

University Senate

October 30, 2024 | 1:30 P.M. | Cohen Lounge, Dickson Hall 178 & Zoom

- Meeting Minutes: S. Sangregorio

Senate Membership Attendance

Voting Members in Attendance:

A. Beringer, A. Broderick, A. Korotkin, A. Rzepka, C. Baird, C. Dilkes, C. McKinley, C. Reinisch, C. Rodriguez-Unalt, D. Blake, D. Chong, D. Trubatch, E. Jacobson, I. Ren, J. Baldwin LeClair, L. Carr, L. Gavin, L. LeFever, M. Heller, M. Houston, M. Kamenetskiy, P. La Fountain, R. Kunstadter, S. Baglieri, S. Bellum, S. Collins, S. Mamonov, S. McCarthy, S. Sangregorio, T. Gorman, V. Nauta, W. Sullivan

Voting Members Missing:

D. Peterka-Benton, J. Alvares, K. Temoney, N. Panorkou, O. Gharehgozli

Meeting Documents:

https://drive.google.com/drive/folders/1DkixMt69W7VgMj2zQAG-x1kwvlgoFWZ?usp=drive_link

Meeting Minutes

1. Call to Order

- **Call to Order:** 1:36 PM
- **Shannon Bellum** welcomes the group to the Senate meeting and reminds the group to sign in with **Sarah Sangregorio**, in place of formal roll call.
- **Sarah Sangregorio** states we have a quorum.

2. Land Acknowledgement Statement

- **Shannon Bellum** reads the land acknowledgment statement.

3. Approval of the Minutes

- **Shannon Bellum** calls for the approval of the September 25, 2024 minutes.
- Motion to approve by **Bill Sullivan**.
- **Lauren Carr** seconds the motion.
- The minutes are approved by acclamation.

4. Request for Recording Secretary Substitute

- **Shannon Bellum** asks for a Senator to volunteer to take over recording secretary duties and to join the Executive Board for the next six months while **Sarah Sangregorio** is on maternity leave.
- If people have questions, please contact **Sarah** with any questions for the next two weeks.

5. Report from Administration

- **Shannon Bellum** reminds the Senate to use the Stack system if on Zoom. **Tim Gorman** or **Sarah Sangregorio** will raise if there is a question on the stack in the Zoom chat. Participants must also state who they are when they speak for accessibility reasons.

President Koppell

- Two questions to address that came in earlier.

Expressive Activity Policy

- The new policy aims to clarify its applicability and broaden the range of possible physical locations for protests or demonstrations for members of the campus community. The old policy stated that there was only one place where people could express themselves, the amphitheater. However, the revised policy broadens the range of possible physical locations for protests or demonstrations for members of the campus community, students, faculty, and staff.
- The new policy requires notification to the university when gathering people together, as it is their responsibility to maintain safety on campus, including safety for those engaged in expressive activity. If someone plans to have a demonstration or gathering and the university is not aware of it, it is difficult for them to ensure that the right personnel are on call and present at the location.
- The balance between creating as many opportunities for people to express themselves and maintaining safety is a priority for the university.
- The expressive activity policy does not seek to police apparel.
- There has been a request for a town hall.

- The new policy aims to create as many opportunities for people to express themselves while maintaining safety and maintaining the university's operations as a place for students, faculty, and staff to study, learn, and engage.
- The feedback received after issuing the new version of the university's policy on expression was useful, as it stripped out unnecessary details and boiled it down to its essence. The main test of any policy with respect to expression is that it must be viewpoint and content-neutral.
- "People say, 'Well, does that mean I can say anything I want?' The answer to that is no, in the following sense. It doesn't mean that we're going to censor you or we're going to stop you from saying anything that you want. But there are laws against harassment. There are laws against inciting violence. There are laws against intimidation. Those things are still against the law. Whatever the university's policy is on expression does not affect those elements of the law. We don't have the option to just ignore those elements of the law because we are also bound by Title VI."
- Title VI requires creating a safe environment for protected classes not to feel intimidated or harassed. This balancing act remains in place and will always remain in place.
- In addition to the philosophical balancing of free speech, free speech, and safety, the university is also balancing legal obligations, such as First Amendment obligations and Title VI obligations. The balancing act remains in place and will always be in place, as it ensures that the university maintains a balance between freedom of expression and the protection of protected classes.

Expressive Activity Policy Discussion

- **Adam Rzepka** states that he is thankful for the addition of clarity to the policy and the process. He adds that the restriction to the amphitheater is not in the old policy. He also points out that the old policy was part of a legal settlement three years ago. The old policy names all of the outdoor and indoor spaces as venues for expressive activity, with restrictions. His question is: are there other areas in which the new policy expands possibilities for expressive activity?
- **President Koppell** explains:
 - There is a misinterpretation of campus policies like these as being about restriction, but instead, they should be viewed as protecting certain activities. The policy protects expressive activities on campus and sets out parameters that limit where they can be done, particularly gathering people together and making noise. The policy

now outlines safety criteria and provides examples of locations that meet these criteria. However, it is explicitly not comprehensive. The administration provided a list of six or seven locations on campus that meet the safety criteria. If there are areas that need to be addressed, they will be addressed.

