

Faculty Retreat Meeting Minutes (5/24/18)

9:17 Donni calls meeting to order.

Standing Committee Reports

Academic Programs and Planning (Manish Madan)

A number of a number new proposals. A number of new concentrations proposed and passed. Details on website.

Proposed changes for the future: (1) Have all proposals include faculty's signatures because some faculty names were included on proposals without them knowing. (2) Need consistent proposal and feedback form. (3) Submitters should submit an abstract before the full proposal. (4) Need to make clear that APP is a gatekeeper before going to Senate rather than just a bridge; should have power to kill proposals. (5) Proposers of new programs should consult with related programs for feedback prior to submitting proposal to APP. (6) Proposals should stand on their own without proposers present. (7) Perhaps proposals should come from just tenured or tenure-track faculty. (8) Senate should inform larger University body about proposals so affected programs can be aware before they come before APP.

Comments:

1. Laying out the full path by which proposals will proceed will be helpful for faculty proposing programs.
2. It would be helpful for senators to have some knowledge about what happened with the proposal in committee before it comes to the Senate. Second person: this is a proposal from APP.
3. Agree that it is important to bring related programs into the process earlier.

Admin and Finance (Susan Fahey)

1. Discussed funding for AC campus. See report on website for details.
2. Travel funding from the schools and office of the Provost. Amount of funding for travel per faculty has declined. Most deans are sticking with \$900 per faculty and most faculty are spending more than that. Faculty seem to prefer "guaranteed" money instead of having to apply for additional internal grants, which are competitive. Most universities are providing more money. Consensus is that \$1200 would be more appropriate.
3. Campus Accessibility: There is currently a plan to open up more parking in front of Campus Center so we keep the same number of spots. A public-side drop-off would be helpful. Signage for parking is an issue. We are out of compliance in several areas. Worked a lot on the evacuation plan but much more work is needed.

See report on website for details.

Comments:

1. Thank you for the work in getting the signs because we always have people get lost coming to summer camps.

2. More is needed to inform people about what to do during an evacuation.

General Studies (John O'Hara)

We met three times over the last year. Items:

1. Defaults for IDEA when they are not filled out. The default used to be all items selected as most important. Now 3, 11, and 12 will become defaults.

2. Policy related to faculty needing to change course categories. Decided that courses already approved do not need to go through the full process again, but could meet with each G convener.

3. What should things look like before a proposed course goes to a G convener? Syllabus, text, assignments, means of assessment.

4. Assessment for Middle States. Just started this process.

Questions and comments:

1. Regarding default, is it possible to just set default to what was chosen the last time items were chosen? Second member: It seems like they should be able to do this. Third member: This would probably need to be presented to the Union so it could be agreed on. Second member again: Yes, it looks like IDEA can be set to automatically select prior items.

Information Tech and Media Services (Chenyan Xu)

We had two meetings. Several new proposals (see list on website).

Conducted review of instructional continuity plan.

Reviewed the guidelines for Use of Alternative Online Tools in Instruction.

See website for details.

Library (David Lechner)

We met four times. We did not do a lot this year. The liaison program, which has been around for a few years, may be responsible for this. There were also no new tasks. We simply do not have finances necessary to do very much.

What we did do: Mostly routine things (see examples in report on website). Survey results suggest that faculty would like more money for books and students would like more group study rooms and expanded hours (the latter of which has now happened).

Main point is that we have not had needed increases in our materials budget. Three proposals: (1) status quo, which would mean having to say "no" to most requests for new materials, (2) University provide a bump and then go back to 5% per year, (3) steady increase for five years to make up for not having

increases for so long, and then going back to 5% per year. We continue to grow as an institution, which means that costs are increasing especially for databases.

Comments and Questions:

1. It seems like as we grow and have more specialized programs the library should be brought in for new proposals. Second member: This is going to happen. Proposals will need discussion of needs from library.
2. Is there a formula so we can figure out how much more we will be charged as we demand more from databases? David: Databases have different formulas and we have various contracts, so it depends on the vendor. Second Library Rep: They have five categories. We are in the third now. We are likely to go up since we will now be a multi-campus University.
3. Member expresses strong support for significant increases in funding. A number of other members express strong support for increased funding for the library.

