

University Senate

November 15, 2023 | 1:30 P.M. | Zoom

- Meeting Minutes: S. Sangregorio

Senate Membership Attendance

Voting Members in Attendance:

A. Beringer, A. Broderick, A. Korotkin, C. McKinley, D. Peterka-Benton, D. Trubatch, E. Jacobson, H. Curnutt, J. Alvares, J. Baldwin LeClair, J. Brater, L. Field, L. Gavin, M. Heller, O. Gharehgozli, P. Lafountain, R. Madson, R. Misra, S. Baglieri, S. Bellum, S. Collins, S. Mamonov, S. McCarthy, S. Sangregorio, T. Gorman, V. Nauta, W. Sullivan

Voting Members Missing:

A. Kurze, J. Higgins, K. McDermid, K. Temoney, L. Carr, M. Kamenetskiy, M. Schmidt, N. Panorkou, R. Rodriguez, R. Steiner-Otoo

Meeting Documents:

<https://docs.google.com/document/d/1RBnDTtOUuVoXSWiRJTPWlcQjO9lp1wkfPeqm2hTH0Js/edit?usp=sharing>

Meeting Minutes

1. Call to Order/ University Senate President Welcome Reading of the Land Acknowledgement Statement

- Call to Order: 1:34 PM
- **Erik Jacobson:** Land Acknowledgement Statement was read. He expresses his gratitude to everyone who sends emails about land acknowledgement statements and their limitations and emphasizes the importance of sharing these concepts at universities and the ongoing efforts to achieve them. He mentions a meeting chaired by Tim from the Committee for Just and Sustainable Business Practices about the concept of belonging, emphasizing the importance of considering belonging as part of our relationship and responsibility to the indigenous community around the university.

2. Approval of the Minutes

- **Erik Jacobson:** Move to approve the meeting minutes, which are in draft form.
- **Laura Field:** The September and October minutes are available in separate documents, as drafts. They can be updated before posting, and if changes are needed, they can be made at a later date.
- **Erik Jacobson:** Approved by unanimous consent.

3. Report from SGA President (Richard Steiner-Otoo)

- **Erik Jacobson:** Report will be given by Senate President as President Steiner-Otoo is not available.
 - The Student Government Association (SGA) at Montclair State University has 101 registered student organizations. However, over the past year, several academic organizations have not re-registered, some of which work alongside departments and colleges. To address this issue, SGA President Steiner-Otoo can provide information on registering new organizations and offering support for new ones.
 - Becoming a registered student organization offers numerous rights and privileges, such as an Engage page, access to reserving spaces for meetings and events, funding through the SGA to \$16,000 per year, and participation in involvement fairs. Information on registering an organization can be found on [the SGA website](#) or by reaching out to the SGA vice president at vicepresident@sgamsu.org.
 - The student legislative body has proposed bills to support them. One such bill is a new Rocky Suite, which would allow Team Rocky to increase programming and support the student body. This comes after years of using an unreputable vendor, in the words of President Steiner-Otoo, that also does not provide the rights to the Rocky design.
 - Another bill is a mental health excused absence days bill. This bill aims to appeal to the university president and provost to allow and require the acceptance of mental health excused absences, similar to sick excused absences but having certain criteria. This bill is under committee review.
 - The SGA scholarship fund is a fund separately incorporated non-profit run by the SGA, Vice President, and Secretary.

This fund provides thousands of dollars of scholarships each spring semester. However, due to management styles and economic decline, the fund has become unstable. The SGA executive board plans to make a \$170,000 donation to the fund to sustain itself for the next few decades. This is under committee review.

- In addition to these bills, the SGA hosts town halls for students, providing opportunities for departments to connect with students. If you would like a town hall for your department, please [contact the vice president of the SGA](#).
- The biggest student concern is the lack of programming spaces for student organizations and groups, which the SGA hopes to address in the coming weeks.
- The [SGA website](#) has been updated and includes information on contacts, general information, and [student organization information and registration](#).
- Erik Jacobson recommends participating as Student Organizations are the lifeblood of the non-classroom aspects of the community.

- Erik Jacobson moves to the report from the administration.
- Arnold Korotkin provides information in the chat about the safety committee:
 - The University Safety Committee: Arnie Korotkin serves as the Senate's representative on the University's Safety Committee.
 - If you have any safety concerns forward them to Professor Korotkin at korotkina@montclair.edu
 - The Committee is composed faculty, staff and students. Its members work with University Police Facilities and University Administration to continually reassert our commitment to safety at Montclair State University.
 - Some of the safety concerns addressed by the Committee include:
 - University Senate / Labor Safety Concerns
 - University Police / Information Sharing
 - Emergency Preparedness / Training Needs
 - Parking Services
 - Fire Safety
 - Environmental Health and Safety

4. Report from the Administration (Provost Gonzales)

- This month's updates will focus on the importance of universities and their role in providing opportunities, access, and excellence in a number of ways.



