. We will then collect additional information that actively involves newly elected Chairs, working with Deans, and providing information to the Provost regarding any needs associated with a new position of Associate Chair.

The last thing echoes Joy's comment regarding terms and conditions and any aspects of Associate Chair responsibilities. Additional discussions between the union and Kean are taking place. These are outside of the purview of our committee. We will now update you on new developments.

**Senator:** Joy, what will happen in those departments without full professors? And I believe in transparency; there is some controversy around this. A range adjustment that was given inappropriately, violating rules that is my understanding. Is that okay?

The backstory of this range adjustment has been It's okay. It's not transparent, which is part of the problem with how it was done. Some ED's think that they can revert to their academic way, as Associate Professors, they would stand to lose in salary going from administrators to faculty, and that may have influenced this, just I don't know the details, to be honest, but I find it to be callous. But in other words, I foresee some challenges to the election of Chairs. And I'm sure you will entertain these challenges. I have no game plan yet; waiting to see how many people we can get to run.

**Joy Moskovitz:** The first question is, what do we do about those areas that may not have a sufficient amount of faculty with the appropriate rank to be able to serve as Chair? Right. Okay, so that's been part of the discussions that the Deans have been having and participated in since May 2022 college meetings, talking about what configurations, especially in those circumstances, what clusters of like disciplines work to make a sufficient until the time those programs within and separate and stand on their own. That was one of the original purposes of the considerations document.

The next question, I believe, was, what happens if nobody wants to serve? Right. I would like to think that people would like to be fully informed before they decide they don't want to serve. And that's why we're putting together this part of the website to provide all of the facts regarding the Chairperson, job description, and what support will be there. Once we have that information set up, we'll reach out to all the eligible faculty so that they know this information is available and can review it and make their determination. I'd also like to think that we're all very much invested in the success of our academic programs and our students and colleagues to serve in a leadership positions. So I will deal with it when we get there. But I think that we'll have enough in place to help our colleagues with governance issues.

Yes, so we've thought about that. I can't comment on what you call controversy with the range adjustment. I don't participate in the faculty processes. I am aware, though, through the working group that we have worked closely with human resources, that there may be maybe one or two that fall into the category where financially, there might be a little bit of a bump there. So, we'll take a look at that. But it's a much less likely scenario than you would think.

**Senator:** So, I just wanted to follow up on Dan's line of questioning. For some academic units,

because of historical reasons, lacking faculty, retirements, resignations, etc., allowing them to continue with schools to maintain their academic cohesion until the size of the faculties grows. Has much consideration been given to that?

**Joy Moskowitz:** So that is being said, if you look at Michael Graves website as well as the CLA website, one of the examples is this, again I'm looking at one of the options discovered is fixed gather that may be presented as either a division or school it hasn't been determined what to use. But it would be a school with Chairperson.

**Senator:** That routing is not as coherent as perhaps the constituent parts of that for accreditation purposes.

**Joy Moskowitz:** As the President of KFT, are you recommending that we maintain the school and the attain structure, Dr. Castiglione?

**James Castiglione:** Speaking as KFT President, we prefer to move to department Chairs. They are undoubtedly concerned about academic coherence. And I have several faculty members who've expressed to me that they will be open to continuing as schools with executive directors. In some cases, for the faculty involved, there might be a preference to remain in a unit rather than being with other units if they do not mesh.

**Joy Moskowitz:** So, at this point, we had had Michael Graves College meeting, the College of Liberal Arts, the College of Health Professions, services meeting, and the College of Education meeting late yesterday. So, I would encourage the faculty that you're speaking to, who are in those situations, please present that as an option so that that can be considered right now. Some of the examples that we have presented as a school with programs within it. So, if there's a situation for an executive director to remain, I would encourage that those faculty to put something forward so that we know what everyone's positions

**James Castiglione:** There may be some concerns about the terms and conditions of a divisional structure. When multiple disciplines are combined into a standard department, a Chairperson oversees the entire entity, with program coordinators. Is that structure going to continue, or is this to be replaced by Associate Chairs or some combination of Associate Chairs and program coordinators?