- The policy has been criticized for not explicitly prohibiting certain activities, but they have decided to make it better to avoid ambiguity. The administration plans to address any areas that still need improvement.
- **Erik Jacobson** asks to clarify the reservation procedures. He mentions the Alumni Green as an example of a location whose reservation process is unclear.
 - **President Koppell** states that he will figure out how reservations will be handled.
 - **Erik Jacobson** adds that it was unclear to whom groups should give the five-day notice and who is in charge of coordinating these spaces. He asked Dr. Soufleris who was also unsure.
 - **President Koppell** reiterates that they will figure it out.
- **Alicia Broderick** adds a comment thanking President Koppell for framing the topic in terms of protecting not only the right to express but the safety of those doing the expression.
 - **President Koppell** states that safety is the number one topic heard through the feedback. To meet that concern, the university has to formulate the policies in a certain way. People with wildly different opinions on these issues sound very similar in terms of their concerns about how the campus runs. The administration is trying to be responsive. If items are missing in the FAQ, let him or Keith Barrack know. It is a work in progress.
- **Erik Jacobson** recognizes the president of MSU's Students for Justice in Palestine to ask a question.
 - The President, Barry, appreciates the policy clarification and all of the work that the administration is doing to expand it. He asks for clarification on the distinction between demonstrations from the public and from individuals in the campus community. He points out that when outside speakers are engaged, members of the public do come. "For example, if a rally was going to be held in the quad, reserved by a student organization and they wanted to invite a speaker from off-campus or if just someone from off-campus came to attend the event. Would that automatically regulate the demonstration to the amphitheater as per the policy?"

- **President Koppell** clarifies that the public coming to engage would be relegated to the amphitheater. Further discussion will be needed to answer the question about speakers invited by campus organizations. “Frankly, it's pretty hard to draw a line other than if it's not just community, if it's not just students, faculty, staff, it's public. And so that was the way we did it. I could imagine saying, well if a student group invites a speaker that that's somehow different, but we didn't contemplate that.”

State of Higher Education

- **President Koppell** states that the next question is as follows: “Your thoughts on potential outcomes for the fiscal challenges facing NJCU, or whatever you can share more broadly with the Senate regarding the restructuring of higher ed in New Jersey.”
- At a conference held at Rowan University, the future of higher education in New Jersey and the Higher Ed Restructuring Act of 1994 were discussed. The act abolished the Department of Higher Education and established more independence for the public for public universities. The timing was not accidental, as there is a lot of question about whether there needs to be a reassertion of centralized control of universities from the state. Part of the focus was on NJCU. George Pruitt, a longtime president of Thomas Edison State University, discussed the history of the act and its consequences, which he framed as overwhelmingly positive.
- President Koppell and the other panelists, including Henry Amoroso, the fiscal monitor appointed to oversee NJCU, and Ali Houshmand, the president of Rowan, emphasized that the powers to regulate and monitor universities all exist. They argued that the current situation says that there is an opportunity to think about what leads to the most prosperous future.
- If they had been centrally controlled, Montclair and Rowan could not have grown into what they have grown into. Many of these institutions have done quite well, and the freedom to create something different allowed for the evolution of these universities and allowed for some errors. There is an opportunity to think about what leads to the most prosperous future.
- There is an opportunity to think about what leads to the most prosperous future. As the experience with Bloomfield demonstrates, there are some advantages to thinking about institutional collaboration and integration. This is very much on the minds of people who care about higher education. In particular, there is one state senator named Joe Cryan, who is very interested in a positive way, interested in higher education and how

it can be enhanced. He is aware of the weird inequities in funding and other supports for higher education and wants to rationalize it.

- Part of the opening of the window for change is going to be around NJCU. A few institutions have been asked to say, "What would you do in partnership with that institution to try and create a better, more stable, and more successful future?" It is not enough to say, "Oh, well, you can go to Newark or you can go to Montclair." All of these presidents will be part of that conversation, sharing their thoughts on the matter.
- The conversation should not just be about doing more with less, but also about having the proper resources for these institutions to be successful and ensuring that there are no massive inequities in funding and number of employees. President Koppell is hopeful that some good can come from this and confident that Montclair State will be at the center of any conversation about the future.

State of Higher Education Discussion

- **Laura Field**, president of AFT Local 1904, also attended the conference and added the following: "I think that's an accurate report. I appreciate that Montclair wants to be at the center of the conversation, but I hope that we'll also keep in mind that labor needs to be at the center of that conversation. When we found out about the restructuring, it was made clear to us that we would have a seat at the table of the commission, which I don't believe has been formed yet. That day, labor didn't have a big voice in the room. Jen Higgins for AFT was invited to be on one of the panels, but beyond that, there wasn't a big discussion of union involvement. I hope as we proceed and Montclair is at the center of that conversation, there'll be lots of opportunities for the local and council to be involved."
 - **President Koppell** couldn't speak for other universities, but in the response drafted, he stated that he explicitly said that the unions have to be part of the conversation because he 100% agrees.