- Provost Gonzales opens his presentation with a Miguel Cardona quote:



- The annual meeting for the Association of Land Grant and Public Universities highlighted the need to understand the needs and wants of non-traditional students, including adult learners and those aged 25 and over, who are not from the traditional high school pipeline. It is crucial to determine what these students want and need when returning to college or obtaining additional credentials, such as certificates or master's degrees. This includes what kinds of things they're facing both in the classroom and outside of the classroom and in the different spaces where they live their lives.
- Various factors influence the push for enrollment in online programs, including the preparation of two-year colleges and three-year degrees

across the nation. The industry is also experiencing mergers, acquisitions, and consolidations, as traditional online program management business models are not working for many reasons.

- The recent merger between the edX MOOC platform and their former OPN has led to a hybridization of services and functions to make it work.
- As more institutions adopt online programs, applications are decreasing, even for elite business schools. The challenge for master's programs is to find a specific focus or niche within which to offer them, making it difficult and competitive. The new model focuses on hybridization to make it work effectively. The increasing number of institutions in the online space is affecting the competitiveness of the industry.
- The recent conference he attended in Seattle featured several presentations and discussions, including a closed-door discussion for university presidents about a new report on the calculation of ROI for graduate students across the UNC system.
- The Office of the Secretary of Higher Education has requested comments on a new proposed metric relating to ROI for career-focused degree programs, with a deadline of early December to gather thoughts and comments. The speaker shared the report with the Academic Affairs Committee of the Senate for further discussion.
- Provost Gonzales highlights the recent headlines, which highlight AI implementation in Microsoft products. A recent conference that he attended focused on AI. Microsoft integrated AI into its infrastructure and custom hardware, which allows products like Office 365 to be augmented by AI.



- A large undertaking is taking place around ethics and the responsible use of AI. This is a complex topic that requires further discussion

among colleagues. The rapid changes in technology and offerings are impressive, and there are many interesting opportunities.

- We'll be getting additional thoughts from all of you about this and how institutions are approaching AI, not only for teaching and learning but for many other things.
- Last year, two task forces were called together to focus on global reach and student success. The reports are expected this month, and presentations will follow.

A FEW UPDATES

I. Task Forces Reports Forthcoming

- Montclair's Global Reach
- Student Success

II. Planned Faculty Hiring (and special mechanisms)

III. Summer 2024

- The university is currently conducting more faculty hiring, with about 30 special mechanisms for strategic targeted hires.
- There is a lot of thinking and planning for next summer in terms of new offerings and continuing current initiatives.
- The summer bridge program, which was piloted last summer, was a success, with nearly 800 students participating.
- HEERF funds were no longer available. However, after funding went away, the program faced the challenge of determining whether students would come in and pay for it.
- The program had a target of 200 students across three programs, including residential and hybrid commuter options. We did not hit our target. The residential program offered seven credits, while the hybrid commuter program had a successful number of students. The hybrid commuter program for readiness was the least popular.
- The evaluation of the program will link to semesters and academic outcomes, specifically GPA. To improve the program, the offerings have been augmented, including the addition of an academic coach for summer bridge students. Students who attended summer bridge paid and attended full seven credits, whether residential or hybrid commuter. While some students spent time on campus and had

in-person classes, the program was not full-time in-person. More details will be provided in the coming weeks.

- **Comments and questions for Provost Gonzales:**

- **Stanislav Mamonov** entered [this link](#) into the chat, which are proposed rules from the NJ secretary of higher education on “performance quality standard for career-oriented programs of study”.
- **Q: Hugh Curnutt:** I have a question regarding the discontinuation of AI detection option in TurnItIn tool in Canvas. There is concern that the e-mail and decision seemed to be drastic, instead of releasing best practices or similar resources. I know AI detection is not perfect, but I have found it helpful to consult when certain papers appear to be written by AI in their courses.
- **A: Provost Gonzales:** This is a topic I discussed with 22 provosts at the conference. Emily has extensive experience in this area and can provide additional best practices, especially when there is not comprehensive data on items like false positives/negatives.
- **A: Emily Isaacs:** There is enough research showing that AI detection is not leading to any useful outcome. It may give you a false sense of competence, because we cannot determine if the work is AI generated. Compared to more traditional features of TurnItIn, where you can read the report and click on links to see where the originating text is from, it is more difficult.
 - We have suggestions on our website and our panels. We have to acknowledge that we are in a new era, but have not figured out what it means in a concrete way. Assessment and teaching and learning have to change but there is no magic bullet.
- **Q: Hugh Curnutt:** I understand it is difficult. I don't look to use it in a punitive sense. It is a useful resource for engaging students in conversations about AI-generated content. Maybe we can have a policy that prohibits its use in punitive ways, but allows it to be used for AI-related purposes.
 - **A: Emily Isaacs:** AI detection tools exist outside of Canvas and TurnItIn, but there are tools you can use for that purpose.
 - **A: Hugh Curnutt:** I know some tools are better than others, which is one of the reasons we shut down the one with TurnItIn, because it's not as effective.

