

University Senate Agenda February 14, 2020, 2:00-3:15 in Bozorth Auditorium

2:00-2:30

1. Approval of agenda
2. Introduction of visitors
3. Approval of minutes from December meeting
4. President's report
 - a. Task Force on Mental Health
 - b. QPR (question, persuade, refer) training: Allie Pearce, pearce@rowan.edu
 - c. Parking
 - d. New Dean of Students: Dr. Kevin Koett, started February 10
 - e. Course evaluations: contact Bonnie Angelone (angelone@rowan.edu) if your department would like an overview
 - f. Changes to course buyout formula
 - g. "Megauniversity"
 - h. Barnes Award for Service nominations due to ennis@rowan.edu by February 15, 2020
 - i. Course evaluation (separate file)
 - j. Budget update (Chris Simons)
 - k. Pride Week: April 20-24.
 - l. Diversity and Inclusion councils (page 2)
 - m. DEI Strategic Action Plans (separate file)
 - n. The late deadline for submitting curriculum proposals to the Senate is Friday, February 21, 2020. If time allows, those proposals will be reviewed this semester; if not, they'll be reviewed in the Fall 2020 semester.

2:30-2:50

5. Proposal on Future of Rowan Core committee (page 4)
6. Resolution to observe Indigenous People's Day (page 6)

2:50-3:15

7. New and old business
8. Adjournment

Resolution to Recommend the adoption of Diversity & Inclusion Councils across all Disciplines and Departments at Rowan University

Whereas; in 2016, the University Board of Trustees adopted a university-wide Statement on Diversity with the purpose to emphasize the University's commitment for engaging the community in activities, practices, and discussions that promote inclusion, intellectual and individual growth, and goal setting to uphold the institutions statement of principles.

Whereas; the university has introduced the Creation of the Division of Diversity, Equity and Inclusion to cultivate the envisioned outcomes in creating advocacy for all members of the Rowan community in the advancement of social, economic and educational equity.

Whereas; during the Third Annual Diversity Summit 2018, members of the Rowan University community verbally expressed documented concerns about the lack of communication and isolated diversity efforts among university departments regarding diversity and inclusion efforts at the institution.

Whereas; concerted Diversity and Inclusion practices in the workplace create work environments in which employees can share their ideas, take risks without fear, collaborate and engage through initiatives that include multiple voices and ideas, strengthen team bonds, and, ultimately, encourage everyone to actively break down barriers, or de-silo, within an organization.

Whereas; four-year college degrees are increasingly valuable in the workplace, while the graduation gap reports have illuminated the inequities in the institution's performance, Diversity and Inclusive practices in each college could interrogate existing practices and develop strategies that will elevate the performance of their students.

Be it Resolved; the Senate Diversity Committee recommends the adoption of *Diversity and Inclusion Councils* in all units across the university and academic departments at Rowan University, be formulated to identify specific needs, opportunities, deficiencies, and long-term and short-term goals to meet the institutions diversity and inclusion mission and principles.

Rationale

Diversity & Inclusion Councils (DIC) across the university provides all members of the community an opportunity to share in responsibility for a advancing the institutional, college, departmental, and personnel diversity and inclusion goals. Moreover, at the departmental level the needs or criteria for meeting diversity goals may be very different in context and need. The desire to include or infuse diversified offerings for authors in the English department may be a priority, whereas recruiting more women into the sciences may be the focus in that area. Diversity and inclusiveness have varied definitions or lenses for both individuals, collective

bodies, or institutions. The DIC can provide an increased ability for the existing fragmented or siloed conversations to connect with the new formed divisional level council.

Said Councils; Council Membership can be 2-4 members who identify long-term goals, short term goals, staffing, and pedagogical/curriculum goals specific to their area and discipline.