Land Acknowledgement Statement and Related Work

- **President Koppell** stated his appreciation to the Senate for their reading of the Land Acknowledgement Statement. He stated that a faculty group secured a million-dollar investment from the Mellon Foundation to support the University's work on Native American studies and "some cool projects that are being done". He also stated that he wished he had more because it is something he feels passionately about. He supports land acknowledgment statements and feels that action backing these

statements up is important. “I would like to be a university in New Jersey that's doing something, to not just recognize the history, but be responsive to the enduring legacy of that history. And so I'm very excited about the work that our faculty are doing and I'm eager to amplify it. I think we can make a huge positive difference in this space.”

- **Jack Baldwin LeClair** asks in the chat “How about scholarships for Native Americans from New Jersey tribes even in their diaspora?”
- **President Koppell** thinks it is a great idea and would very much like to enact the idea, but he brings up that it is an incredibly difficult ask to do politically. It's not a “no”, but it would have to be figured out.

Policy Process

- **David Trubatch** discussed the lack of a fully open and robust policy process. He asked about plans for a more organized and robust policy process for the university as a whole. There is a question about whether academic affairs as a subset of the policy process is also part of this. He asks about improvements in the policy process, both at the university level and within academic affairs.
 - **President Koppell** states that there is a need for a more explicit framework on how policies come about and suggests that this is a reasonable idea. He also mentions the need for a better place to capture all policies, which is in motion. Not having clear policies can lead to different outcomes, so they need to be structured parallelly. It is a significant task. There will be one place for all policies. While it was a major advance, it is expected to take time to complete the new framework. There is importance in having a clear and organized system for policies at Montclair State University. There is a need for a more comprehensive approach to policy creation and the potential for a more efficient and effective system.
 - **David Trubatch** asks if the groups that lead policy initiatives are active.
 - **Provost Gonzales** states that groups led by various academic affairs leaders are active. For example, administrators like Jessica Murphy are looking at policies specific to her area. The Bloomfield integration also identified the need to clarify policies and make them more consistent. “I've asked people to think about and to prioritize. You can't do everything all at once, all at the same time. Which are the most important things, particularly those that are going to impact the largest proportion of students?”

- **David Trubatch** asks about the status of the policy committee and the faculty co-chair position in that committee. “I just want to clarify for the record that that committee came into existence shortly before you arrived. It didn't exist very much before you got here so it's unclear if that committee is still working and who the faculty co-chair is.”
- **Provost Gonzales** is not sure.

Academic Calendar Communications

- **David Trubatch** also asks about the direct communication with the frontline instructors, faculty, and staff about the new academic calendar, in particular about the new course grid. “For the record, a message was sent to students in my college. An associate even sent that message to us because the faculty said they hadn't gotten, for example, a copy of a version of that message. And even that message doesn't show or provide a link to the new course grid. I don't know that everyone can find it. It may be available somewhere, but it's not searchable. It's not findable. That's just an example of getting information to us this semester for the January term sooner rather than later.”
 - **Provost Gonzales** will follow up with Enrollment Management.

Current Events Discussion in Classrooms

- **Shannon Bellum** recognizes the president of MSU's Students for Justice in Palestine to ask a question.
 - The President, Barry, asks President Koppell and Provost Gonzales about the student-to-professor relationship in terms of discussing current events. Specifically, he asks for clarification on diversity training requirements for faculty in terms of Arab and Palestinian topics affecting students. He references concerns from students about tone of voice and attitude around current events, including engaging with students who are visibly Muslim in a way that could be seen as singling them out. The SJP President also mentions a joint student initiative to create a scholarship for Arab American students.
 - **Shannon Bellum** mentions that the Student Affairs Council would be a good place to discuss these questions and the proposed initiative.
 - **President Koppell** states that he would be happy to talk with him about those initiatives, especially “the value that awareness brings to the nature of discourse during current events.”

- **Provost Gonzales** states that there is no required training in this area. He suggests that the SJP President talk with Dr. Emily Isaacs in the Office of Faculty Excellence about the events and workshops on these topics offered to faculty.
- **President Koppell** also states that the topic of diversity training is not specific to one group or another, and comes up concerning many different identities.
- **Emily Isaacs** states that the university has done a lot of work in our faculty searches and training and that our hiring has a lot of diversity, equity, and inclusion work so that we hire well. She states that she would like to continue the discussion with the SJP President.
- **From the chat: Dawn Meza Soufleris** posted:
Also if there are issues that students are experiencing with faculty, they can reach out to the Dean of Students office for assistance and advocacy.

Report from Provost Gonzales

- **Provost Gonzales** is focusing on three main initiatives.
 - One is inviting guests - not just academic affairs - to give updates to the Senate on topics he considers important.
 - The **Provost** highlights **Emily Isaacs** and the project they co-created to engage emerit faculty and new faculty. He highlights the New Faculty program and how it received great feedback. He hopes to engage with the panel of emerit faculty to generate more interest in engaging with the University.
 - Three speakers have been lined up for November and December.
 - There will be upcoming updates on the Middle States process. The timeline for submitting that self-study will rapidly approach within a year. The president has endorsed the beginning of a process to develop a strategic framework for the university in line with what Middle States is looking for in our self-study. Consultants have been engaged to create that framework and co-create a planning committee for that work. "The goal would be that if you have a robust and meaningful framework within which to draw, then different units and vice presidents can do strategic plans that are linked to that, but they identify their own goals because it is a little bit hard for, I'll pick on facilities, right, to contribute to optimizing student success. They do in many ways, but it's a little harder to get at that."