- **A: Emily Isaacs:** TurnItIn feels authoritative, and is university sanctioned. We can't say this feature within TurnItIn works. Some tools are better than others and tool are being tested - it may be a moving target. The university should not endorse a tool without strong backing, as they are giving it more authority than they should.
 - **Emily Isaacs** follows up in the chat: Grammarly is "old" AI.
- **Erik Jacobson** recounted an experience where an AI detector claimed the content was 100% AI-generated. They had a conversation with a student who used Grammarly to extract every bit of "her" from the content. Despite the student's knowledge of the content, the red flag was raised, and if not for the conversation, a punitive approach could have been taken. Grammarly flattened everything out, but the content was not generated by the tool. Without the conversation with the student, it would have been very easy to take a punitive approach. They discussed proper use of Grammarly.
- **David Trubatch:** He is concerned about the timing of the policy change (midterms) and the process by which it was changed. It is important to gain buy-in and ensure understanding. The Academic Affairs Council was not brought in, nor were they made aware of the possibility. This is not to talk about the decision, but how the decision was communicated and the lack of an orderly process, just cutting off access. There are other options, but what is the structure around using them, to avoid misuse, or using the tools without proper understanding?
 - **Question from the chat:**
 - **Siobhan McCarthy:** In response to Emily, do we know what the privacy policies of those third-party and free tools are? Should we be uploading student work to those sites for detection purposes?
 - **Emily Isaacs:** Here is the general website: <https://www.montclair.edu/faculty-excellence/teaching-resources/clear-course-design/practical-responses-to-chat-gpt/>
 - Later in the chat, **Emily Isaacs** responds: "In response to Siobhan, hm, yes, this is a concern, and I think all of these are moving targets. Recently I used ChatGPT to ask if a few paragraphs were generated by AI (they were -- I had generated them on another

account). And ChatGPT responded that it did not hold on to input and couldn't answer the query. That is new -- it used to offer an opinion."

- **Siobhan McCarthy** responds: "Thanks Emily -- I think that's something we always need to consider when using any of these tools."
- **Emily Isaacs** responds: "The person most informed about AI in my office is Vera Senina, but we are glad to consult with any individuals or groups and offer our best advice. Results from Fall 2023 Faculty and Staff Gen AI survey are here:
<https://www.montclair.edu/faculty-excellence/ofe-surveys-and-reports/>."
- **Elizabeth Emery** answers in the chat: "Thanks! This is great! Ironically, though, it's a bit hard to distinguish chatgpt's content slides from those generated by OFE! 😊 And does the fact that the results are near-identical mean that we don't need faculty surveys? [#humor]"
- **David Trubatch:** An e-mail was just sent our about the SEEDS Core. Is anyone going to report about that to the Senate?
 - People in the chat like **Shannon Bellum** mention they did not receive it.
 - **Elizabeth Emery** puts the e-mail lists involved in the chat:
active-faculty-librarian@lists.montclair.edu;
active-specs@lists.montclair.edu
 - **Shannon Bellum** responded that the Active faculty list doesn't include PS who also teach.
 - Siobhan McCarthy also mentions the subject line is "core course certification process launched".
 - **Pascale LaFountain** typed the text of the e-mail into the chat:
 - Dear Colleagues,
Our new core, the SEEDS curriculum, now has a page for faculty on the Provost's website
<https://www.montclair.edu/provost/seeds-curriculum/>.

On this page you will find a description of the SEEDS program and an explanation of the course certification process.

We have initiated interim course certification. We are reviewing and approving existing courses that align with our new student learning outcomes, and which speak to our SEEDS values. We are prioritizing courses in the Foundations area of the Core, although we will accept course proposals in the Explorations area as well. Please note: we are not limiting certification to courses within the existing Gen Ed program.

We are committed to keeping this process as straightforward and efficient as possible. Feel free to reach out to us with any questions or concerns.

Best wishes,
Kate and Esperanza

- **Provost Gonzales** responds by saying that Esperanza preferred to send out an e-mail and they are open to answering questions. There is also a website with additional information. He did not receive the e-mail in question so he will follow up with them.
- **David Trubatch:** The e-mail came from the Provost, but had Kate and Esperanza's signatures.
- **Provost Gonzales** repeats that he did not receive the e-mail in question so he will follow up with them and invite them to talk to the Senate next month.

A. Joseph Brennan - Montclair.edu website updates

- The Montclair University website is a significant component of how communication and work happens within the university, with about 30,000 pages, 250 sub sites, and 3 million user visits and 20 million page views last year.
- The current iteration was developed in 2015 and deployed around 2019, and it is time to put the site through another round of updating. The goal is to make the site work for everyone, from prospective students to faculty, professional staff, librarians, all employees, and current students.
- "You want to do it in a way that that also helps make the site work more effectively to position the university as an emerging national research university with really distinctive features and to enable students to find out about programs and to inquire and hopefully become students here. So lots of different objectives."
- The university has engaged an outside firm to assist with this project, which has started with a lot of listening and research. Analytics and

metrics have been pulled, and analyses of structures and content have been done. Most importantly, end users have been consulted.