**Joy Moskowitz:** It would be a combination because some of our existing or objective departments are very complex. And they're very large. And they could legitimately require an Associate Chair and coordinator in those instances that you refer to. And I'm thinking College of health professionals and Human Services. Through the division proposal, Dr. Bostian is trying to honor the shared governance with a division Chair but maintain a department director to satisfy the accrediting bodies, faculty and staff provided some feedback that there might be some alternative ways to meet those needs. We especially appreciate Dr. Nicholson serving on the task force that is our KFT rep to advise us where we're starting to veer into areas that should be referred to.

**Marshall Hayes:** I think that these are all valid, and they're all part of the process. Returning to the idea of this consideration document to be used by various representatives of our units. The idea behind the considerations document is to continue to engage and continue to gather information and to make sure that this information is coming up through the organizational structure, from faculty to department Chairs to the Deans and then to the Provost. The considerations document is a justifications document that will be delivered encapsulating all aspects that the department Chair means to emphasize and so out of that information, what's going to emerge is a much clearer idea as to what resources are needed, but not yet being

delivered, what staffing needs exist, but are not yet being met. So that brings into the discussion issues like Associate Chairs, issues like retaining coordinators and issues like additional staffing.

That information must get compiled at a level that is ground up and then delivered to the Provost. Thanks for the time.

**Marshall Hayes:** I want to thank our colleague from SADI because we've worked with her to provide footnotes; SADI has existing dashboards that will help to populate these documents.

**Chair:** Thank you, Marshall. Dr. Gubi, your turn now. You have been waiting patiently. Thank you.

**Senator:** One thing that concerns me a little bit, and I hope I'm mistaken, is that program directors from each program are going to still be appointed by the administration. I assume it'd be sort of a short-shared governance where we'd elect. And there is no democratic election, this is going to be appointed by administration. I know the Chair position; the new Chairperson will be elected. Right. But it seems like the program level will be selected by administration. So, it looks like there is no significant change.

**Joy Moskowitz:** So, we did speak about that a little bit earlier. And the proposal that type could have two divisions with Chairs and departments with directors, and those departments, many of them, have accreditation requirements that require a certain reporting structure. Now, your colleagues presented a lot of very important feedback. And Dr. Bostian is taking a look at that. One of the goals in putting together the department model's divisions is to serve the shared governance needs and encourage and foster interdisciplinary collaboration, research and other efforts. And so, what he's looking at is there is another way for us to be able to achieve that.

**Senator:** I appreciate that as I just want to clarify anything I know the structure is still being worked out what units are going to be where directors are going to be still appointed by the administration. Just trying to understand

**Joy Moskowitz:** some of the accrediting bodies require the person to be a director that reports to the Dean. Some of them require that it's a director, and some require faculty.

**Senator:** Okay. So, again, I'm trying to say is, why not have democratically elected program directors and not appointed by the administration?

**Joy Moskowitz:** No, I understand, but doesn't the division Chair get elected? And some of those areas are not governance issues.

**Senator:** I know that the Chairs get elected. I want to look at this issue again. I think it's great we are having this dialogue. The Chair seemed like they really didn't have much power at all. There's no fiscal control for those Chairs, it's still with the Dean. There's no ability to create administration changes or things like that. It's all, Dean. And that's really, it doesn't seem like as much power to this new position at all. I mean, I guess it's great, they get to courses down. But I just don't understand why program directors wouldn't be elected by colleagues by their peers.

**Joy Moskowitz:** The intention is for there to be a Chair of the division that can work directly with these directors in these units, and still carry through with the job of a Chairperson.

**Senator:** that's terrific. I have no issue. That was my only thing. My only concern I'm trying to bring up is that these positions should be elected by faculty for the directors at each level. I appreciate everyone's work, I want to say that it's not an attack on anyone.

**Marshall Hayes:** But accreditation, council directors, whether it be faculty, or different

administrations, a democratic system that directors move every three years or five years. But it depends upon your accreditation standards, right?

**Senator:** Because I think a lot of the time is that follow up afterwards, not any explicit statement. Sometimes it's very vague. The problem is we don't really know until we find that we're in the middle of a problem.