- There is one major search committee underway for a vice provost position and managing director of unbound. Finalists would come to campus by the end of January.
- Stephanie Brachfeld and Chantelle Wright have been asked to present today.
 - Stephanie will present on the Research Office and research activity like the Mellon Grant mentioned by the president, which is incredibly fast-moving, breaking records in terms of submissions.
 - Chantelle Wright (the executive director of career connections and experiential education) pulled together a group that gathered data on on-campus student employment. There is evidence that it is a best practice and a high-impact learning practice if you have good jobs for students. The data resided in multiple places.

Stephanie Brachfeld, Vice Provost for Research

- Stephanie Brachfeld stated the following:
 - Our annual student research symposium will be held this spring on Friday, April 25th in the University Hall Conference Center.
 - Last year we had around 250 student presentations, which represented about a 20% increase over previous years where we had kind of leveled off at 200 participants.
 - We were happy to see that increase, but 250 student researchers is still a relatively small sampling of all of the activity that's taking place on campus.
 - Please share when abstract submissions are open with your colleagues and with your students because we'd like to increase the number of students participating in this event.
 - Last year, we also added presentations by faculty members and offices such as the study abroad office.
 - Jessica Henry gave an inspiring presentation about her journey to where she is today. She is both a Distinguished Teacher awardee and a Distinguished Scholar awardee.
 - I hope to put many more of our distinguished faculty to work this year, giving similar presentations, serving on panels, and sharing your research opportunities with our students so keep an eye open for those communications from my office, either directly from me or from the organizing committee led by Kimberly Blatt in Research Compliance and her colleague

Allison Romain (who you may know better as IRB assistant at montclair.edu).

- Collective Proposal and Award Activity
 - The number of full-time tenured and tenure-track faculty has increased over time, and the number of proposals submitted has gone down, but the dollar amount requested has gone up. This is the group that has an explicit research and scholarly mandate in their job descriptions. We're submitting fewer proposals, but they're larger and they're more complex.
 - Collaborative complex proposals have become the norm here at Montclair. Most of these are multi-PI, cross-department, cross-college, and even cross-division submissions.
 - If we look at just the first quarter of the current fiscal year, we are well ahead of the previous year's pace. We've had 64 proposals submitted in three months alone requesting \$33.9 million.
 - Now, there's a lag between some of the proposal data and the award data. We'll hopefully have the results of that quarter in six to eight months.
 - If we look at the award data, we're holding steady at about 100 new awards per year. With new awards, I feel like we're also at a really good pace thus far this year.
- Examples of the work faculty are completing include:
 - Designing new treatments for children with speech sound disorders and making those treatments more accessible and more affordable through a variety of modalities.
 - Designing interventions to prevent substance use disorders.
 - Training our nursing students to recognize those early warning signs so that interventions can be made as early as possible and referrals to treatments can be made as early as possible.
 - Advancing robotics and advancing the field of human and robot collaborations.
 - Designing the next generation of technology and experimental designs to detect gravitational waves and dark matter in the universe.
- If you are interested in scaling up the impact of your research, scaling up your ability to financially support our students as

researchers, or scaling up your ability to engage with the community, please come talk to me and my office about submitting a grant proposal. We have tools to help you learn this process to get more comfortable in this process.

- I'd like to call your attention to some opportunities that come up annually.
 - Last year, my office supported 16 members of the university to participate in a variety of grant workshops.
 - The National Science Foundation has one every year, typically in June. We sent 14 faculty, one chair, and one associate dean to the NSF conference where they got the chance to hear about funding opportunities.
 - This is not just for early career faculty. This is for anyone who wants to refresh their knowledge and skills about grant opportunities, finding funding, and learning the grant process, not just with federal agencies, but also with private foundations.
 - I got to network with program officers and follow up later individually by email to run ideas by those program officers and find the right program and the right opportunity to propose their work.
 - The American Association of State Colleges and Universities, AASCU, also has a grant conference every year.
 - The NIH has a set of free webinars to familiarize PIs with their portfolio of awards.
 - The NEH used to have a regularly recurring series. They're in a bit of a hiatus, but all of the recordings are available online, which you can access through the QR code of the presentation.
- Please keep an eye out for communications from my office, either directly from me, from Ted Russo, or from Sam Wolverton, who sends out the Friday afternoon email blast about funding opportunities.
- I'd like to call your attention to curated lists of opportunities that we maintain. There is another QR code in the presentation that will send you to the webpage.
 - Pivot is our funding-finding tool for opportunities relevant to that resolution.