- There are features that don't work well, like search. There is a lot of outdated, obsolete, or redundant information to clean up.
- The project aims to lead to a site that the institution can reasonably manage and sustainably produce. The university doesn't have a lot of staff or resources, but it takes about 200 people to care for various pieces of the site. They want to get it to a point where it is manageable with the resources they reasonably have and not create more work that they simply cannot sustain.
 - "We are thinking about processes, procedures, workflows, shared content. training, support, whatever it takes. We're in the discovery mode now."
 - "In the spring semester, we'll be planning toward shifting to crystallizing that, beginning to develop strategies structures, approaches, and then working towards starting the building. If all goes as planned, you'll begin to see the first fruits of this labor rolling out in fall of 2024 with more to come over that academic year and we're retargeting you end of the academic year or maybe by the start of fall 2025, a pretty robustly redesigned restructured website."
- Sandy Deane is his "co-pilot" who oversees web and social media on his team. She will be putting [a form in the chat](#) to share thoughts.
- **Sandy Deane:** Feedback is being received and iterations are being made to improve the current site for various audiences. The feedback is valuable and any improvements are being made. The team is also working on a parallel project with the IT group to create an intranet to give some clarity to the purpose of montclair.edu and helpfully put more of our more internal the intended documentation and communication behind a wall.
 - **Comments and questions for Joseph Brennan and Sandy Deane:**
 - **Q: Ram Misra:** My question was will there be a university-wide advisory committee representing all the areas of schools and departments for this effort?
 - **A: Joseph Brennan:** "I think it's something that we really do need to build. We've got a group now that the web content managers from the various schools and colleges and so forth, but what we don't have is kind of a web council or governance structure, so to speak, where we can sort out the who does what and what's more important than what kind of thing and that's actually one of those projects. An outcome deliverable is to is to build better shared governance."

- **C: Ethne Swartz:** She wants to talk with Joseph Brennan about the implications of the new website on specific populations, especially since the survey seemed like it forced responses for very narrowly scoped questions. She is concerned about the potential for a global student population, as the most important initial customers are local parents and faculty. They believe that without dialogue beyond completing a survey, they may not be able to capture this population. Is it feasible to discuss the matter further?
 - **A: Joseph Brennan:** We can circle back offline. We are asking to speak with the Senate and have multiple channels to ensure all voices are heard and to gain valuable perspectives. “We're very well aware of the university's growing global footprint. In fact, international students are one of our fastest growing segments of new students. So we are well aware and eager to learn more as your Global Reach Task Force. continues its work.”
- **Q. Jean Alvares:** My question has to do with the website, but also systems like Nest. There has been little information about these promised upgrades to Nest and Canvas for data and reporting purposes, which were promised when we bought the system, but haven't materialized.
 - **A. Joseph Brennan:** Those systems are out of the purview of University Communications and Marketing. We're driving the montclair.edu project because of the obvious importance of the website to our communications efforts, but someone from the Division of Information Technology who can address this.
 - **Pascale LaFountain** responds in the chat: “Jean, do you mean Navigate specifically?”
 - **David Trubatch:** There is a very large effort that is mostly behind the scenes of implementing Workday Student, which will replace Banner. This is a project that is completely and separate from the website itself, a different parallel effort, which is still in the technical planning stages at this time.
 - **Pascale LaFountain** repeats aloud: “Jean, do you mean Navigate specifically?”

- **Jean Alvares** answers: This was so long ago, and Dr. Cote-Bonanno would tell us about the upgrades. This was part of a larger package that included add-ons. The idea is that we were promised more features and functionality in Navigate and similar programs. This included reports that could compile data based on questions like “how many of our majors need this Gen Ed requirements or that major requirement?”
- **Pascale LaFountain:** Danielle appeared suddenly when I mentioned the term "Navigate" like magic. We had a beautiful introduction to Navigate at the Senate a while ago. It might be time for us to revisit in a future meeting to discuss some updates. Although not the exact ones you're looking for, they could be great updates that may not be known to everyone.
- **Jean Alvares:** This was when President Koppell wanted us to plan our schedules better. Department chairs would have a better idea of how many students needed certain requirements. Navigate was supposed to help with this.
- **Erik Jacobson** asks **Danielle Insalaco-Egan** if she wants to make any comments.
- **Danielle Insalaco-Egan** says the university has explored various platforms over the past two years, separate from the Navigate platform. The Student Workday project will deepen our dive into features and settings like the degree auditing tool. Academic Affairs will provide more updates on what is possible and other systems and review options in the coming months to address the issues discussed.

5. Voices of the Community

A. Reports from Caucuses

A. African American Caucus (Saundra Collins)

- The African American Caucus, African American studies program, and Black Alumni Council are planning programming for African American Heritage Month, with a theme of walking in the footsteps of greatness. The event will include a program on Montclair votes, Black Alumni success, and favorite black figures.