R&PD

Lots of funding was awarded.

Student Affairs (Manish Madan)

We met four times. Survey about food services is needed to see how satisfied people are with changes. (See others on website.) Recommendation: The committee address more issues related to student affairs before going to Senate.

Academic Policies (Deanne Button)

Very busy year. Met five times.

1. Disability, Accessibility, and reasonable Accommodations Procedure: Not a lot done on this.
2. Repeat Course Practice: We have decided not to make the suggested change for several reasons (see report for details).
3. Academic Honesty Procedure: Changed this. On third offence it will be on students' transcript. More changes are needed, however, including increasing the number of faculty on review committee and requiring associated tenured professors. Administrator was opposed to this because of problems with scheduling.
4. Second office gap: We are working on several things including use of web-based form, use of rubric, use of mandatory disciplinary sanction for second offenses, use of preventative education, update library website.
5. Undergraduate Transfer Credits.
6. Course Audit Policy (more on this later).

Comments:

1. Regarding Academic Honesty Procedures, we need more than three faculty and the argument that this will cause problems with scheduling is weak. More are needed because there was a lot of work to do. Based on my experience on the review committee, it seems that senior faculty were taken off the committee and replaced by junior faculty because administrators want to take power from faculty.
2. Request that library member be on committee related to academic honesty.
3. What does "suspended" mean? A: Must take a semester off.

4. Several members express unhappiness with three-strikes. Would like to go back to two.

Business Portion of Meeting

Minutes are accepted from April meeting.

Action Items:

SAT Optional Task Force Report (second reading; Heather McGovern): How we go about this, not just whether we do it, is important. We don't expect that moving toward this will lead to lower standards for admissions. We believe this will increase diversity because applicants who are students of color are disproportionately those with incomplete applications (test scores missing).

Again, most important thing is how we go about this. Many of our recommendations we expect will be adopted. We expect that others will not, including providing multiple, transparent pathways and test substitutes that will offer students ways to show their skills so they will have equal opportunity to be admitted and to receive financial assistance. So we believe it is important that all of our recommendations go to administration.

We are the only, or one of few, NJ universities that does not have a testing center. This means that we have no structure in place needed for us to institute our own tests.

Voting on I (create new taskforce to research implications): 27 in favor, 1 opposed. Passes.

Voting on II (create new taskforce for a testing center): 27 in favor, 1 opposed. Passes.

Voting on Recommendation A (delay test-option until at least 2020 enrollment): 27 in favor, 1 opposed. Passes.

Voting on Recommendation B (in case test-option is adopted before 2020 enrollment): 21 in favor, 7 opposed. Passes.

See details of proposals I, II, A, and B on website.

Cannabis Studies Minor (second reading): Several changes have been made in response to concerns brought up at the first reading.

Questions and comments:

1. Regrading the title, what might the consequences be of the title including "cannabis" for students seeking jobs in places like the government? A: Using the term "cannabis" is most neutral and just because it is a drug doesn't mean that majors in the area are using it.

Voting: 21 in favor, 6 opposed. Minor passes.

Taskforce on Hate Speech (status update): We are still research our policies and policies of other Universities. Currently we are working on what the policy is and if it needs refining, developing educational materials, and looking at issues related to difference spaces on campus.

Vote on whether to allow taskforce to continue: passes unanimously

LIBA Task Force (status update): We are collecting historical documents and getting additional data regarding use of LIBA degrees. We hope to be done by the end of the next year.

Vote on whether to continue this taskforce: passes unanimously

Note on this: The Executive Council are concerned about the increase in LIBAs recently, and we ask for a moratorium on new LIBA programs until the taskforce ends its work. The moratorium would be for LIBAs proposals originating from faculty, administration, or staff (e.g., proposed LIBA “concentrations”). Individual students will still be able to approach faculty requesting to create a LIBA specifically designed considering their needs/goals, as LIBAs are described on the Stockton website.

Question: Does this mean that no new programs will be considered? A: No.

Member: I would support the moratorium given significant concerns by the Union.

Member: Is there a timeline for the taskforce? A: One academic year.