- We have these curated lists of funding opportunities arranged by discipline. If there is a discipline that you would like us to create that's not represented on our list, please reach out.
- We have a curated list, for example, of designated opportunities for HSI institutions. We're going to expand that to MSI institutions.
- We've also had a request to add a curated list of student support services grants of the type that the Dean of Students Office and SDCL would pursue.
- I'd like to call your attention to the limited submission grant opportunities web pages. These tend to be large, specialized programmatic grants. We are limited in the number of proposals that we can submit and so we try to communicate as far out as possible. When we receive the notice of a new competition and its due date and its parameters, like how many proposals can we submit, we add it to this website. Right now, I think we have about a five- or six-month look ahead.
- For those who are looking to get more involved in proposal activity, or you're a chair or a dean, or you're mentoring pre-tenure faculty in your area, please reach out if you'd like to attend any of these grant conferences.
- I'm very, very happy to send as many people as who want to go.
- **Slides are available to Senators in the Senators' shared drive.**

6. Report from SGA President

- SGA President, **Mikayla Houston**, presents her report.
 - We have a town hall with facilities and parking services today that she is moderating.
 - Last fall, the SGA proposed a bill, Bill F-2023-17, and this bill recommends a policy to the University Senate that the administration democracy has a vested interest in promoting mental health and wellness in students and faculty to create a prosperous and desirable educational institution, whereas in providing students an excused mental health absence from classes, the university can demonstrate support and improve the well-being of the campus community overall.
 - Mikayla presented statistics. They found that 79% of students reported that they had experienced moderate or

high stress levels within the last 30 days. About 31% of students met the criteria for suicidal ideation, while 3% reported attempting suicide in the last year. Lastly, 33% of students stated that their anxiety negatively impacted their class performance in the last 12 months.

- “We are recommending that professors allow students to have at least one mental health day for their course this semester. We do realize how important it is and how this would benefit the student body and help them relieve stress.”

Discussion

- **Shannon Bellum** mentions that the Student Affairs Council could take this up and that the SGA President is a member of that council. Shannon reminds the group that the SGA President’s report is in the Senator Shared Drive.

7. Report from Administration, Continued

- **Chantelle Wright, Executive Director of Career Connections and Experiential Education**
 - Chantelle Wright stated the following:
 - My name is Chantel Wright. I’m the Executive Director for Experiential Education and with me is my colleague, Klavdiya Hammond, who is the Director of Data Analytics.
 - Today we want to chat with you very briefly about student employment at Montclair State University.
 - Within the last year and a half or so, we’ve put together a group of folks from across the institution who we’re calling the On-Campus Employment Task Force because a part of my role is to look at how we can increase student participation in experiential education and experiential education activities, with specific focus on ensuring that for students as they graduate, they get good jobs.
 - We wanted to start by looking at the systems and practices that were already in place at Montclair State University and trying to think about ways that we can leverage those so that our students while they’re here, while they’re already working for us, are better prepared for the world of work.
 - We have a presentation. I’m going to zip through this as quickly as I can. At the end of this slideshow, the full report is there for you as a QR code. If you have further questions, please feel free to refer to the report.

- What I'll start with is our current career outcomes for the graduating class of 2023. That was at 34%. Now, I don't know if that number means anything to you but consider it in this framework. When we look at institutions like Rutgers University, their postgraduate outcomes, and their career outcomes to their graduating class at the same time was over 70%. We do have some work to do.
- The perfect place to start would be on-campus employment or student employment, since our students are already here, they're working. We've made a substantial investment in our student employees.
- On-campus employment is a high-impact practice because those students can use the skills that they're learning from their on-campus jobs and leverage that into other opportunities or full-time work.
- Chantelle Wright introduces Klavdiya to talk about the financials.
- Klavdiya Hammond states the following:
 - We started with student workers' payroll information and blended it with Banner Student system data.
 - We narrowed down the population to undergraduate students only, and we focused on the academic year 2022 - 2023 because that was the full academic year that was available at the time when we put the report together.
 - Keep in mind that the numbers are a little bit lower than what we would typically see in terms of on-campus employment because it was a post-pandemic year and we're just getting back into the office.
 - The university spent about \$7.8 million to pay undergraduate students in the academic year 2022 - 2023, but 85% of those monies came from university funds and the other 15% was pretty much equally spent between grants and federal work-study.
 - We did confirm federal work-study dollars with the Office of Financial Aid, so we are in line. They also say that that number is low for what we typically see because, again, it was a post-pandemic year.
 - In terms of the number of students who had jobs on campus, there were 2,024 total undergraduate student employees.
 - The majority of those students were paid out of university funds, of course. Some had multiple jobs, so they got paid

out of multiple funds. For example, a student could have had the same position but paid out of work-study and university funds, or students that have had multiple positions in the same academic year as well.

- The top two divisions with the largest spending were Student Development and Campus Life and Academic Affairs.
- Residence Life is the top of the top 10 departments that hired students in the academic year 2022 - 2023.
- Chantelle Wright continues the presentation.
 - Typically our students work within the nationally suggested timeframe for student employment. We have students who work about 22 hours every two weeks. So that usually is about 10 to 15 hours per week. That's well within the recommended range with some variation.
 - This may not be a surprise to most people, but our student employees had slightly higher GPAs than non-student employees across the university. They also attempted and earned more credits within the academic semester. There was no difference during the summer period.
 - Most of our student employees were women. They were 70% female, which is higher than our student population or male-to-female ratio at the campus, which is 60%/40%. For student employment, it was about 70 to 30%, 70% being women and 30% being men.
 - Of students who were student employees, 50% of them were Pell-eligible, which is not very surprising considering the number of students we had participated in receiving financial aid.
 - The majority of our students were not first-generation students.
 - We haven't done much digging here to understand the differences between the groups and who these students were. This was just a preliminary analysis so we don't have information on who exactly these students were and the communities that they come from, but we do know that the majority of our student employees are residents. They are not commuters, which might be a concern as far as equity is concerned, depending on the community that they're commuting from. We plan on doing some more analysis on this later on to address equity.

