

1 William Paterson University – FACULTY SENATE MINUTES – October 8, 2019
2 FACULTY SENATE WEB PAGE <http://www.wpunj.edu/senate>
3

4 **PRESENT:** Aktan, Andreopoulos, Brillante, Chung, Crick, Diamond, Duffy, Ellis, Finn, Gazzillo Diaz,
5 Griswold, Hack, Harris (for Orr), Helldobler, Hill, Jurado, Kalaramadam, Kaur, Kearney, Keckojevic,
6 Kollia, Marks, Natrajan, Nyaboga, M. O'Donnell, Owusu, Potacco, Powers, Pozzi, Ramos, Ranjan,
7 Rebe, Rosar, Shekari, Silva, Simon, Snyder, Spagna, Steinhart, Swanson, Tardi, Vega, Verdicchio,
8 Vishio, Wallace, Watad, Weisberg
9

10 **ABSENT:** Janos, Kollia, Najarian
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12 **GUESTS:** Andrew, Bannister, Bartle, Bolyai, Boucher-Jarvis, Cannon, Christensen, Davis, DeDeo,
13 Fuller-Stanley, Gritsch, Harris, Hertzog, Jackson, Kim, Liautaud, Lincoln, Malindretos, Marshall,
14 McCann, McLaughlin-Vignier, Noonan, Owusu-Ansah, Pinkston, Refsland, Richardson, Rosenberg,
15 Ross, Sabogal, Scardena, Sharma, Song, Vasquez, Williams, Zito
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17 **PRELIMINARIES:** Chairperson Natrajan called the meeting to order at 12:30pm. Verdicchio and
18 Spagna moved the Agenda. He and Andreopoulos then moved to amend the Agenda by adding Travel
19 after the Budget discussion. The amendment was approved unanimously, Ranjan and Hall moved to add
20 ART after the Travel item, and this amendment was also approved unanimously. The amended Agenda
21 was then approved unanimously. The Draft Minutes of the September 24th meeting, moved and seconded
22 by Wallace and Keckojevic were approved with one abstention. Duffy again reminded the body that we
23 were using a new way of keeping attendance: There will be one list circulating around the table for the
24 senators and a separate one, on a clipboard, to circulate among the guests (who are reminded to print
25 their names clearly).
26

27 **VICE-CHAIR'S REPORT:** Andreopoulos presented four nominations.

- 28 1. She and Harris recommended Ana Siquiera (Marketing and Management) for the UCC
29 Science/Quantitative Panel. Approved unanimously.
- 30 2. She and Harris nominated Julie Nagle (Art) for the Assessment Council. Approved unanimously.
- 31 3. Martus (Physics) needs an external member for his DAC. Having performed due diligence,
32 Andreopoulos and Chung nominated Rosar (Mathematics), who was approved unanimously.
- 33 4. Owusu (Geography) needs an external member for his DAC. Having performed due diligence,
34 Andreopoulos and Kaur nominated Ellis (Sociology), who was approved unanimously.
35

36 **CHAIR'S REPORT:**
37

38 Since our last Senate meeting, the Senate Exec met with the President & Provost. We covered the
39 following issues:

40 **Academic Partnerships:** As mentioned at the last Senate, the University is preparing to roll out online
41 graduate programs in specific areas as part of a contract with Academic Partnerships. The particular
42 departments involved in delivering these degree programs will begin discussions with the administration
43 on resource allocation and support. The SEC sought more information and clarification on the process of
44 seeking WPU faculty certification of courses via Quality Matters – a certification organization for online
45 course offerings. We will keep you posted on how these discussions proceed.

46 **RTP:** The Provost consulted with the SEC on revising the RT&P process and criteria to incorporate a
47 modified or transformed version of the Boyer model that was presented at the Senate last Spring. To this
48 end, the Provost has suggested that a blue-ribbon committee of faculty and administrators be put together
49 quickly and be charged with coming up with recommendations. It has been agreed that the SEC will

50 select faculty for the committee via a process that we will announce soon. The committee will operate
51 such that recommendations will be brought to the Senate floor by the SEC.

52 **Academic Reorganization:** At the outset, I would like to clarify to Senators that the SEC’s presentation
53 at the last senate of particular configurations in each College were only suggestions for faculty to think
54 with – not prescriptions to be followed. It was an effort by the SEC to take leadership on this matter when
55 ‘models’ were not forthcoming from the administration. Subsequently, at our meeting, the SEC pressed
56 the President and Provost to share with us their vision of academic reorganization, and models. It was
57 then that the Provost shared with us his principled models – which he has since also outlined in his email
58 to the faculty community yesterday. I wish to highlight some points from our conversation last week: a)
59 that it would not only be the small departments, but also larger departments that need to participate in
60 conversations, b) that inter-College opportunities be considered in addition to intra-College explorations,
61 c) that interdisciplinarity needs to be seriously explored at WPU (the Provost’s example was to think
62 about whether Liberal Studies was only an HSS degree or could be conceived more broadly), and d) that
63 the idea was to think about how our degrees offered match with community needs and to build
64 ‘institutional vitality’. Additionally, the President reiterated that there would be no elimination of degree
65 programs and faculty lines.