- Black history highlights will be distributed daily - let Sandra know if you have a person you would like to highlight.
- A luncheon will be held on February 7th, along with the Black Film Festival and museum.
- A trip to the African American museum in Washington DC is also being considered.
- The caucus has also organized a food and toiletries drive to support the campus food pantry. The announcements have been sent to campus.
- The meeting will be held on the second Wednesday of the month at 12 noon.
- **Erik Jacobson** states that he cannot often go to caucus meetings but he pays his annual dues to support.

B. Disability Caucus (Alicia Broderick)

- The final general membership meeting for this semester will be held on Wednesday, December 6, from 3 pm to 4:30 pm. Due to Thanksgiving break and shifting college and department meetings, the meeting has been rescheduled. The meeting will be held virtually via Zoom, with transcription and ASL interpretation available. The Zoom Link is available on the Caucus's website and will be circulated.
- Our membership portal is open. As is the case with all the caucuses, even if you can't actively participate, you can always sort of show support monetarily, which then gives the caucuses funds to support events and guests and in our case, a lot of times, access provisions for things that go on around campus.
- A priority for the disability caucus this entire academic year has been to try to focus our activities and our advocacy around better serving and supporting the interests of disabled students here at Montclair despite the fact that we are an employee caucus.
- We as a caucus conceptualize disabled students pretty broadly and pretty inclusively and we do not restrict that definition to sort of students with identified and or paperwork, disabilities, nor even the narrower subset of students with documented disabilities who exercise their legal right to reasonable accommodation under ADA.
- We've got a much broader conceptualization of who disabled students are in keeping with what's called the social model of disability. We understand disabled people to include those who are disabled and we mean that as a verb, who are disabled by inaccessible or inflexible or sometimes even discriminatory spaces or policies or curricula or instructional practices, and including interpersonal interactions.
- The Office of Social Justice and Diversity will be joining the general membership meeting in December to discuss the OSJD's conceptualization of disabled students as a constituency and how to expand their inclusion within the organization's purview and charge at the university.

- The group has proposed several member-led initiatives for the spring, including discussing the implications of AI on access provisions and expanding their focus to include fat activism. This includes people who are disabled but not legally protected, such as those who find facilities inaccessible but are entitled to reasonable accommodation. The group also plans to develop resources to support the university community and promote neurodivergent affirmation and inclusivity in their practice. These priorities are outlined in the agenda for their next meeting, scheduled for Wednesday, December 6 at 3:00 pm. The group invites interested individuals to join them in their efforts to address these issues.
 - **Q. Pascale LaFountain:** I'm curious about the initiative about mental health days mentioned at the beginning of the meeting and if it's the first time the Caucus has heard about it. I'm also curious about any quick responses or thoughts the caucus may have on the matter.
 - **A. Alicia Broderick:** I plan to take the report to the caucus on the 6th and expect strong support from the caucus. We may reach out to the SGA leadership and read the text of the bill to see how we better support students in this effort. This would increase access for many students around campus and this would be a positive step towards a more inclusive education system.

C. Latinx Caucus (Johnny Lorenz)

- No official update
- Erik Jacobson would like to “give a shout out to the Latinx caucus. They're not here but they co -sponsored a film that I hosted a couple of weeks ago about the youthful activists in Puerto Rico post hurricane Maria. I want to thank the Caucus for supporting the showing of that.”

D. Montclair Votes (Pascale LaFountain)

- There is news, given the recent election and the progress made in facilitating voter access for students. “It's not that easy to get specific numbers like what percentage of our students actually voted is really hard to get for instance, but there's definitely movement in terms of what or how we facilitate access to get to vote for our students.”
- Montclair State University has increased shuttle service to voting locations in Little Falls and Clifton.
- Montclair Votes participated in a friendly competition with their conference around the election. The university placed third in voter participation and signing up new voters.
- The Office of Civil and Voter Engagement was present in the Student Center and University Hall. We had a total of 270 new voter registration totals, 377 pledge totals, there were 29 tabling events. The fall focused on

outreach and getting ready for the election, while the spring will be more focused on education. "This is where many of us who work with students can build those bridges back to the voter engagement initiatives on campus by inviting them into our classroom spaces."

- The university plans to have three new facilitation presentations, including Advocacy 101 and the History of Voting Rights, that you can sign up to be given in your class or to a student group you mentor. IF you have an idea for a workshop or presentation, please let them know.
- Additionally, a partnership with the African American Caucus is being explored, considering the history of black voices in voting, which seems like a really promising collaboration.
- The Office of Voter Engagement and the Montclair Votes Coalition are looking for more partnerships. Please reach out - I am happy to help facilitate those conversations.

