

University Senate Meeting
Wednesday, October 20, 2021

1. Call to Order/ University Senate President Welcome

Jacobson: Call to order at 1:33pm. We will need to add some agenda items to the beginning of the meeting.

Field: We are going to have two voting items when we get to the business section of the agenda. This has been challenging in the past, so we will use surveys.montclair.edu. Voting senators need to login with their netid credentials.

Jacobson: We will also be marking the passing of some colleagues.

Soufleris: Franklin Johnson was a 19+ year employee and he passed away last week. He was a wonderful employee and human.

Jacobson: Michelle Knobel passed away last week after battling an illness. She was a great colleague, friend, and a pre-eminent scholar in literature studies. The department will share information on services shortly.

2. Roll Call

In attendance: Alvares, Axelrod, Bellum, Berisha, Billings, Brennan, Carr, Collins, Connolly, Curnutt, Curran, Fackina, Field, Fleming, Gurskis, Harness, Hollister, Hood, Jacobson, Judge, Korotkin, Lafountain, Johnson for Landa, Lin-Cook, McCarthy, McKinley, Misra, Mizzy, Panorkou, Sangregorio, Schmidt, Soufleris, Spitz, Sullivan, Taha, Temoney, Trubatch, Bernon, Wallace, Wolfson, Woolston.

3. Approval of the Minutes from September 1st and September

Sullivan: Moved.

Spitz: Second.

Approved by acclamation, any revisions can be sent to the Recording Secretary.

4. Report from the SGA President

Mac-C Johnson on behalf of SGA President: we met with Dr. Hollister about advisors and how students feel that they don't have a good relationship with them, whether the advisors are staff or faculty. A lot of students are also concerned about parking. Students also feel that CAPS needs to be promoted more and put on a bigger platform so all students know about it.

5. Report from the Administration

a. David Hood and Danielle Insalco-Egan on Navigate and Success Coaches

Hood: We will have additional data about Navigate use soon. As a tool it is part of a larger philosophical view centered on student care, using online records. We would love to re-engage the Senate Executive Board with further conversations about improving our systems. For University Success Coaches, we received federally funding and emergency advising assistance. We secured 22 Success Coaches across the university to work on retention initiatives through March 2022.

Sullivan: Part of the issue is changing student culture around meeting with their advisor. We need to normalize that they must meet with advisors to graduate on time.

Insalco-Egan: We should have a discussion about this, and I will also bring it up with the Chairs.

b. Change Petition on Campus Safety

Soufleris: A change.org petition was going around saying that a lot of female students were feeling unsafe on campus due to sexual harassment. We investigated the student that initiated it and had a positive conversation about the situation. There is not an issue with “stranger danger” on this campus, all police reports are investigated thoroughly. The petition referred to one student’s experience with another student not understanding boundaries. Its important to understand the difference between sexual assault and sexual harassment. The first 6-8 weeks is always an adjustment period as students understand how to interact with each other and we are working on it. We are seeing a higher number of students needing mental health counseling, but there is not a hot bed of sexual harassment. We are doing everything we can to hire good and diverse counselors to work with our students.

c. Flexible Work Policy

Vernon: This is a Presidential priority, the VPs are drafting one and expect it to be ready to share shortly.

Woolston: Are you going to ask for feedback from staff who it might impact?

Vernon: At this point the President asked VPs to put it together, it is a trial policy and will be subject to review.

Lafountain: Do you know what that review process will be like? Will it be public or just among leadership?

Vernon: I do not know at this time, but we will accept feedback.

Hollister: The President’s desire is for it to roll out quickly to be able to see if it works for us, rather than undergo a lengthy review process just to find out it doesn’t work. I am confident that there will be little to be unhappy about.

Trubatch: The Senate made a recommendation about maximizing remote work, the official response was that there was no policy and supervisors would figure it out. This is the memory implanted among faculty and staff, so it will require meeting people where they are based on this history.

Vernon: That response was written by former President Cole, and I’d like to highlight the many differences we’ve already seen by President Koppell.

Lafountain: Is this an approach that is pandemic related or beyond?

Vernon: It is a holistic approach. The world is different after the pandemic and the way people work and deliver services have changed. It is a trial though, to make sure it works and see what needs to be adjusted.

d. Open Floor

i. **Sullivan:** Student surveys, when we switched to electronic surveys and has become an opt-in process for those who are tenured; however this semester it is an opt-out, do you know why?

Hollister: I will get the answer to why and how that changed.

ii. **McKinley:** Is there an update or clarification on when faculty receive university issued computers.?

