



KEAN

FULL SENATE MEETING
MINUTES

March 30, 2021
2:15 p.m.-4:15 p.m.
Videoconference-Zoom

Senators in attendance:

•Ahlawat, •Anderson, •Baldwin, •Connors, •DiVirgilio, •Donovan, •Farrokh, •Filardo, •Gover, •Gubi, •Halper, ab-Joiner, ab-Knis-Matthews, •Lee, •Logue, •Lynch, •Mack, •Marks, •Moran, •Mulry, •Pintado-Casas, •Roebuck, •Sargent, •Schraer-Joiner, •Shebitz, •Stavola-Daly, •Webber, ab-Wetzel, •White, •Yucetepe

Student Representative:

Vacant

[•=present ex=Excused absent=ab]

Guests in attendance: Dr. Mike Salvatore

Meeting called to order by Chairman Donovan at

I. Minutes – March 16, 2021
Motion to approve: Francis Stavola-Daly Second: Chris Lynch Minutes unanimously approved
II. Curriculum Items for Notification and/or Vote-<i>Notification Only and Vote</i>
A. B.S. in Environmental Science (conversion of an option to a major) B. B.S. in Biology - Environmental Science option (70301)
III. Old Business
A. Course Caps – Chair Donovan sent a notice to all departments regarding course caps, asking them to note if the KeanWise course cap exceeded the course caps on course outlines. Information sent by departments was forwarded to the Registrar’s office for correction.

<p>IV. New Business-</p>
<p>A. Curriculum Management System – Chair Donovan noted that the new CMS is online and up and running. It provides an electronic transmittal. Continuing to use the current PDF-based approach is allowed for this semester, but this will be the last semester. As of September, all curricula in development will be processed through CMS.</p>
<p>B. University Senate-Records Archive Project – Chair Donovan noted that the project to scan Senate course records has been reactivated. He is in discussion with Iron Mountain about scanning and making records available online. A proposal has been received to scan 30,000 documents and then read those documents into a searchable database online. Having the documents online will be beneficial. The proposal will be shared with the administration.</p>
<p>C. Return to campus – Kean will be remote for the summer but back on campus in the fall. All courses will be face-to-face or online, not remote. Chair Donovan raised the question concerning requiring vaccination from students, staff, and faculty. Rutgers has stated that vaccination will be mandatory. Kean is recommending but not mandating vaccination. Dr. Salvatore noted that Kean is researching Rutgers’ decision and attempting to ascertain whether it would be possible to mandate vaccination.</p>
<p>D. Decision to go to R2 status – Chair Donovan explained that Dr. Toney, Senior Vice President for Research, will be invited to attend a Senate meeting to discuss the decision to seek R2 status. Senators are invited to submit questions concerning the University’s decision.</p>
<p>E. Election Report – Dr. Filardo noted that the email with election information asking for self-nominations has gone out on March 24; information will be collected on March 31 at 5:00 PM. A final call will go out with a closing date of April 13. PIN numbers for the election will go out on May 5. Voting will begin on May 12, closing on May 25. Senate results will be announced on May 26, and Senate reorganization will be May 27.</p> <ol style="list-style-type: none"> 1. The question was raised regarding the possibility of avoiding slates. Chair Donovan observed that the problem with slates in the past concerned administration involvement in the Senate elections. 2. Senators observed that those who do not affiliate with a slate do not get the benefit of advertisement. 3. Senators requested the posting of a picture and brief bio for candidates for the Senate on the Senate Web site. 4. Senators thanked Emily and Brian for their efforts in making the election happen, noting that it is a difficult job. 5. The ballot for the Senate does not recognize slates. The Senate is neutral in the conduct of elections. Candidates can affiliate or not as they please. 6. Senators noted that it is challenging to meet other faculty and share ideas, particularly during COVID; the absence of a faculty dining room was noted. 7. Senators noted that it is essential to be collegial and supportive of one another; slates should not be hostile toward or critical. 8. Senators noted that the election manual requires updating; it is older than the Senate Constitution.

- F. Promotions and Sabbaticals – Chair Donovan noted that institutional data regarding hiring, reappointment, promotion, and sabbaticals are made publicly available at many institutions. It has not been at Kean. Chair Donovan has requested that information from the administration on behalf of the Senate. He indicated that the Senate would request this annual and report it to the University community; he noted that often prospective hires would like to have this information.
1. Senators noted that similar issues exist among the professional staff and recognized that it would be important to have promotion and retention information about professional staff as well. Making the information available is a part of the shared governance process.
 2. Senators noted that having this data available is necessary for attracting strong faculty candidates and attaining R2 status. Senators also highlighted the need for transparency regarding promotion processes.
 3. Senators suggested that the administration should consider – and help rectify – the conditions of the past 10 years (small department sizes, heavy course loads) when making decisions regarding promotion and sabbaticals. The institutional history of denying resources to existing faculty needs to be addressed. Consideration should be given to those who were deemed qualified for promotion in the past but not granted promotion.
 4. Senators asked what peer institutions are doing regarding promotion and sabbatical.
 5. Senators noted that the faculty searches are happening late in the year, and that Kean is accessing only the applicant pool that is left after many competitive candidates have been hired by other institutions.
 6. It was noted that the administration needs to authorize hiring in the summer so that hires can be made in the fall.
 7. Senators noted that the promotion criteria cover only the past 5 years of publications; some Senators suggested that this is not specified in the letter of agreement.
 8. Senators also noted the drop in the overall number of tenured faculty members in the past decade.
 9. Senators noted that there is disparity in teaching and advising loads, and that introduces unfairness into the promotion and sabbatical process. There is insufficient time for faculty with large teaching and advising loads to engage in research.
 10. Chair Donovan noted that, according to the University Promotions Committee, 55% of Assistant Professors at Kean are tenured but remain at the Assistant rank. That has been the norm at Kean.
 11. It is important to hire and incentivize new faculty to attain R2 status, but reparations for past neglect of faculty promotion and support are also needed.
 12. Senators also noted the importance of professional development, including advancement opportunities, for professional staff in addition to faculty.

13. Dr. Salvatore noted that the administration is currently working on a policy change that will enable the earlier approval of faculty lines for more competitive hiring processes.
14. Dr. Salvatore also noted that President Repollet wants to add administration in keeping with the work to be done at the University

Motion to Adjourn: Chris Lynch

Second: Jane Webber

Meeting adjourned at 3:50 PM

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V. Next Meetings

- A. Executive Committee Meeting – Tuesday, April 6, 2020 ~ Zoom Webinar at 2:15 p.m.
- B. Full Senate Meeting – Tuesday, April 13, 2021 ~ Zoom Webinar at 2:15 p.m.