B. Sumi Hagiwara (Associate Dean for Academic Affairs, CEEL)

- College events have been organized between CEEL and CHSS that are open to the larger campus community to dialogue with presenters and engage attendees.
- One event was a fireside chat with Tony DelaRosa, a Filipino American author, who wrote a book called *Teaching the Invisible Race*, which provides culturally affirming and authentic Asian American content to K-12 teachers, in light of the AAPI mandate from last year to teach Asian American history.
 - The State does not provide funding for this initiative, so educators are seeking out resources.
 - The event was co-sponsored with AAPI New Jersey and Teaching Asian American voices. They provided funding for Tony's speaking engagement fee and we provided space and food for about 40 attendees. Each attendee received a copy of the book. The event was well-received by faculty, students, and school teachers and administrators who attended.
- A recent teach-in event focused on affirmative action and LGBTQ rights, following the release of SCOTUS rulings on affirmative action and LGBTQ rights.
 - Many of us, including myself and Leslie Wilson, associate dean in CHSS, were having conversations. We had a list of folks from CHSS and CEEL, including:
 - Jason Williams, Isabelle Ramos, Ian Drake, Francesca Laguardia, Regina Judge (CHSS)
 - Blanca Vega, Linda Wise, Joseph Oluwole, Dorothy Rogers, Pablo Tinio, Marilyn Davis (CEEL)
 - We started an e-mail thread to think about what we can do to address these rulings that are so significant for our colleges.

- The idea for a teach-in started with Blanca Vega and it evolved into a panel.
 - This panel included Jay Austin, the executive director of LSAC's Reaffirming Individuals Supporting Education ("RISE") Alliance. He was the head of law school admissions at Rutgers, UC Irvine, Penn Law, and Columbia Law.
 - Others on the panel included Francesca Laguardia, (Professor, Justice Studies, CHSS), Leslie Wilson (Associate Dean, CHSS), Isabel Ramos (Director, Pre-Law Program, CHSS), and Blanca Vega (Associate Professor, Educational Leadership, CEEL).
 - We had about twenty attendees, faculty and students.
 - This teach-in was a first for us. We hope to organize additional events of that kind in the Spring as there is more to talk about - more information to come.
- Other events include a follow-up CHSS, CEEL, and AAPI New Jersey event in April.
- There is also an ongoing opportunity for scholarly discourse around Ventures and Vexations, which is an event that started in CEEL and has become more of an intercollege opportunity for those of us engaged in scholarship and research who are stuck on a particular point or need some feedback to rethink research questions or methods or something else. These are a helpful opportunity to talk through some of these pieces.
- There will be many more opportunities to participate in the Spring.

C. Open Floor

- **Q: Sumi Hagiwara:** If we wanted to promote this more broadly, what's the best way to get a broader reach on campus? Can it go through the Faculty Senate?
 - **A: Erik Jacobson:** I don't know that the the the Senate is more effective than the [campus] or the [all] lists, but if you have particular ideas about who could be involve, reach out to the Senate and we can we can invite people to particular committees.

6. BoT Liaison Report (Saundra Collins)

- The Board of Trustees meeting discussed the Dreamscape Learn contract, which involves the creation of a virtual reality lab in Fox Theater to assist early science-based courses like biology.
 - It includes the creation of a curriculum to teach how to create virtual reality programs and programming various experiences.
 - This should create some kind of pipeline for students to enter New Jersey's burgeoning film and television production industry.
 - They expect that it will open in 2025. More information will be released.
- The next Board of Trustees meeting will be happening on the Bloomfield campus on December 14th.
- **Comments and questions from the chat:**

- **Jessica Brater:** Worth noting that iFox will no longer be a theater.
- **Shannon Bellum:** What's it being used for now?
- **Jessica Brater:** Mostly building sets because we don't have a real shop. So now we have no confirmed place to do that.
- **Elizabeth Emery:** Is the Bond House still used for costumes? What's happening there?
- **Jessica Brater:** No, the costume stock is now in the trailer near the football field. I think Bond House needs repairs before it can be used for anything again.
- **Elizabeth Emery:** 😞
- **Shannon Bellum:** Sounds like a shortage of space!
- **Jessica Brater:** We have a major shortage of space in Theater & Dance.
- **Sue Mandzik Davis:** We've been struggling with a shortage of space for years - and now it's worse.
- **Erik Jacobson** responding to the chat: Has the loss of the theatre been a conversation? Has it been addressed?
 - **Jessica Brater:** Our department has addressed it insofar as we have had to scramble to make other accommodations because the theater was taken away from us.
 - **Erik Jacobson:** That's something to keep an eye on then for us as a Senate body.
- **Comments and questions from the stack:**
 - **Q: Jean Alvares:** I'm really excited about this because I've always imagined that we need a holodeck for our classrooms. So we will also be able to do this for regular classes? Like for example, how about a virtual reality Parthenon that our students could walk through and things like that?
 - **A: Erik Jacobson:** Presumably it's probably going to be a subscription service.
 - **C: Rich Wolfson:** So this is a little off topic. But as many of you know, I address the board at each of their meetings, with few exceptions. 25 years, I've been doing that. If you haven't read my address, or if you don't get it, I'm happy to send it to you if you send me an email. I just want to say that I I enjoy the feedback from those addresses.
 - And as a particular mention, after I address the board, at their last meeting, Sandra came up to me in the middle of campus and wanting to hug me which I happily allowed. Okay, so, thank you Sondra for the feedback. Now it's out there. And again, I appreciate the feedback on my my board statements.