- There's a clear under-usage of or under-engagement in student employment by males, first-generation students, and commuter students.
- The institution pays our student employees from our university funds more than we even utilize federal work-study. In some cases, we might say, well, that's kind of obvious because I'd rather know for a fact that I have had this student for an entire semester than have limited federal work-study funds, but there's an opportunity here to ensure that our students continue to apply for financial aid and we're using both funding streams.
- There are some differences across the colleges, about how many hours students work. The other piece that isn't included here is that there are differences in how much students are paid, so it's very variable. Some pay under minimum wage before minimum wage had changed to \$15 an hour, some pay above. We don't have much data on what those positions look like and what the duties entail for the student, but definitely with some further exploration.
- There is no outcome data right now for student employees.
 - I would love to see us correlate student engagement on campus to their postgraduate outcomes to show the community that students who are actively engaged in experiential learning have better career outcomes, but there's no data to show that at this moment.
- What we've also heard from our community is that there are very varied processes in how we recruit and onboard students.
 - Some folks use Handshake, some use their other internal applicant tracking systems. Some hire students directly.
 - The challenge with that is that not all students have access to the same opportunities.
 - What seems to be happening a lot at the institution is that we get recommendations a lot and we're eliminating a large swath of our students who don't have student employment and don't have experiences and need to be involved on campus.

- We've created this initiative called Montclair WORK (Work Opportunities and Real World Knowledge).
 - We're working on four priority areas, which I've talked about a little bit before, but just to highlight again, we want to strengthen data collection, streamline hiring, enhance student professional development, and create an office that focuses on on-campus employment.
- Next steps: I know that most folks have seen the email regarding transitioning all on-campus jobs to Handshake, just a bit of a sort of fine print. What we're focusing right now on is those student employees who sort of operate our administrative processes work at the front desk and support students.
- We should be transitioning those job announcements to Handshake so that all students, most students have the chance to see the position and apply.
- In the case of direct hiring, which I know happens for most of our grant opportunities. Stephanie and I had a great conversation about this. You do not have to use Handshake if you have already identified the student that you are working with.
- If you already have another applicant tracking system that you use for your on-campus employment position, you can certainly post in both places if you don't want to eliminate what you're already doing, that's fine.
- If you have other questions that are specifically nuanced to your area, feel free to reach out.
- I shared the full report so that you have access to it.
- If you also have questions about student professional development or you have a specific situation that you need clarification on, please feel free to reach out at my email address.
- **The report is available to Senators in the Senators' shared drive.**

On-Campus Employment Discussion

- **Shannon Bellum** asks if the work-study students were underemployed and if we were losing money.
 - **Chantelle Wright** stated that money was not left on the table and that the financials were very clear about that. There is a huge

population of staff who want to employ our students for a full semester or full academic year and feel like they can't because federal work-study funds are limited. So they'd rather hire a student assistant than hire a federal work-study student in many cases. So what we recommend is that you start with, if a student has federal work-study, clearly still consider that student. Then if we have the department funds transition that student into department or office budgets.

8. NAAL Report

- **Catherine Baird:** “My name is Catherine Baird, and I am here in the capacity of the new NAAL rep (the new negotiations agent liaison), taking over from Hugh Curnutt. Hugh continues to serve the Local as VP of negotiations. I am also one of your librarians on campus and a newly elected Senator. I've been with Montclair since 2014.”
 - Open enrollment is almost over - the deadline is October 31st, but there is still some time. The flexible spending accounts don't roll over from year to year, so you still have time to adjust those.
 - There were several workshops for faculty and librarians on sabbaticals, as well as tenure and promotion. If you have questions about those workshops or follow-up questions, you can get in touch with Jonathan Howell, the faculty coordinator, or Darren Sweeper, the librarian coordinator.
 - There will be another workshop for AFT professional staff, on reclassification and performance-based promotions. That one is coming up on November 8th at 12:30 p.m. Your contact for that is Adrian Reagan, the professional staff coordinator from the Union.
 - Members of the Local will be participating in the labor walk coming up this November 2nd, just in a few days, so you can get in touch with either Bill Sullivan or Laura Field.
 - The next membership meeting is going to be on November 13th at 1.30 p.m. in the hybrid format.
 - “I hope that everybody's going to be getting out to vote.”

9. Reports from Councils

Academic Affairs Council

- **David Trubatch:** The Academic Affairs Council is going to have its first meeting this coming Friday. “I anticipate that I'll have a more substantive report next meeting because we do have a substantive agenda.”