Proposal on the Future of the Rowan Core Committee

The Senate created the Rowan Core Committee to develop and then implement the Rowan Core general education model. Now that Rowan Core is running and the implementation tasks have (largely) been completed, it's time to consider the future of this committee. We propose the following two changes:

(1) Return the curricular duties of the *Rowan Core Committee* to the *Senate Curriculum Committee*

Rationale: During the implementation phase, the *Rowan Core Committee* was tasked with designing the proposal process for adding courses to Rowan Core. The committee has also handled the review of submitted course proposals. This decision—to have the *Core Committee* handle these reviews, rather than the *Curriculum Committee*—was a practical necessity, as there were simply too many proposals to review in setting up Rowan Core.. Now that the pace of new course proposals has slowed, it makes sense to return the process to its natural home in the *Curriculum Committee*.

Starting in Fall 2020, the *Senate Curriculum Committee* will handle all proposals to create a brand new Rowan Core course, add a Rowan Core literacy to an existing course, or change the literacy of an existing course.

(2) Merge the *Rowan Core* and the *Learning Outcomes and Assessment Committees* to form a new *Learning Assessment and Rowan Core Committee*

Rationale: As the pace of proposals for new Rowan Core courses has slowed, the Core Committee has increasingly focused on the assessment side of Rowan Core. Moreover, departments are beginning to use the Rowan Core outcomes for their own programmatic assessment. This assessment work overlaps in fruitful ways with the duties of the *Learning Outcomes and Assessment Committee*. A new, combined committee will be more efficient.

Starting in Fall 2020, a new *Learning Assessment and Rowan Core Committee* will replace the two separate committees. It will have the following responsibilities:

- Develop and approve changes to Rowan Core policy. (Significant changes will need Senate approval.)
- Coordinate with the *Senate Curriculum Committee* to ensure that proposals to create new Rowan Core courses include the information needed to begin managing and assessing these courses.

- Revise existing Rowan Core learning outcomes (or add new ones) as needed.
- Communicate regularly with departments regarding Rowan Core policy, the status of Rowan Core courses, and assessment requirements.
- Manage the Rowan Core program in coordination with the *Director of Assessment* (e.g., maintaining a shared database with information on approved Rowan Core courses).
- Manage existing Rowan Core courses, including review of proposed changes to assessment plans (e.g., changes to assignments or exam questions).
- Periodic review of existing assessment plans for Rowan Core courses, ensuring that they remain relevant and follow best practices in assessment.
- Revoke courses from Rowan Core if departments fail to do the approved student assessment.
- Ongoing review of Rowan University's assessment principles and practices.
- Work with departments on programmatic assessment, including the review of proposals to use Rowan Core learning outcomes to assess program courses.
- Coordinate with the work of the *Director of Assessment*, including the systematic review and analysis of assessment data.

Resolution to Observe Indigenous People’s Day at Rowan University

A measure to recognize the second Monday in October as “Indigenous Peoples’ Day” in all official communications and notifications at Rowan University to honor and celebrate indigenous people’s history and culture in New Jersey and beyond.

RESOLUTION

Whereas “Indigenous Peoples’ Day” was first introduced in 1977, by a delegation of Native Nations to the United Nations International Conference on Discrimination against Indigenous Populations in the Americas; and

Whereas the 116th Congress during its session, 10/11/2019, in a bipartisan effort in the House of Representatives, introduced H.Res.627, *Expressing support for the designation of the second Monday in October as “Indigenous Peoples Day” to celebrate and honor indigenous peoples and their shared history and culture*, and;

Whereas at the time of the European arrival in New Jersey, the land was occupied by 8,000 to 10,000 Native Americans known as the Lenni Lenape (meaning "original people"). These inhabitants, part of the Algonkian language group, came to be called the Delaware by the settlers; and

Whereas the reaffirmation of tribal nation status to the Nanticoke Lenni-Lenape and other indigenous nations in New Jersey by New Jersey Attorney General S. Gurbir Grenwal in 2018; and

Whereas the City of Princeton became the second local government in New Jersey and the first in the Philadelphia region to celebrate Indigenous Peoples Day; and

Whereas Rowan University espouses a responsibility to foster inclusivity, equity, and social justice for all people and opposes systemic practices that perpetuates oppression

NOW, THEREFORE, BE IT RESOLVED that the Rowan University Senate Diversity Committee formally requests that the university publicly and institutionally acknowledge the interconnectedness of humanity and cultural contributions of Indigenous Peoples of New Jersey and beyond, and does hereby resolve that on the second Monday of every year forthwith, as Indigenous Peoples’ Day at Rowan University.

