

1 William Paterson University – FACULTY SENATE MINUTES – October 13, 2015
2 FACULTY SENATE WEB PAGE <http://www.wpunj.edu/senate> --
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4 **PRESENT:** Aktan, Avdeev, Broome, Cano, Cook, Crick, Decker, Diamond, Duffy, Ellis, Falk-
5 Romaine, Fallace, Flint, Fondeur, Gazzillo-Diaz, Harris, Helena, Hong, Griswold, Kim, Levitan,
6 Maduro, Magaldi, Makarec, Martin, Martus, Nagaraj (for Andreopoulos), Najarian, Nobler,
7 O'Donnell, Owusu, Rosar, Sabogal, Sandmann, Simon, Snyder, Steinhart, Swanson, Tardi,
8 Tesfaye, Verdicchio, Wagner, Waldron, Wallace, Watad. Weisberg, Wicke
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10 **ABSENT:** Kothandaraman, Natrajan
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12 **GUESTS:** Chabayta, Corso, DeDeo, Ferguson, Hahn, Liautaud, Noonan, Owusu-Ansah, Seal,
13 Schneider, Wolf
14

15 **PRELIMINARIES:** Chairperson Falk-Romaine called the Senate to order at 12:33PM. The
16 Agenda, moved by Martus and Najarian, was approved unanimously. The Minutes of the
17 9/22/2015 meeting, moved by Martus and Wicke, were also approved unanimously.
18

19 **CHAIR'S REPORT:** Falk-Romaine introduced Roshelle Fondeur who will be serving as the
20 new SGA Vice-President representative to the Senate.
21

22 Falk-Romaine and Tardi reminded the campus community of the important elections being
23 conducted for Promotion, Range Adjustment, ART and Sabbatical Leave. Several of these
24 important committees have had to function with vacant seats in recent years. It is important for
25 those not applying in a specific area to consider serving the faculty by running for one of these
26 committees.
27

28 Falk-Romaine reiterated her call for a volunteer to serve as the new Parliamentarian. If anyone is
29 interested, please contact the Senate Chair Falk-Romaine.
30

31 Falk-Romaine met with Dr Cartwright, who is conducting the five-year review of the President
32 for the Board of Trustees. She gave Cartwright the most recent Administrator Evaluation of the
33 President compiled by the Senate.
34

35 **VICE CHAIRS REPORT:** Magaldi moved (Tardi seconded) the appointment of Watad as one-
36 year replacement on the Budget and Planning Council; it was approved unanimously. She then
37 moved (Duffy seconded) Verdicchio to serve on the Auxiliary Services Board; this was approved
38 with one abstention.

39 **ADMINISTRATOR EVALUATIONS.** Falk-Romaine stated that it was time for the next round
40 of evaluations. She noted that the Senate had approved the recommendations that Wicke and the
41 last Ad Hoc Committee had presented to the Senate (archived in the Packet for this meeting).
42 She pointed out that there are a number of issues that the Senate must resolve: Should there be
43 two ad hoc committees – one to conduct the surveys and one to prepare the reports? Should there
44 be, instead, a full permanent Senate council created to conduct the entire process on an ongoing
45 basis? What is the proper timing for evaluating higher level administrators and deans? How long
46 should an administrator be on the job before being evaluated?
47

48 Tardi reiterated her long-standing position that the Senate should do the administrators the
49 semester before their contracts are up for renewal by the Board of Trustees. She feels that the
50 evaluations have consistently been done too late. Waldron noted that the Board conducts its own
51 annual review of the President (and the five-year review currently being done by Cartwright).
52 The President conducts her own annual reviews of each administrator based upon written goals.
53 The deans are done annually by the Provost.

54
55 A member asked why aren't all the reviews done simultaneously. Falk-Romaine and Wicke
56 described the very labor-intensive process that requires considerable time. Levitan pointed out
57 that the surveys are circulated in the fall and the final reports are presented in the spring. Watad
58 asked if they really matter and whether they have any impact. He and Simon commented upon
59 the annual or bi-annual process. Falk-Romaine said that the results are distributed to each person
60 evaluated, to his or her supervisor, to the President and to the Board of Trustees.

61
62 Duffy and Verdicchio moved that an administrator must be in place for one full year before
63 being the subject of this evaluation process. The motion was approved unanimously.

64
65 In response to Steinhart's query, Wicke stated that over time response rates have varied from as
66 high as nearly 50% for full-faculty to less than 1% for Adjuncts.

67
68 Martus and Weisberg moved that the Governance Council propose an amendment to the Senate
69 By-Laws to create a new permanent council to deal with these evaluations. Wicke, Weisberg,
70 Harris, Falk-Romaine and Ellis commented. The motion was approved by voice vote with three
71 abstentions.

72
73 Falk-Romaine pointed out that the Ad Hoc Committee used Qualtrics for anonymously
74 processing the data. Levitan pointed out the many faculty use this program and asked that an
75 institutional contract be pursued.

76
77 Martus and Martin moved that the Senate create and use a final Ad Hoc Committee for this
78 year's round of evaluations and the newly-established Evaluation Council for future iterations.
79 After brief discussion, Martus withdrew the motion.

80
81 Simon and Flint moved that the new Ad Hoc Committee have a membership consisting of one
82 faculty member from each college, one librarian, one professional staff member and two at-large
83 members. The motion was approved unanimously.

84
85 Simon then moved (Tardi seconded) that evaluations be conducted based upon the year of hiring:
86 odd and even. After brief discussion, the motion failed by voice vote.

87
88 Ellis raised question about the Likert Scale used for the evaluations, especially the "I do not
89 choose to answer" response. Wicke said it was used to cover all reasons one might have for not
90 responding. Ellis, Diamond and Tardi said that there are qualitative differences among the non-
91 responses. Martin suggested a new question or approach: What do you think of the service that is
92 provided to you by this administrator. Kim commented.

93
94 **ADJOURNMENT:** Steinhart called for adjournment, which was approved by voice vote. The
95 Senate adjourned at 1:30pm.

96

97 The next meeting of the Faculty Senate will be on Tuesday, October, 27th in Ballroom C.

98

99 Respectfully Submitted: Bill Duffy, Secretary

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101 THIS AND OTHER SENATE DOCUMENTS ARE AVAILABLE ONLINE AT:

102 www.wpunj.edu/senate