Administrative Affairs Council

- **Lauren Carr** reports:
 - The Council met with Joe Brennan and discussed the Sympa discussion lists and communication issues that were reported. You can use Sympa to subscribe to any mailing list. Right now, there's a low count of subs for the discussion list, campus list, for-sale list, et cetera. There are a lot of lists pretty low on subscriptions.
 - Discuss: 167 ([link to subscribe](#))
 - Campus: 427 ([link to subscribe](#))
 - For-Sale: 416 ([link to subscribe](#))
 - Nothing is censored from the In The Know or the Events digest. If you have an event that is going to be within the next few weeks, let them know.
 - If it's like three months in advance, they're not going to post it three months in advance.
 - They're rolling out new forms to make it even easier.
 - If you want to shout out like your colleagues, let them know.
 - They recommended other ways to get your message out
 - University Calendar
 - If there's an event for students, they can add it to Engage
 - Department, school, or division email lists.
 - They're working on a whole new website. They're working with the vendor OHO on a three-year project.
 - The Council spoke about the campus expressive activity policy.
 - The Council is wrapping up a recommendation for a dean search policy
 - In terms of faculty activity reporting, Ken Sumner is on the case and there's going to be a new way to gather all of your information whenever they want reports. The administration is working on something that will be university-wide and consistent across units.
 - **From the chat: Siobhan McCarthy** posted
We are getting the Faculty Activity Reporting module which integrates with Interfolio. I have not attended a meeting yet so don't have further information yet.
- **Arnold Korotkin:** "The Safety Committee met on October 22nd. Captain Tim Fox, who chairs the meeting, stated that they've encountered a large number of students who have mental health issues. One of the issues or questions that came up was about the use of a private security firm. Captain Fox clarified that Bloomfield College always had a private security firm on campus, which is now part of the team. It's not part of the MSU

Police Department. Operations were covered. They put up the fencing to see if there might be students who might be contemplating jumping off the upper part of the Red Hawk Deck. University Facilities had issued an accessibility map for the campus. They're requesting that anyone who notices accessibility issues or concerns should notify facilities. There was an accessibility issue in Life Hall about a student who used a wheelchair and had trouble accessing a classroom, and Facilities is working to resolve that issue. The whole report is online if you want to see it."

- **Bill Sullivan** mentions an issue he was having with the Disability Resource Center's hours because he was receiving reports that the DRC closed at 4 pm, so his graduate class could not access services.
 - **Lauren Carr** answered that they would look into it.
 - **From the chat: Daniel Stratthaus** posted
 - DRC hours on their website: Hours of Operation
Mondays and Thursdays: 8:30 a.m. – 6 p.m.
Tuesdays, Wednesdays and Fridays: 8:30 a.m. – 4:30 p.m.
- **Bill Sullivan** mentions an issue he was hearing with Facilities responding to work orders that issues with climate control were fixed but the issues in individual offices were not resolved.
 - **Lauren Carr** answered that they would look into it with Shawn.

Student Affairs Council

- **Pascale Lafountain:** The Council discussed twenty-five issues at the last meeting including parking, campus climate regarding trans and non-binary students, graduate student engagement, food availability, and workplace issues. There was some progress on several issues.
 - The Council has been talking to Chris Donaghue about his campus belonging surveys and trying to tease out anything about trans/non-binary students and their quality of life on campus.
 - The Council is looking into Rocky's Closet and food pantry updates on campus. There are fascinating statistics from that in the Council report, which you can find in the folder with all the meeting documents for today.
 - Lauren Dinour is doing a study currently on campus across several issues related to this, and she's going to come to speak to the Student Affairs Council sometime soon and maybe to the Senate, depending on how that goes.
 - The other issue that the Council is currently pursuing is about add/drop communications and advising at the beginning of the semester, what the communication is to students regarding things

that they might miss during add/drop. Are there protections for students to be excused from all of the graded elements that they might miss in the first week of class during the add/drop period? Is there a policy? Is there any clarity across courses that faculty and students should maybe be more aware of? There have been several questions.

- If people have other issues, please bring them forward.

10. Elections Committee

- **Tim Gorman:** “We have a vacancy that is ending at the end of this year in the Senate. According to the Constitution, the procedure for that is that we can appoint somebody to fill that seat until the end of the academic year so we collectively have decided to appoint Alfredo Toro Carnevali from CHSS.” Tim calls to formally seat Alfredo Toro Carnevali. He'll be working on the Student Affairs Council.

11. Constitution Committee

- **Erik Jacobson: (acting chair):** “We are close to our revision. Thanks to Pascal's close reading of the Constitution, we know that we need 15 days' notice before the next Senate meeting the proposed revisions to the Senate Constitution will take place. The focus is on not only getting Bloomfield voting reps but also moving forward, not having to update the Constitution every time a new college or school comes on, leaves, splits, mitosis, and various other things. We're trying to make a more fluid and flexible document. We're also going to increase representation for adjuncts and others soon.”

12. Just and Sustainable Practices Committee

- **Erik Jacobson:** “Just and Sustainable Practices has met once. We're starting the process of starting the task force on service. We've had this conversation about how service is defined and rewarded varies greatly across units on campus. We're unlikely to have a uniform policy, but we want to come up with some guidelines so that it's not completely ad hoc in any given unit. This is something that the president is very much in favor of, and we want to propose it rather than react to a proposal from the administration.”