66 However, it was also made clear to us that reorganization was to proceed in ‘phases’ as a multi-year
67 effort, with the initial phase being a reduction of departments, and the next phase to be focused on larger
68 issues. The SEC wants faculty to keep this larger context in mind. It is therefore important that senators
69 provide timely feedback to their departments about Senate discussions and the larger context. We are an
70 institution and strive to be a community. Institutions are always greater than the sum of their constituent
71 units. No individual unit can do well without considering the overall state of the institution. Further, being
72 a community implies that we care about each other – this is the spirit of collegiality and generosity that
73 was brought up at the last senate, and it is part of the ways that the SEC has approached shared
74 governance with the administration. I hope our approach to academic reorganization demonstrates that we
75 are indeed an institution and a community.

76 I now request that the Provost say a few words on Academic reorganization.

77
78 **REORGINIZATION:** Powers presented a PowerPoint [archived in the Packet for this meeting]. He
79 emphasized that the deans’ recommendations are due to him by December 2nd and that his reorganization
80 plan would be presented to the Senate at the January 28, 2020 meeting.

81
82 Kaur pointed out that programs, such as Asian Studies, haven’t had a seat at the table. When will their
83 voices be heard? Powers said that everyone should be involved.

84
85 Steinhart noted that many of the structures and procedures at WPU are antiquated and endlessly time-
86 consuming, like the processes used for approving new courses, programs, etc. Verdicchio added that we
87 still use paper forms for things like transfer credits. These things need to be digitized and put online.
88 Powers suggested that the Senate do an audit of these things. Natrajan said that the UCC has already
89 implemented these changes.

90
91 **BUDGET AND FINANCE DISCUSSION:** Malindretos, the Senate’s representative to the Board of
92 Trustees’ Finance, Audit and Institutional Development Committee, presented a PowerPoint [archived in
93 the Packet of this meeting] regarding the University’s budget.

94
95 Helldobler noted that the University’s Reserves cannot be used for normal operating expense, but are
96 available for strategic investments.

97
98 Malindretos provided financial data from the audited financial statements issued by the external auditors.
99 Bolyai clarified and pointed out, due to accounting rules and regulations, the nuances in the data between
100 the University's Operating Budget and the official Financial Statements. Bolyai invited the campus to
101 attend the annual Budget and Enrollment Forum at 3PM in the Library Auditorium for a more expansive
102 report.

103
104 Potacco noted that state funding has declined in recent years. Is this likely to continue? Helldobler noted
105 that WPU got \$1.6M, and that there is a bill pending to give us an additional \$2M. He intends to avoid
106 cutting programs or staff.

107
108 Griswold asked where does WPU have money invested. Bolyai responded that previously our
109 investments returned about \$800K a year, but now our JP Morgan advisors have increased it to
110 approximately \$2M per year.

111
112 Andreopoulos inquired about the Board of Trustees vision regarding increasing revenue. Natrajan also
113 asked about the role of Institutional Advancement. Malindretos said he is not privy to all Board
114 discussions, but Academic Partnerships seems to be of primary interest. Powers added that Academic
115 Partnerships is now called WP Online.

116
117 Malindretos stated that Institutional Advancement had done well raising money over the past five years.
118 Helldobler added that IA raised over \$2.7M last year, but that much of that money is restricted (e.g., for
119 scholarships). He noted that the University is working to diversity revenue streams via adult degree
120 completion programs, dual enrollment, 3+1 and 2+2 agreements, a new facilities rental policy, etc. Crick
121 asked if these strategies are likely to succeed. Helldobler replied that we are doing all we can to
122 implement best practices to avoid raising tuition and fees. He urged the faculty to support and help
123 develop new initiative like the adult completion program.

124
125 Hack asked if we need to right-size the institution.

126
127 When Steinhart noted that some universities are making campus space available for faculty retirement
128 facilities, Helldobler said that is not a good idea.

129
130 Malindretos quoted Cicero: *Dum spiro spero* – while I breathe I have hope. He pointed to some of
131 WPU's best programs: Nursing, Music, etc. WPU has a lot going for it. Helldobler noted that hope is not
132 a strategy. We must innovate. WP Online is not a magic bullet, but it will help.

133
134 Kim stated that he has spoken about enrollment issues for many years. Students want to attend a good
135 university. Retention is our problem. We lose more than a thousand students a year, which costs us
136 millions of dollars in revenue. We must retain more students.

137
138 **ADJOURNMENT:** Natrajan noted the time, and the Senate adjourned at 1:43pm.

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140 The next meeting of the Faculty Senate, will be held on Tuesday, October 22nd at 12:30pm in Ballroom
141 A.

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143 Respectfully Submitted: Bill Duffy, Secretary

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145 THIS AND OTHER SENATE DOCUMENTS ARE AVAILABLE ONLINE AT: www.wpunj.edu/senate