- Many of our members are not at the top of their steps, so including these raises, it will work out to, in many cases, close to or over a 25% increase in their salary over the life of the contract, so this is very significant.
- These are the best across the board raises we've gotten since I've been at MSU, in the 16 years that I've been here, but I've also heard from colleagues who've been here much longer who also point out because this is one of the best contracts that they with regard to raises that they that they can remember.
- The other big thing is we're getting now a 13th step added to the guide. At the moment, we stop at step 12. For members who've been on step 12 for five years, in 2025, they will be moved to step 13. Step 13 is a four-year step. Once you've been at step 12 for four years, you will move to Step 13. We've been fighting for a 13th step for at least three contract cycles. This is a huge win for our local and our sister institutions that we got the 13th step.
- There are some small monetary issues that were dealt with, including an overload rate and a small increase to vision care.
- We tried very hard to get paid family leave into our contract, but the presidents were absolutely opposed to it. We are always willing and interested in negotiating this locally.
- I want to thank the six people from our officers group and negotiating group that traveled down to Trenton 13 times to negotiate this agreement. It is a whole day affair and a lot of work.
- Our dues help make this happen. The dues you pay go towards something that pays you back because we have people working hard on your behalf to get the best contract we can get.
 - **Comments and questions from the stack:**
 - **Q: Mary Wallace:** I just wanted to add that the adjuncts also settled their contract. We feel it also was one of the best contracts that we have gotten in a very long time. There are some significant raises - we haven't given details out at all. We are waiting for the facts sheet to come from Council so that everybody gets all the facts all at the same time.
 - We traveled down to Trenton many times I even came down from my summer home in Maine in July to attend one of the meetings.
 - We settled before the full time people which is a first in my long history. We are grateful it is over and I'm sure you feel the same way.
 - Comment from the chat:
 - **A. Carla Engstrom:** Thank you Mary!

8. Standing Committees and Senate Liaisons

A. Elections (Laura Field)

- Two vacant seats were open this semester: a Specialist seat (open after the Spring elections) and an open Professional Staff seat in an administrative unit. We held an election for the Specialist seat as it is now an at-large seat.
 - Nicole Panorkou won the specialist seat and will be in it for three years.
- The professional staff seat is open and the term is up this spring. Per the Constitution, the Senate Executive Board can appoint someone. The Senate is looking for someone to fill the vacant seat.
 - We wanted to make sure that that was widely announced to the university community, so if you know anyone or are professional staff in an administrative unit, you can reach out to me or Erik, we would love to hear from someone who would like to hold that seat.
- We will be able to announce the candidate before the December meeting.
 - **Comment from Erik Jacobson:** Thanks to the folks that have already self-nominated for that position. We're glad that folks are interested in it. If we could get people nominated or self-nominated by the end of November, then the executive board can have a conversation and then appoint somebody from that pool of candidates.
- When we come back in the spring semester, we will be opening the spring elections and, just to remind, you that we will also be electing a new executive board in the Spring. Eric has sent some communication out about that.
- **Comments from the Chat:**
 - **Shannon Bellum:** An appointed seat is a good way to try out being a Senator since it's less than a year!
 - **Michael Heller, Laura Field, and Sarah Sangregorio** agreed.

B. Constitution (Erik Jacobson for Pascale LaFountain)

- I want to thank three folks that are going to be the Constitution committee: Ram Misra, Jennifer Higgins, and Arnold Korotkin.
- I want to thank them for serving on that committee for the Constitution. I will appoint them as the President to that committee.
- They will be tasked with updating the constitution so that we don't have to change it every time we split a school or put two schools together or buy another college.
- I want to thank them for that work and e'll start getting work done on that as as soon as possible.

C. Just and Sustainable Practices (Tim Gorman)

- The committee held an open conversation on belonging, aimed at creating a platform for open discussions on crucial issues facing the campus community, particularly Inclusion and Social Justice.

- The committee is seeking new members and aims to continue the conversation on belonging. If those are the kind of issues that you're interested in there and are within the purview of our committee, please don't hesitate to reach out to Tim.
 - Follow-up events are planned to further explore these topics.
 - **Comment from Erik Jacobson:** As somebody that participated in that conversation, I thought it was interesting that there was at least five or six different definitions of belonging, so this is a really important conversation to have. It's not just sort of taken for granted that when somebody uses that word that we're all conceptualizing it the same way or operationalizing it the same way. So, I think these kinds of conversations are helpful.
 - **Comment from the chat from Alicia Broderick:** Meanings of "belong to" vs. "belong in" or "belong with"
 - **Comment from Erik Jacobson:** Right, as Alicia pointed out, we have "belong to" and "belong with" - there's lots and lots of ways of understanding belonging.
- D. Task Force on Global Outreach (Daniel Mengara)
- The interim report was sent by the Provost's Office in September, and the team is working on the final report. They are analyzing data from faculty and student surveys and other data sources, benchmarking against peer institutions, and will issue the final report in December.
 - **From the chat from Daniel Mengara:** Here's the link the Provost Shared to The Global Reach Task Force (GRTF) interim report on Montclair State University's global footprint.
https://drive.google.com/drive/folders/1ckgHwUymJY5_ZmFV9k0TJEfenLoXDu0u?usp=sharing

9. Council Reports

A. Student Affairs (Jessica Brater)

- Following our October meeting with the DRC about the accommodations process, we have concluded that no further action is needed and we will continue to seek opportunities to collaborate with the DRC on issues of campus access.
- We welcome new business, so please bring us your student problems.