Fleming: Yes, we changed the lifecycle from 4 years to 5 years based on changing technologies and softwares. We also changed from leasing to owning. You can check on the website when your device is up for upgrade. We did get behind on swapping out computers during the pandemic but we are working on catching up this fall.

iii. **Bellum:** I fielded a lot of questions from students about registration pins. Many students thought they needed one and they didn’t, I think we can do better about communicating with students about who needs a pin to register to help staff workflow.

6. Voices of the Community

a. Report from the African American Caucus

Hill: Our sign up has changed to a virtual link. Our group is not just for people of African American descent, we welcome allies to join us. Membership dues are \$25 via cash or check.

Jacobson: Have the caucuses discussed combining dues so that members can attend all caucuses under one fee?

Hill: That is a great idea and I'll discuss it with the President.

b. Report from the Asian Pacific Islander Caucus

No report.

c. Report from the Disability Caucus

Gerber: The goal of this caucus is to provide a forum of critical examination of disability justice and raise awareness of disability culture here at MSU. General membership meetings are held the second Fridays of the month 2:30-4:00pm, the next one will be November 12th. October is New Jersey Disability History and Awareness Month since 2016 but MSU has not done anything formally to recognize this.

d. Report from the Land Acknowledgement Committee

Martini: Events upcoming in November to present a panel of conversations with community members to talk about the process of putting together a land acknowledgement statement. The name will change soon after the statement is finalized.

e. Report from the Latina/o/x Caucus

No report.

f. Report from the Montclair Votes Coalition

Pagan: We are participating in the New Jersey Ballot Bowl, which is a statewide competition with other colleges and universities to get folks to register to vote. Our next priority is for students to pledge to vote.

7. Negotiations Agent Liaison (NAL) Report

Curnutt: Bonuses for employees who have been on step 12 for over 12 months will roll out on Friday. We have two members running for local public offices, Michael Heller is running for the Bloomfield Board of Education and we also want to highlight the importance of voting for Murphy as our returning Governor.

8. Standing Committees

a. Elections Committee

Field: At-large elections have concluded, we have 4 candidates running for 3 seats. Since that election a 4th seat has opened up. We would like to allow all 4 candidates to be seated to the new seat rather than running a separate election. Votes: 20 yes, 1 no, the 4 candidates will be appointed.

Field: We have two administrative staff positions that are open, one is a 3 year seat and the other is a 1 year appointment. These senators are for staff not attached to academic units. We have not been able to find an administrative staff senator for the 1 year seat, we ask that we vote to allow any staff member to take this seat rather than turning it into an at-large or empty seat.

Votes: 16 yes, 1 no, any staff member will be able to run for the 1 year appointment.

9. Council Reports

a. Academic Affairs

Temoney: Active business includes the UUCG; continuity in the AAC and Graduate Council; Inquiries on enrollment management and doctoral program structures. Reports from our committees are available on the AAC report on Canvas.

b. Administrative Affairs

Bellum: Active business includes to open inquiries in HR:delays in onboarding process for new adjuncts and harassment claims from contractors by university employees; video security vs. privacy issues - we will run some listening sessions to discuss concerns; and a new agenda item which will be cross-council: a charge from President Koppell to develop a policy on faculty and student amorous relationships, we are in the draft stages of this. Reports from our committees are available on the AAC report on Canvas.

Vernon: For hiring, it is very complicated and we look forward to talking to you about that.

Lafountain: OIT update: anyone with connection issues should continue to file an IT ticket. Continuing to talk about Google and FileHawk security issues. Feedback on both topics is welcome.

Trubatch: Sharing confidential information over email happens all over this campus, and there are many other organizations that use Google Suite with increased security. It needs to be addressed.

Fleming: We agree, we are reviewing the policies and will share an update soon.

c. Student Affairs

Lafountain: We are working on preferred names to be listed on diplomas, the names are read at graduation but only legal names are listed on diplomas. Other schools allow for preferred names to be listed on diplomas and transcripts, it will require comments from a lot of university administrators.

Hollister: We are starting to have conversations to understand the Legal, Registrar and Student Development issues involved in this, and will have an update soon.

Wolfson: If this policy is enacted we should also allow students who graduated to have their documents corrected as well.

Lafountain: We would like this to go into effect quickly for December graduation.

10. Business

a. Single Use Plastics Recommendation (First read)

First read of the Single Use Plastics Recommendation, details of the recommendation are on Canvas.

b. New Business

11. Report of the Senate President

a. **Jacobson:** Update from the MSU Foundation: raised \$6,000 for back to school emergency book fund for students to purchase textbooks.

b. **Jacobson:** Two new alumni groups for black and latinx alumni were at the Homecoming event.

c. **Jacobson:** Mask up Montclair is raising money to help student scholarships, technologies, and program development.

12. Adjournment

Spitz: Move to adjourn.

Temoney: Second.

Meeting adjourned at 3:26pm.