

## University Senate Agenda November 11, 2016, 2:00-3:15 in Rowan Hall Auditorium

### 2:00-2:15

1. Approval of agenda- motion made, seconded and approved
2. Introduction of visitors- None
3. Approval of minutes from October meeting-motion made, seconded and approved
4. President's report

Update-National Right to Work legislation may be in works. This type of legislature will alter the power of labor unions. Reminder to consider joining the AFT and attending meetings.

*Q-Do you know where the lawsuit on step increases stands?*

*A. Remaining contract parameters should be in place. State currently appealing to State Supreme Court on the matter.*

*Q-Any update on the 12 month pay option?*

*A. No update. Earliest it would be in place would be by Spring.*

Discussed President Houshmand's contract terms written about in local media reports. President stated that reports of him not being able to be terminated (even if he commits a felony) are false. Can be removed as president, but then will have same rights and treatment as any tenured faculty member.

#### a. Possibility of offering online SIR II evaluation

[https://www.ets.org/sir\\_ii/administration/online\\_delivery/](https://www.ets.org/sir_ii/administration/online_delivery/)

Currently a nationally normed evaluation, needs coding from IRT to work properly. IRT claims this isn't happening because they are not staffed at levels to do so. Rowan also has an in-house developed assessment for teaching as well (not nationally normed).

#### b. Update on encryption

New Windows machines have hard drives encrypted and inserted flash drives also become encrypted. This is causing problems with research, presentations, and information sharing with students. Evidently, when we acquired SOM this was part of our insurance policy to be HIPPA compliant. Bill plans on asking what the difference in insurance premiums and coverage would be if our hard drives are not encrypted.

**Please let Bill know if you have any encryption issues. Please submit tickets for all tech problems, so we can have records of these issues.**

*Q-What don't we have software to encrypt only certain files?*

*A-Looking it to it further, however this software is complicated and expensive. IRT can decrypt hard drives and temporarily decrypt flash drives upon request.*

**\*Please be complete Security Awareness Training ASAP.**

## **2:15-2:35**

5. Open period: Jim Newell, Provost

The provost has received numerous complaints during the last 3 days (post-election) concerning classroom climate and students feeling threatened/upset. The classroom has to be a place of safety for our students. Please remind your faculty, including  $\frac{3}{4}$  time faculty and adjuncts.

*Q-Are these only faculty-student interactions or have there been student-student interactions that are an issue?*

*A-Dean Jones has been getting calls about student to student complaints and is dealing with them.*

*Comment-Discussions related to the election will definitely come up in some courses.*

*A-Yes, but it truly depends on the course and the content of that course.*

Research in regard to Tenure and Adjusted Load

### **Tenure**

Approved tenure criteria resolve issues of what is considered appropriate for both department and candidates. It may be radically different between colleges and even departments within the same college. Variables may include books, articles, grant applications and funding, research, student collaboration, and mentorship. Some departments may have both practitioners and scholars.

At the same time, all faculty need to demonstrate a productive and sustainable research agenda. Tenure is a statement of faith in the next 30 years, not a reward for the work of the past 6 years.

### **Adjusted Load**

Adjusted load is the reassignment of  $\frac{1}{4}$  of a faculty load, or approximately 105 hours per year. Production should be on scale with time given. Designed to help professors cultivate a scholarly program; currently new faculty automatically get adjusted load the first two years of their position. The Provost plans to have no caps on granting adjusted load.

The AFT, Senate President, and the Provost agree that departments and colleges will work together to determine criteria for adjusted load. Departments should be working on adjusted load criteria now, so there are real and verifiable department controls, not micromanagement.

*Q-Can we have a mechanism for adjusted load below 3/3?*

*A. The AFT master agreement begins with a 4/4 load, so it is challenging to go below 3/3. That would also raise difficulties with staffing. Recently, new faculty have been coming to Rowan with established research agendas, publications, grant applications and external funding. These new faculty need the additional time in the classroom teaching a variety of courses.*

*Comment- We need updated facilities and Research Labs.*

A-There is an ongoing investment in labs in the Tech Park since EIRC has moved. There is money being put into new buildings and faculty start-up packages, especially in STEM.

*Q-How do you weigh the hours available for General Education courses versus hiring adjuncts?*

A-The University wants General Education courses essentially run at their capacity, then costs are almost the same between classes.

*Q-Where did EIRC move?*

A-Camden County College

*Q-Will CSMRU tenure expectations be based on criteria from hire or current criteria?*

A-Faculty should be evaluated based on the first approved set of criteria after being hired; this criteria should follow you throughout the tenure process.

*Q- If a faculty member's research changes during their pre-tenure time- can the faculty, department, and deans change the criteria during that time?*

A-Yes, but ALL parties must agree.

*Q-There are rumors about non tenure track teaching positions. Can you tell us about this?*

A-The AFT has presented the idea of an Instructional Specialist position that is basically a professional staff position that would teach 4 courses a semester. The Instructional Specialist could be eligible for multi-year contracts and would only be terminated based on performance issues or programmatic needs changes with notice. The AFT is working on a formal proposal. The Provost hopes to have these lines approved by December. These Instructional Specialists would have relationships with their departments just like faculty and would be able to work on things like curriculum and service.

## **2:35-3:15**

### **6. Curriculum report (page 2)**

16-17-10.001-Motioned, 1-Abstention, Approved

Earth and Environment Geography & Environment

Change the name of the Department of Geography and

Environment to the Department of Geography, Planning, and Sustainability

### **7. First reading: Task force on Diversity and Inclusion (page 3)**

This issue came up during last spring's Diversity Summit.

*Q-Will it be dangerous to force students to take such a class?*

A-That's a potential problem and we don't want to do this poorly. We will see how other institutions are handling this.

*Q-Will this add more requirements to General Education?*

A-This will not add a new requirement.

*Q-What literacy will this replace in the new Rowan Core?*

A-This would need to satisfy existing literacies.

*Q-How will this impact transfers?*

A-This will be another issue to explore.

*Comment-This needs to be assessable and have learning outcomes.*

*Q-What structure (department) would house it?*

A-This will be added to the committee charge to be addressed.

8. Second reading: Proposed changes to Registrar's policies and procedures (page 3)

The following will be separated via line items and discussed:

1. Late registration period and fee
2. Define "Primary part of term" to show major registration deadlines for term
4. Regular Drop/Add period
6. Late start registration and adjustment form/process

*Q-Is it possible to have a late start attribute in section tally?*

A-We will follow up with the Registrar to answer this.

Numbers 1, 2, 4, 6-Motioned, Approved.

3. Approvals for Registration related forms-Motioned, Approved

*Q-Any idea if we will do this with Change of Major forms?*

A-Not related to this proposed change, will ask Registrar.

9. P/NC grade requests-Motioned, Approved

5. Late Drop/Add Period and Form-Motioned, Approved

*Q-How much it is actually shortening the period?*

A-Approximately by half.

*Q-Can hardship adds still be done for independent study internships, etc?*

A-Yes.

7. Withdraw form/process and 8. Hardship form/process will be discussed next meeting

## **Budget Update**

Since the transportation trust fund proposal passed on Election Day, Rowan will be looking for \$50 million to reroute Rt. 322.

The President and Provost presented a “master plan” to the Board of Trustees at their retreat. The PowerPoint of this was forwarded to all Senators after the meeting.

President Houshmand has relayed his desire for direct contract negotiations with the unions to the budget committee. He also discussed the program review process and stated he wants no program closures, although he would like more CUGS development. Accessibility options will continue to grow and there is consideration for streaming courses in the future.

**Adjournment -3:21 pm**