

1 WILLIAM PATERSON UNIVERSITY -- **FACULTY SENATE MINUTES** – October 12, 2010

2 FACULTY SENATE WEBPAGE: <http://www.wpunj.edu/senate> -- Email discussion: facultysenate@list.wpunj.edu

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4 **Present:** Andreopoulos, Bhat, Bliss (for Donaghy), Boroznoff, Cunningham, Davis, Diamond, Linda Diaz, Duffy, Ellis, Falk-
5 Romaine, Fallace (for Lawrence), Ferris, Finnegan, Gardner, Godar, Healey, Kelly, Kim, Knaus, Ku, Levitan, Lindsey, Martinez,
6 Martus, Overdorf (for Rehberg), Pardi, Parras, Pavese, Peterman, Potacco, Quicke, Refsland, Ricks, Rosar, Scala, Schwartz,
7 Snyder, Tardi, Thiuri, Verdicchio, Wagner, Waldron, Walsh, Weil, Weisberg, Wong

8 **Absent:** D’Haem, Harris, Ricks

9 **Guests:** Barnes, Basu, Burns, Chabayta, Ciliberti, Daniel-Robinson, De Young, Deller, Francesco Diaz, Fuller, Goldstein, Hahn,
10 Kashyap, Liautaud, Olaye, Seal, Wakeman, Williams [Since the Attendance Sheet apparently never made it to the guest seating
11 area, it’s likely that some attendees are not listed above: Please let Duffy know at the next meeting or by e-mail before then.]

12 **PRELIMINARIES:** Chairperson Verdicchio called the Senate to order at 12:31 PM. The Agenda was
13 moved and seconded by Martus and Falk-Romaine. Pavese asked if Tardi’s statement (sent to all
14 Senators via the Senate Listserv) would be addressed. Verdicchio said yes. L. Diaz and Martus moved
15 that the Tardi memo be formally included in the Agenda as part of Old Business F1, and the amendment
16 passed with one negative vote. The amended Agenda was then approved unanimously. The Draft
17 Minutes of the September 28th meeting, moved and seconded by Martus and Godar, were accepted
18 unanimously without amendment.

19 **CHAIR’S REPORT:**

20 **Brief notes:** Scala reported on the forum held in response to the death of Tyler Clementi. She said that
21 students have told her that in some classes they hear homophobic remarks that are not challenged by
22 the professors. She urged all faculty to use such comments as teaching moments and to present and
23 explain university policies on sex/gender and other types of harassment. Pavese distributed flyers
24 announcing the upcoming Samuel Barber Celebration events which he is organizing and at which he will
25 be the featured piano soloist.

26 **Strategic Plan:** Verdicchio opened discussion on two documents: the President’s “Draft – Process for
27 Strategic Planning 2011-2020,” dated September 2, 2010, asking for comments from the Executive
28 Committee by September 15th, before the document was presented at a Board of Trustees meeting, and
29 the Senate Executive Committee’s letter of September 15th. There was no formal response to the
30 Executive Committee’s letter, but the President and Chair Verdicchio had a conversation to clarify
31 several points. There has been no further follow-up. Verdicchio noted that the faculty are seen to be
32 front and center in future planning at WPU. L. Diaz asked if the Executive Committee should have sent
33 the Draft to the full Senate before replying. Verdicchio replied that time constraints made this
34 impossible. L. Diaz advised that this should not be common practice. Verdicchio also noted that he
35 believed that the Draft was privileged and that time was of the essence. Duffy added that the Executive
36 Committee always prefers to share documents with the Senate, but that it boiled down to a case of: do
37 we respond now or do we not respond? The Executive Committee chose to respond. Ellis said that the
38 Executive Committee is not clandestine and the President knows we want openness. Weisberg noted
39 that, while the Executive Committee will always bring matters to the Senate, if possible, in some cases
40 the Executive Committee must act prior to such discussion. Kelly expressed faith in the Executive

41 Committee and the good will of the administration, but cautioned that the Executive Committee's
42 response is only its input and does not carry the imprimatur of the full Senate. Verdicchio confirmed this
43 point. Weisberg also noted that in the past such documents were rarely, if ever, shared in advance of
44 being presented to the Board so, however imperfect this was, it still represents a significant advance
45 over past practice.

46 Ellis tried to steer the conversation to the content of the documents. Godar spoke in favor of the
47 Executive Committee's memo and its insistence that faculty play a prominent role in strategic planning.
48 Andreopoulos was concerned that WPU's visibility is a key issue and she was disappointed that there is
49 no mention of WPU's proximity to New York City. Pavese approved of the Executive Committee's
50 formula for participation, but did not see any mention of Adjunct Faculty. Waldron responded: I wrote
51 this. Faculty refers to all faculty. Snyder noted that increases in enrollment will require increases in
52 resources. Quicke felt that the uniqueness of WPU is missing from the document. Knaus agreed and said
53 that a strategic plan needs measurable goals and measurement. Kelly said that the UCC addresses many
54 of these issues, especially the need for assessment. Potacco said that the Lipman-Hearn analysis
55 touched upon many of these topics, but that now is the time for action and results. Quicke added that
56 WPU needs to survey its peers and its aspirant group.

