

KEAN

FULL SENATE MEETING
MINUTES

February 8, 2022
2:15 p.m.-4:15 p.m.
ZOOM

Senators in attendance:

•Ahlawat, •Anderson, •Boateng, •Brandwein, •Connors, •DiVirgilio, •Donovan, ab-Dowdell, •Evans, •Farrokh, •Filardo, •Halper, •Logue, ab-Mack, •Marks, •Martinez, •Mayhall, •Moran, •Mulry, •Pintado-Casas, ab-Roebuck, •Rosen, •Sanchez, •Sargent, •Webber, ab-Wetzel, •White, •Yucetepe

Student Representative:

Vacant

Guests:

Andrea Rosa, Barbara Harmon-Francis, Bala Subramanian, Joy Moskowitz, Carla Sy Enriquez, Carol Biscardi, Catherine Nicholson, Catricia Shaw, Christina Mastroeni, Dawn W., Elizabeth Hyde, Jack Hargis, Joseph Capasso, Josephine Norward, JoAnn Pobuta, Laura Lorentzen, Lisa Sisler, Lorraine Smith, Luis Tapia, Maria Shumskya, Michael Salvatore, Philip Liang, Robert K. Adamczyk, Shuli Xu, Stephanie Hawkins, Thomas Koc, Jace Hargis

[•=present ex=Excused absent=ab]

Meeting called to order by Chairperson Donovan at 2:18 p.m.

I. Minutes – January 25, 2022
A. Motion: David
B. Second: Matthew Halper
C. Approved with correction
II. Curriculum Items for Notification and/or Vote-None
III. Old Business-None
IV. New Business—
A. Spring 2022 Election update
1. Discusses Election Schedule will be working with TrueBallot Inc. again this year. The schedule submitted will work for TrueBallot Inc. as confirmed. See attachment. PINs will be mailed by 22 April, and voting will be open until 11 May at 9:00 a.m.

<p>2. Chair: Kean is looking to returning to our original graduation format in person.</p> <p>3. Senate reorganization meeting will take place 18 May, Wednesday morning, but whether it will be in person or virtual is TBD.</p>
<p>B. Administration updates</p>
<p>1. Chair: Informed at R2 Committee meeting that Dr. Toney is retiring at the end of May and his duties will be taken over by Joe Youngblood and Michael Salvatore</p>
<p>2. Chair: Human Resources was asked to notify the Senate of all employee changes so that we can add to our Senate information but it has not happened and was told that UR was working on something. Frustrating that we do not have this information halfway through the academic year</p>
<p>3. Chair: President’s Task Force on health meeting was today. Five-day quarantine review with a request that they re-test and continue for an additional five days. State appears to be moving toward the abandonment of the mask mandate by the middle of March. Things may look more ‘normal’ by spring break.</p>
<p>4. Chair: Has been in conversations with Administration about promotions and the process. Because of negotiated arrangement were not signed off until after the process began the new procedures will be going into effect in the fall of 2022. Administration encourages everyone not awarded promotion to appeal and the Senate and KFT strongly urge that as well.</p>
<p>5. Senator: Promotion conjoined with tenure is an issue and issues of communication and deliberative exchange. The president or designee is to meet to give reasons to the committee, so there is demonstrated mutual respect. The new process has listed criteria, how you fell short and what you need to do. The move for tenure would be linked with promotion. Chair was told that it was the letter of agreement was signed off on in October 4, 2021, as clarified by Senator but is in conflict with what chair was told. Link to LOA: http://021870.nj.aft.org/sites/default/files/article_pdf_files/2021-10/loa_157_100421_0.pdf</p> <p>6. Some debate in the chat and on call about dates the LOA was signed and the due date for promotion materials. Chair: document signed 3 weeks after process started, in November. Senator: document dated 4 October, promotion calendar started 15 October.</p>
<p>7. Senator: What happens if people do not receive a reason why they were not promoted and/or given tenure? Chair: Guidelines for tenure and promotion may be prepared now but is not certain. Assumes that there will be weight toward research and writing since the university is moving toward R2 status. Concern over how legacy faculty will be evaluated but no answers have been provided so far but assumes discussions will be ongoing. Assistant or Associate faculty who applied in the past should be promoted without having to meet any additional standards if they have been deemed qualified in the past. Some were told not to reapply. Chair will continue to advocate for legacy faculty.</p>
<p>8. Chair: Senator from Executive Committee has developed Qualtrics (actually a Google Form) survey and the chair has sent it out to the Senators</p>
<p>9. Senator: Was this a quid pro quo? Just apply because it was oversight from the previous administration and the faculty are automatically granted tenure and promotion? Member of Committee: Everyone was evaluated objectively based on the standards with no consideration of how long people had been at Kean. Senator: Did everyone given tenure automatically receive promotions? Chair- Asked for this information but has not received this information yet and nor did to Promotions Committee. Senator: Where does this information come from? Chair: Usually the information is provided via a report but initially not with</p>

specific names until later so that their titles can be changed. Chair: Has never seen this information but plans to inquire about this again.