Member: Does it have to go the whole academic year? A: No, but that is the time they are allotted when created. Do they need the full academic year? A: I can't say when it will be done with its work.

Member: This moratorium could mean delaying new programs until fall 2020, correct?

Member: The moratorium would not limit innovation because students can still propose innovative LIBAs and it is important to resolve the questions at issue.

Member: My understanding is that taskforces are for one full year and we should not have it shorter.

Member: Would this moratorium affect the passes concentrations? A: No.

Member: When and why did we start using the LIBA title to develop programs? We used to have “topical concentrations” that would act as testing grounds for new minors or majors rather than calling them LIBAs. A: This is one of the things that the taskforce is investigating.

Member: It seems unfair to set a timeline for the taskforce given how much work it may include. I support a vote for a moratorium until the taskforce is completed.

More discussion about implication of moratorium.

Vote on whether we should vote on moratorium: 24 in favor, 3 opposed. Passes

Vote on moratorium until taskforce completes work: 24 in favor, 3 opposed. Passes.

Lunch

Dumont Janks (status update)

Four key initiatives: 1. Enrollment and pedagogy, 2. Administration structure, 3. Financial sustainability, and 4. Student wellness inclusion (see report on website for details)

Comments:

Member: We need more funding for the library. A: We have heard this and support it.

Member: Where are the faculty in this presentation? A: Faculty are integral in every part. Perhaps we should have a specific reference to faculty.

Member: Why do so many students leave the state for University? A: We don't know exactly, but they seem to be leaving for either private institutions or large R1 Universities.

Member: We seem to be stuck at a ceiling in terms of numbers of racial and ethnic minorities despite the fact that our community is so diverse. Why is it that our students do so poorly in reflecting the community's diversity? A: This is an important issue.

Member: Perhaps we need to focus on what our students are doing after they graduate. A: What do you all think about this?

Member: People in Philadelphia may not even know about Stockton. We go to conferences and no one knows who we are. How do we go about attracting more students when so few know about Stockton? How do we make us better known?

Member: Coming up with a story is one thing, but it's also important to stick with the story. A: Yes, we have heard about this from students. You are absolutely right. It must not just be a marketing story, but a real story.

Member: On our campus we have a rehabilitation hospital but no one seems to know about this. How is the taskforce promoting knowledge of our partnerships? A: We haven't talked about this very much. It is a good idea and we will pursue it more.

Member: What is the plan for recruiting more international students? A: We have several initiatives underway. We shouldn't be going after international students just for financial reasons. As of today, we do not have as clear a strategy as we should.

Discussion Items

Priority registration – athletes and other student groups. This body is supposed to approve any early registration but it seems as if this is being violated by athletes and students working in student records.

Member: Other programs are also getting early registration, including those in Nursing.

Tom Grites responds: I think you are right about what the Senate moved for. The only other request was from Veterans. We asked why they should have priority, we asked why, they gave a reason, we asked for proof and then never heard back from them. I have never heard about Nursing having priority. The athletes were approved before the Senate addressed this. Athletes are not jumping over those in years ahead of them (i.e., Juniors jumping Seniors).

Member: This is happening.

Grites: I don't know how that is happening.

Member: We will have to look into this.

Course Audit Procedure (Grites): The suggestion is that we make it cheaper for senior citizens to audit courses, which might promote linking Stockton with the community.

Member on committee this was recommended to: We discussed not permitting auditing over-enrolled courses, maybe limited the number of audits per course, and maybe capping total audits, and faculty should be able to reject audits. There were also concerns about the influence on the classroom environment.

Member: This came up because we are moving to Atlantic City that has a lot of seniors who would be interested in auditing. This would not be limited to seniors.

Member: Years ago faculty were told that we could not do any more auditing. It is interesting that this is coming up again.

Member: I like the idea that seniors could audit. But I do have some concerns. Auditors may not be serious and not bound to anything, which might impact the environment of the class. Grites: This gets back to faculty have the opportunity to veto audits. Member: But if we let someone in, then we cannot kick them out.

Member: I know a number of older adults who have done this and far outshine the younger students.

Member: I also have concern about younger students auditing. I think the auditing was originally ended for liability reasons – having students in courses who are not enrolled.