57 **Resource Allocation and Budget documents:** Verdicchio again noted the short turn-around time
58 presented to the Executive Committee in responding to the "Resource Allocation and a Budget Process"
59 document. Pavese asked why there is no mention of Union participation. Verdicchio said that he can't
60 speak to Union issues. Overdorf noted that the Senate did not have any input in the past. She is pleased
61 that long-desired transparency will be a key part of the developing budget process. Tardi noted that
62 some terms and conditions issues are affected by what happens in the Senate, and that she and
63 President Waldron met and agreed that as the budget relates to terms and conditions of
64 employment, the President will meet in advance with Union leadership to discuss those issues.

65 Finnegan complained that the annual tuition hearing is held much too late, and that member of the
66 Board of Trustees should attend. He also called for greater availability of current and past budgetary
67 documents online, in the Library, etc. Bolyai said that copies are sent to the Library. He also urged
68 everyone to attend the open hearing on a multi-year budgeting process that will be held on Friday,
69 October 22nd at 9:30 in Ballrooms B and C. Potacco asked if budgeting will be done in real time. Bolyai
70 responded that there are many factors (e.g., state funding, enrollment projections, actual enrollment,
71 unanticipated expenditures, etc.) that cause the budget to be altered.

72 **Evaluation of Administrators:** Verdicchio asked to look at the issues in two parts: the 2009/2010
73 Senate's actions on the one hand, and the matter of how to conduct future evaluations (which has
74 already been sent to the Governance Council. He asked Duffy to research the history and past practice
75 of earlier evaluations. Duffy, basing his report entirely upon available documents, said that the Senate
76 has conducted nine iterations of the administrative evaluations. In at least seven of the nine events
77 (and, he believes in the other two as well), the completed evaluation reports were sent to the
78 individuals evaluated, to their supervisors and to the Board of Trustees prior to the reports being made
79 available to the Senate and the campus. Finnegan asked if the reports were sent with the evaluations or

80 at a later date. Duffy said that there haven't been two separate sets of documents, and that the
81 evaluations and the summary reports have been one and the same thing, though they have varied in
82 length and complexity over time. Tardi expressed concern about violating process in that a committee
83 was not formed, and she emphasized the need to establish accountability. Martus elaborated upon his
84 motion at the previous Senate meeting (which called for the Governance Council to look into the entire
85 process of administrative evaluations): He said that the intent of his motion was to deal with how the
86 data are generated, the questions used, the data analysis and the summary report and its distribution.

87 **VICE-CHAIR'S REPORT:** Ellis followed up on Scala's earlier comments, and reminded the Senate that
88 horrible incidents also occur off-campus: witness Jessica Moore, the Seton Hall student killed at an off-
89 campus party. He announced that the annual lunch of the Executive Committee with the chairs of the
90 various Senate councils on Thursday, October 14th during Common Hour in UC 216. A nomination for a
91 Senate council was briefly debated and then withdrawn for technical reasons. Davis, noting the hour,
92 called to move the Agenda to allow the Student Activities staff to make their presentation. Her motion
93 carried with ten negative votes and two abstentions.

94 **Student Activities:** Francesco Diaz and Jeff Wakemen made a PowerPoint presentation dealing with
95 student retention and student success. Wakemen stated that the Tinto model of student development
96 and retention emphasizes integrating students into campus life. He reported that there are over one
97 hundred activities, including leadership opportunities available for students at WPU. He also noted that
98 the GPA of members of student clubs is, overall, higher than that of all students. The GPA of the Greeks,
99 however, is slightly lower. He drew from NESSI results to state that students learn by engaging with
100 faculty and other students on campus, and said that WPU is not rated favorably by students on these
101 items. Indeed, the lowest ratings were for working with faculty on things other than class work. He
102 suggested ways to increase faculty involvement: attend student events, work with a club, go beyond
103 advising in helping students with career advice, etc. He said that some faculty members have told him
104 that club service is not held in high regard for retention and promotion purposes. F. Diaz addressed
105 cross-cultural understanding issues, and seconded Scala's earlier remarks about inappropriate
106 comments in class. He emphasized that student success happens not just in the class room, but in the
107 whole WPU experience. Wakemen reported that WPU actually does better (in the Campus Activities and
108 Student Engagement Benchmark Survey) than our peers in affecting students' lives, but that we are
109 behind other campuses in getting them engaged. He agreed with Kelly's earlier comment that the new
110 UCC will help in a number of ways. He concluded the presentation by promising that WPU is going to go
111 beyond merely tracking the retention and graduation rates of engaged students. There was no time for
112 questions.

113 **ADJOURNMENT:** The Senate adjourned at 1:55 PM. The next meeting of the Faculty Senate will be held
114 on Tuesday, October 26th at 12:30 PM in the University Commons Ballroom.

115 Respectfully submitted: B. Duffy, Secretary

116 THIS AND OTHER SENATE DOCUMENTS ARE AVAILABLE ONLINE AT: WWW:WPUNJ.EDU/SENATE