10. Senator: Everyone is aware of the shortage of faculty for committees. The administration is taking into account the need for tenure track professors because they recognize the problem but it will take years to build up the necessary faculty. Therefore, those that were not promoted need to be promoted to address the need. Sees this as an important point that the Senate should raise.

Chair: Provost sees the need to add chairs and bring them in as associate faculty. Numbers provided by DEI representative: 107 new hires, 682 student assistants, 119 academic specialists, 269 adjuncts.

Chair: the chair task force is gathering data on faculty in each department, with rank #s of students is being collected and collated for the first time, and it will be shared with a group that includes S. Polirstok, J. Moskovitz., and Craig Donovan. The data will help with the needs for higher ranked faculty, hires, etc.

Chair: there are two working groups in the task force and they will be meeting soon. By fall 2023 the data will be used to help determine which departments get assistant chairs, chair duties, how chairs will be evaluated and by whom, on what basis. They are working hard on a set of guidelines on how to proceed in the process of going back to department chairs, but is a complex and difficult process – should they be phased in all at once? In stages?

11. Senator: Early opportunity for early substantive input from the departments. Suggest: Formal process for collecting feedback in advance. Joy M.: Wants to bring this back to the group in another month

12. Question: How do they proceed if the president rejects the chair? Joy M.: Determined by the KFT Master Contract, did not appear to be an issue with the KFT representative. There is a lot to consider; states that anyone that has a question or concern feel free to forward the issue to her. The chair states that questions and concerns can be forwarded to him as well.

13. Joy M.: will schedule community forum and task force can answer questions. Expectation is that people on the task force will communicate with the community, anonymity is possible. By the end of February, we should have updates.

14. Senator: a suggest on the data collection – it should not only be #s, but also open ended questions so that departments can describe their departmental situation (are there full professors who don't want to be chair?) Joy M.: is making note of this; Birdsell is hiring chairs for departments, and he knows that #s are only part of the story. Enrollment in minors is also being looked at. The provost is making this priority and will make a recommendation to the Board of Trustees in May.

15. Senator: Arts administration is unique.

16. Senator: Concern about languages, currently there are only two faculty teaching Spanish. This is a problem for programs in international studies. If the rank is not appropriate then it is a problem. The faculty need six years of training and it is too late now. How are we going to come back? It will take six to seven years. How are we going to serve the students in terms of foreign languages? People are starting but they do not have the same experience.

17. Chair: There is great effort to address this issue.

18. Guest, Stephanie Hernandez Rivera, DEI: Discussed Campus Climate Survey that will be administered on all Kean campuses in the U.S. Opportunity to complete survey and they are looking for Ambassadors to assist in sharing the

<p>survey and working at tables to promote the survey. Request that the information be shared through the Senate or pass the e-mail along to anyone in your network. Chair: What does an ambassador do? Answer: Spread information about the survey and sit at a table to encourage people to complete the survey. The survey goes live March 1. Hopefully, based on the survey results, there will be a strategic plan developed that will support the university community.</p>
<p>19. Senator: What is the goal and what will the survey include? Answer: A committee created a survey based on identity and experiences within the Kean community. For example, have different populations ever felt excluded, including sexual harassment. The result will be that these issues will be addressed in a strategic plan. Chair: Asked how the results will be shared. Stephanie DEI: Survey ends April 8 and the results will be shared with the community via an outside company that will meet with Senior Administration that will share with the entire community in the fall. Will send the date for when the results can be shared. In answer to a senator's question, states that there will be no focus groups; the survey is taken online, on an individual basis.</p>
<p>20. Senator: Why only a focus on gender or diversity? Stephanie DEI: Survey is focused on a multitude of topics such as financial concerns, questions specific to faculty and by ranking.</p>
<p>21. Chair: Asked if anyone wants to speak at the next Full Senate meeting. No one had a request to speak at the next Full Senate meeting.</p>

Meeting adjourned at 3:32 p.m.