Member: Faculty will be able to negotiate with auditors about to what extent they will be involved in the course. Students have been able to audit but they have to go through the formal mechanism, in order to deal with the potential liability issues.

Grites: It was the informal audits that were banned for liability reasons. In this case, each audit will be formal and on the record and they will get an “AU” as a grade. The recommendation is very clear that faculty can ban audits without any explanation.

Donni: Academic Planning will have more on this next year.

Union Representative: The Union is discussing a coordinator compensation and they are working on it.

Donni: Greater clarity in what programs, minors, etc. are and what has coordinators, etc. will also be discussed.

Member: We have consistently called for more faculty lines. Professors have lots of preceptees. Others are teaching overloads when they don't want to. This seems like an important issues that the Senate should have as a priority.

Member: We need discussion of how to go about the search process. We should need to know earlier whether we will get to hire so we aren't advertising for hires at the last minute.

Member: Is there a standard regrading adjuncts?

Member: Individual programs can say no adjuncts, adjuncts can teach these classes and administrator can impose them.

Member: Some discussion is needed for how to deal with disasters. There have been no disaster drills.

Member: There has been more discussion of this. I have asked for discussion of this as a community, have drills, put up signs, but nothing has been done. This is a lot of work. We're waiting for a director of public safety. No one now seems to see this as their job.

Member: You can have the police come to a program and do active shooter training.

Member: At least something needs to be done now. At least take a few minutes to discuss it at the fall faculty conference.

Member: One of my biggest struggles is getting staff and administration to do this is that no one feels like they can or should be doing this.

Member: We don't have to formally ask for this. We can get them to address this at fall faculty conference.

Member: Our program has trouble replacing retiring faculty because we are not able to offer them attractive offers.

Member: I'm worried about lack of growth in student counseling, which should be growing as the rest of the University is growing.

Grites: Learning Access Students also register early.

Member: Can we discuss graduation for next year?

Member: Yes, we need to address how we might improve on commencement, especially how long it takes now that we have just one per year that includes all undergraduate programs.

Member: We need to address not only minority faculty, but how we can support international faculty and the added costs international faculty face.

Update on Atlantic City (Michele McDonald)

We now have 107 courses on the books and 872 registrations. We expect 350-400 in graduate registrations. We also expect a minimum of 300 new students. We are still waiting on transfer students

– third week in June. Overall, we are expecting 1500 registrations. We have three staff in technology, dedicated security, as well as academic advising. Right now we are around 80% of beds filled and expect that to reach 100% after transfers register.

Member: How many shuttles? A: Not sure but multiple. We will adjust if we need to.

Member: Will faculty have 24-hour swipe access? A: No. But we can arrange for security to allow faculty in after midnight if needed.

Member: Will faculty have swipe access for parking? A: They will have access some way.

Member: Why do we need to be ready to move offices so early? A: It takes time over summer to fix up offices. This is the standard time for any office change.

Member: I think students have regular access to the Wellness Center and Learning Access. A: I don't know that there will be access five days a week.

Member: When can we tour the build? A: August 1.

Member: Is there a shuttle between campus and the train station? A: No but there is public transportation to the train that is close by.

Explanation of the Duties of the Stockton Ombuds Officer (Rahmaan Simpkins)

I just want to introduce myself. I've always been in human resources. I just came from the College of New Jersey.

I'm here as a resource for all employs and students to resolve conflicts informally so they don't lead to litigation; provide safe, neutral confidential and flexible resources. I'm just there to hear you and propose alternatives for resolutions. I will not be designing solutions. I will also be helping to inform people about the resources out there and help them understand them.

Comments or questions

Member: would resolution primary be between people at the same level (faculty-faculty) or across levels (faculty-admin)? A: All of it.

Member: How is this office related to other offices? A: I do have some HR responsibilities too.

Member: What is the process for getting your office involved? A: The process is that you can email me, call, or stop by the office in J115. There will soon be a website with lots of detailed information.

Final things:

Donni: Dates for next year's meetings. Next retreat will be in the event room in A.C. Faculty handbook is up for revision and we don't know who is to update it.

2:55 Donni calls meeting to close.