**Senator:** Now I agree with you but it's also nice to have plans out there.

**Chair:** Thank you. Any other questions about the DCI?

Now we get to the next issue, the Senate elections. As you know we were working with Joy, and hope was there will be something concrete with respect to the final academic departments to help us decide eligibility for committees. Normally, we will issue call for nominations in January, but we are just doing that now. Craig Anderson and I've been working on and looking at the committees and a lot of things have changed. Nathan Weiss and Stem are no longer there. We do not know what are the academic units in the new colleges. So, we couldn't make decisions in terms of which departments would be eligible. The decision was made to run the elections based on how the structure existed last year. Another option is to leave all the committees the way they are and just do the elections for the Senate. And it maintains continuity during the transition.

Second over the last many years less and less people are volunteering and interested in serving on the Senate and the committees. So, if are 15 openings for example, there are only three or four people at the most willing to run win and then we end up requesting people to serve and appointing them. Last year, when I took on this role, the Senate officers and I conferred, and we made several appointments. So now the question is, what should we do in this year of transition? Either we just leave the committees the way they are for another year or we run the elections under the previous organization structure and then fill the vacancies through appointment. I would like to open this for discussion, it's very challenging.

**Senator:** Under the existing structure, we change the name. We just do the same structure.

**Chair:** Then we can say for example, a person from VPA runs under CLA and so on. That has been the biggest problem for the Senate.

**Senator:** week the same rules that we have used to sequencing the same thing departments but so.

**Senator:** We've typically had to go to teams to ask for volunteers. But it's also a big job to overhaul.

**Chair:** So that's why I was saying one of the options was to kind of continue with the committees for another year. There was an issue raised that GE is going to be a major issue. And all eyes will be on GE and that committee should be elected. But my point was when we appointed last year, there was no controversy, and people were just appointed in the regular scheme of things. So, the appointments right now on the committee were not biased. And so there should be no problem continuing with that. Either we continue all the committees, or we just do fresh elections, and I'm not sure in the end will end up appointing several people again. Any thought from the audience? The panelists?

**Senator:** I just want to make a statement for the record that I feel that by extending the appointments from last year, that voters from across campus won't have a chance to cast their votes for the candidates of their choice, and instead are faced with a second year. Senators need to feel concerned about the voice.

**Senator:** I concur with Rachel. I think we have a cohort of over 100 who've joined us in the last year or two who probably will be unrepresented if we go that route, but I understand why we might go that route.

**Chair:** Talking about continuity and participation, right now there are only 16 people who have signed up after three calls for nomination have self-nominated themselves. So, if we are saying that there are lots of people who are nominating themselves, and we can wait till April 4, which is the last day, what happens when we come back on April 4, and not enough people self-nominated, then we are again back to reappointing. We can be mindful about the costs involved in running these elections. These elections are not, they cost about \$6,000.

We can revisit the election issue at the next meeting once we know how many people have self-nominated.

**Chair:** And this continues from the previous administration where people don't want to get involved because they feel their voices don't matter and it may impact them negatively. We have to figure out how to change that.

**Senator:** We can do another email blast with a different one with a bit of different message.

**Chair:** If started in December, January, we had time to reach out to people and convince about the virtues of being involved. We waited to have clarification on department structure. So, things are the way they are and we have to just adapt.

**Senator:** I just want to point. People on committees, why would we do that? No compensation was paid for. Any decisions about managers on Senate?

**Chair:** Let's revisit in just a few minutes, but let me ask the panelists if anyone has any thought or would like to make a comment.

**Chair:** Please read the draft Constitution before our next meeting. I have an edited version that we will put on the website after I've reviewed with Dr. Salvatore and the Constitution Committee. And at the next full meeting, we will vote on who should be the constituents of the university senate and the constitution. I would entertain a motion to end the meeting. All in favor, Thank you so much.

**Meeting adjourned at 4:20 pm**

**III. Next Meetings**

- A. Executive Committee Meeting – April 4, 2023 – Zoom at 3:15 pm.
- B. Full Senate Meeting – April 11, 2023 – **Zoom Webinar** at 3:15 pm.