University Senate Minutes
December 20, 2019, 2:00-3:15 in Rowan Auditorium

2:00-2:30

1. Approval of agenda-**Motioned, Seconded, Approved**

2. Introduction of visitors-Joy Cipher, Sheri Rodriguez

3. Approval of minutes from November meeting-**Motioned, Approved**

4. President's report

a. Suicides on campus

Counselors in Wellness Center have had several challenges. We will hire more counselors for a net of one to one and a half. We will probably need more than this. Counselors need path for promotion, and the AFT is working with Jim Newell and HR to develop that. Satellite Center in James will be moved to a house next to 301 High Street, supposed to open by late January (cost prohibitive to make ADA Complaint).

b. Task Force on Mental Health

Will work on mental health throughout campus. Need to look at how we can do a much better job.

Jen Savage, chair of Student Relations Committee is also looking at this.

QPR-Question, Persuade, and Refer for Suicide Prevention Training-Allie Peirce will offer in the Spring.

Comment-We need to educate not just students, but faculty and staff as well.

Comment- 2/18 AFT will hold a forum

c. Course evaluations (separate file)

Nationally normed, has great date and computing capabilities. All of the testing of this is going very well. No major problems so far.

d. Barnes Award for Service nominations due to ennis@rowan.edu by February 15, 2020
Self-nominations are encouraged.

e. MLK Day of Service

Monika Shealey will provide a letter to any faculty for their package for service who participate

f. Budget Update

6.2 Million net favorable surplus. Current plan is that enrollment will remain stagnant. Mega University-Rowan is negotiating privately with 2 different for-profit online Universities.

New costs coming online-Discovery Hall, Camden Health Building, Fossil Park and Visitor's Center (National Attraction?). Triad Building will be knocked down. We will have no

financial responsibility for it. It will not be part of our campus. North dorms will be knocked down and rebuilt.

RCSJ Medical Campus-SOM

\$30 million-new Student Center.

\$12.5 Million for new CHSS Building

Q-If we settle the AFT contract, will that impact the budget?

A-It should not, we will have plenty of money to cover this.

g. Update on Procurement:

- Training will be required for PI's and anyone submitting requisitions.
- Rob Yufer will spend time in CSM, Engineering, CMSRU, SOM and also the South Jersey Tech Park

- Christine Brasteter will develop online training that is accessible to anyone who may need help or a refresher

- Joe Scully and Mira Lalovic-Hand will provide a report to the President on findings from interviews with software companies that will allow for tracking of when items are in Procurement and a streamlined process between Procurement and ITAP

Q-Where in this plan do people talk to us, the people who need procurement?

A-We need boots on the ground talking to people to fix software.

h. The Spring 2020 deadlines for submitting curriculum proposals to the Senate are as follows:

Official Deadline: Friday, February 14, 2020 Late Deadline: Friday, February 21, 2020

Please note that by February 14 (or Feb 21st at the latest) proposals should be vetted and approved by the departments, and by the dean's offices, and by the college curriculum committees. The Senate level review of curriculum proposals will begin during the week of February 17, in the order in which they are received. Proposals received after 2/21/20 may be reviewed in the Fall 2020 cycle.

Q-Could we have different deadlines for lighter proposals?

A-We are looking into this.

2:30-2:50

5. Open Period: Ali Houshmand, President

Have been in contact with AFT representative and they are either close or have met a tentative agreement.

This has been a tough semester for everyone on campus. Two of the students we lost, never attempted to go to the Wellness Center. This is a serious national problem. We want training available for faculty and staff. We have identified a location for 5 counselors on the other side of the campus.

The university is in good financial shape. We do not need to worry about cuts. Our ranking and enrollment is healthy. We have put together plans to keep us solvent for the next few years. The county college partnerships have strengthened us and have made us competitive. The Board of Trustees are forward looking.

We should not think of ourselves of us versus them. We need to stand up for ourselves

Q-Are you able to update us any more on the mega university?