B. Administrative Affairs (Shannon Bellum)

- The Senate Executive Board has been hearing from various units about scheduling issues during the registration cycle, particularly regarding the practice of hiding classrooms from students during priority registration without an assigned room. I think it also illuminates the problem that there isn't a systemic way to assign classrooms to classes that should have priority.
 - Wendy Lin-Cook has been contacted to discuss the challenges and issues with this practice and to collaborate on a solution. We are looking forward to hearing from her about strategies.
 - Pascale, who is serving on the search committee for the DIT VP, has left the meeting due to an event. Pascale worked with Jerry on

the issue of the registration system crashing repeatedly during registration, causing frustration for his team as well as the campus community. They are looking into ways to prevent this issue from happening again. I am excited about the possibility of preventing these issues from occurring again.

- **Comment from the chat from Elizabeth Emery:** Thank you for looking into the hidden class problem! It is incredibly frustrating and so inefficient!

- **Shannon Bellum:** Indeed!! Hoping we can work on some strategies.

- We are awaiting a resolution to the email loss issue for adjuncts and temporary employees over the summer. We have shared an email exchange with Jerry DeSanto and are working towards a resolution.
- For the Administrative Performance Feedback Committee, the Provost is in the process of forming a partnership with a consulting firm for the implementation of administrative surveys. Once those contractual details are worked out, we can begin to work with them on this initiative. We hope to start the pilot to start in the spring, and more information will be shared as it becomes available.

C. Academic Affairs (Alison Beringer)

- We had a discussion with the Provost about program valuation and termination. We are going to be having an ongoing dialogue, but we did get some more concrete criteria that's been used for evaluation.
- The Provost also gave us a sense of how the process will be working and shouldn't be working. There are efforts being made to make the process more transparent and also to build a data repository that will allow more people to access data collected across the university. This is ongoing so we're the beginning stages at this point.
- The council discussed several ongoing policies recommendations and issues, including academic integrity, updates for new initiatives like AI, class expectations for students and faculty, and working on some clarity on instructional modalities.
- The fourth issue is requesting votes of no confidence for administrators, which is a new item that has been brought to the attention of the council.
 - **Q: Shannon Bellum:** In terms of the no confidence vote, one of the reasons why we develop the administrative feedback evaluation process was to get a bead on whether or not there should be a no confidence vote. I just wanted to put that out this is this is the first time I'm hearing about that as an item.
 - **A: Alison Beringer:** This is totally new. This has just come to our our attention and we haven't really discussed it yet.
 - **C: Erik Jacobson:** We should coordinate across these two councils on that issue.

- There are currently no reports from council members or liaisons, but the council welcomes any new business from the Senate body and the university community.
- **Addition from David Trubatch:** As the academic IT liaison and member of the search committee for the new VP, I aim to ensure the unique use of academic computing in research, scholarship, and teaching is represented. I am open to receiving input on what is important to the community, particularly in terms of support for academic computing. I will not report on committee activities until they are completed, but I am open to receiving input on what's important to the community in terms of academic computing and beyond the most basic ways to support research and also instruction.
- **Erik Jacobson:** Thanks to all the chairs for all the work that you do in your councils.

10. New Business

- None.
- A. First Reads
 - None.
- B. Second Reads/ Voting
 - None.

11. Old Business

- None

12. Report of the Senate President

- From the development part of the Foundation Board, The PSE&G ISS received a six-figure renewal grant from the PSE&G Foundation to support the green team program and wraparound services.
- The university community is invited to show their support on Giving Tuesday, November 28, as part of the global day of generosity and giving back. There will be emails and social media to promote so please consider keeping the university and our students in mind for the state of gratitude. The development committee expresses sincere gratitude to faculty and staff colleagues for their support throughout the year.
- A Google form was sent out to gather feedback about ideas about the future of what the executive board could look like. The idea is to not just to tap somebody who's willing, but, as a body, think about who we want in each one of these positions.
- The Senate Executive Board was alerted that we we are able to appoint someone to the subcommittee working on the weekly grid. The executive board

has been in communication with the administration about the shift from 15 weeks to 14 weeks, which brings changes in the weekly grid. The concern was that there was no instructor or staff on the subcommittee to have a clear perspective on the grid.

- EMS Services sent an e-mail out about NARCAN trainings and defibrillator trainings. I think it would be nice for us to do as a group. If you are interested, please send me an e-mail. The Senate can model for the rest of campus.

Meeting Adjournment

- **Call to Adjourn:** 3:03 PM
- **Ram Misra,** Call to Adjourn
- **Jean Alvares,** Seconded
- **Erik Jacobson:** Adjourned by Unanimous Consent