A-Increasingly people are questioning the investment in higher education. People want more credentials. Demographics are shifting (2025) and there will be less college age students in the near future. Our state funding has always been on the decline for several years. We need to recruit the traditional college bound students, but the remaining people (including those who started college but did not finish) also will need a university too. We are looking to become more aggressive in global, online education. We could build this ourselves or acquire other institutions.

Q-Can you tell us more about our relationship with RCSJ?

A-There are 8 counties in southern NJ. There are only 4-4 year institutions (Georgian Court, Rowan, Rutgers-Camden, and Stockton). Salem, Cumberland, and Cape May counties have economic difficulties. We need partnerships with industry and career programs.

We need to treat RC's as branch campuses for workforce development. Very similar to Penn State system. Enables students to go to school closer to home for a lower price.

Comment-No one here envies the position you have been in with the mental health and other tragic events this semester. However, we are not hearing information about counselor caseload or counselor to student ratio. The Wellness Center should have a better idea of what their caseload needs are.

A-We need better information distribution, so everyone is aware of the service, such as ambulance to transport. 1000-1500 students per counselor is what the administrators are stating is standard. There are no guarantees that more counselors would prevent these actions. During Winter break, we have found out that 600 students have registered to keep their housing over break.

Q-Do we have an idea of the magnitude of the problem?

A-No, we need help.

Comment-Students who are not going to the Wellness Center, but are still coming into our classrooms. How do we build classrooms that help and support these students?

A-We are hopeful the taskforce will be able to research and design best practices. Today's students are much different from prior generations and face different challenges.

3:00-3:10

6. Curriculum report, Marci Carrasquillo (separate files) 7. Proposal on Future of Rowan Core committee (page 2)

5246359-Approved

5241655-Approved

5204023-Approved

5245306-Approved

5209426-Approved

5209429-Approved

5251090-Approved

5250908-Approved

5251041-Approved

5238788-Approved

5262738-Approved

5265761-Approved

5209536-Approved

5249801-Creation of a New School of Professional Studies-Approved, (In Favor-31, Opposed-3 Abstentions-31)

Programs that will come from the Center for Academic Innovation

Please note: we will not be taking existing degree programs for their academic home

Q-Will Rowan Global be the platform for this school and the new graduate school?

A-Global will continue to be the platform, but nor the academic home of these new programs. Faculty will have the opportunity for joint appointments based on the programs offered

Q-It still sounds like these programs will be in this school based on when they created and who the target audience are. Is this accurate?

A-This will based on industry needs and what are college county partnerships are in need of.

Many of the details have not been worked out. The administration needs faculty buy in.

Q-What would a Bachelors and Masters of Professional Studies look like?

A-Core Curriculum of certain courses with stackable credentials of different specialization areas.

Comment-I am concerned that the examples in the proposal are duplicative of programs we offer

A-These will be almost exclusively vocational types of degrees

5249806-Creation of a New School of Graduate Studies-Approved, (Abstentions-2)

This is a school designed to handle the student affairs functions of graduate students. It will have a Dean and support staff. Rowan Global will remain as a platform.

Q-Will the new Graduate School handle Admissions, recruitment, and marketing and will this remain in Rowan Global?

A-That remains to be seen

Q-How do we know that a new dean would address student needs?

A-We are hopeful that this will work in tandem with Dean of Graduate Studies, The Graduate Council, and the Provost's Office.

Comment- I worry that student needs outside of academic affairs need to me met

Comment-Graduate Students get lost in the shuffle with mental health and other issues.

Q-Would the Graduate School play a role in our 4+1 programs?

A-That is a good question, it has not come up.

7. Proposal of the Future of the Rowan Core Committee (page 2)
First Reading

8. Resolution to observe Indigenous People's Day (page 5)

3:10-3:15

9. New and old business

Still a problem with Incomplete grades. We need a tracking system or some way to deal with this. We don't have policy on the number of Incompletes one student can have. You cannot graduate with an Incomplete.

Academic Policies and Procedures will work on this.
We need some sort of flag to identify incompletes.
Perhaps the Registrar's Office can help us identify this through reports.

10. Adjournment-3:40