13. Voices of the Community

African American Caucus

- **Shannon Bellum** states that **Summer Jones** submitted a report available on the Senator shared drive. There is a movie event coming up.
 - **In the chat:** Link of African American Caucus website - <https://www.montclair.edu/african-american-caucus/>

Asian Pacific Islander Caucus

- **Jesse Ha:** The Caucus has been getting restarted.
 - Notable events included:
 - A book talk with Dr. OiYan A. Poon, hosted by Min Choi and Blanca Vega. “It was a great time and a very fruitful conversation and discussions about race, racism, and exploration of race relations and affirmative action from the perspective of the Asian American.
 - The Caucus supported the UASO, the Unified Asian American Student Organization, with their annual bubble tea event.
 - One thing that the Caucus has been doing purposefully is to partner with local community organizations, like working with AAPI New Jersey and Danielle Iwata (director of the Coalition Organizing Outreach at APIC) and they've organized a few events.
 - For those in New Jersey who have been concerned, there was recently an incident with a young lady named Victoria Lee at Fort Lee with the police, which ended tragically. There was a candlelight vigil two weeks ago in Fort Lee.
 - There was a Diwali event on the 19th and an Asian American Advocacy Day two days ago.
 - There are more that will be coming up, but they are still in the works.
 - The associate dean of the College for Education and Engaged Learning, Sumi Hagiwara, attended the White House Commission on Asian Americans, Native Hawaiians, and Pacific Islanders (WHIAANHPI). It includes the Native Hawaiians’ Summit at DC, and the commission advised the president on ways that public, private, and nonprofit sectors can work together to advance equity and justice for AA and HPI communities.

- The themes that emerged from this event were the language barrier, such as creating access to policies that impact the community and providing multiple translations.
- It's a conversation that the Caucus has had in many spaces, including the talk with Dr. OiYan A. Poon.
- Also discussed was the aggregation of the AANHPI population data so that it is not just one category called Asian. This is probably very problematic because it represents so many different kinds, so many different populations, cultures, and ethnicities.
- Next, they focused on small businesses and social entrepreneurship; they prefer community banks and small business loans as seeds for funding innovation development.
- The Caucus is considering adopting \$30 dues for our caucus. The Caucus welcomes everyone to come join us. The next meeting will be on November 8th at 10 a.m. on Zoom, and the Zoom link is in the notes of the report.

Disability Caucus

- **Alicia Broderick:** The Caucus was happy to welcome President Koppell at our last general membership meeting on the 18th of October. We had a great conversation. We were able to welcome Ashante Connor as well. We had a really good talk about overlap and interest convergence between the goals of the caucus and the goals of the administration.
 - Our next general membership meeting is coming up on Friday, November 15th from 10 to 11 a.m. on Zoom. We are very pleased to welcome VP Dawn Meza Soufleris and AVP and Dean of Students Marjorie Coleman-Carter as our guests. We're going to be talking about supporting issues related to issues that disabled students experience on campus and ways in which the discipline caucus can, again, work in supportive ways with the administration.
 - Tomorrow is the final day of Disability History and Awareness Month. This is the first time that Montclair State University has recognized October as Disability History and Awareness Month. The kickoff event and the flag-raising went beautifully and wonderfully with the support of the Office for Social Justice and Diversity, Student Development and Campus Life, and many other student groups like the Student DREAM Group.

Montclair Votes

- **Arnold Korotkin:** The coalition had its last meeting on October 11th.
 - The Office of Civic Action and Voter Engagement, during September and October, had several activities to encourage students to vote and to inform them about voting.
 - For Election Day on November 5th, they're trying to arrange for shuttle buses to transport students to polling sites in Clifton and Little Falls. On the evening of November 5th, they will be hosting a party that will be from 8 p.m. to 11 p.m. in the lobby of the School of Communication and Media.
 - "I hope everyone remembers to either cast your vote early or be sure to vote on Tuesday, November 5th."

14. Open Floor

- **Shannon Bellum** opens the floor.
- **Laureen LeFever** makes the following announcement:
 - "There's the first-ever panel that Alfredo and myself will be on for new teaching faculty on November 18th at Cole Hall from 3 p.m. to 5 p.m. All are welcome. Alfredo, I'm looking forward to working with you on that panel."

15. Senate Business Items

Foundation Board Report

- **David Trubatch:** "I'm going to serve as the Senate representative to the foundation board. I think the role of the representative is to work with the foundation not to sell the fundraising work of the foundation, but to help the foundation understand the most useful and protective way to engage with the faculty and staff. I want to communicate back and forth what their initiatives are, but also try to communicate to them what gets in the way or what could enhance participation by faculty and staff in their work."
- **The Foundation report is also at the Senators' shared drive link.**

16. President's Report

- **Shannon Bellum:** "There's soon going to be a search for the dean for the College for Community Health. My understanding is that that is beginning in November. The Senate is allowed to make a nomination. The executive board would like to nominate Dr. Raj Gordon to the College for Community Health search. Raj, if you don't know him, is the Senior Director of EOF. He's an active student advocate, particularly for students of color and he brings other search committee experience to the role. We think he will be

a very good addition to that search. Most importantly, he's willing to put in the work. He will be attending our meetings and sharing updates as he's able. It'll be a confidential search, so there may be limits to what he can share with us, but certainly, we can share our questions and thoughts that we would have for the committee with him. I am going to ask for a motion to accept Raj Gordon as our nominee by unanimous consent.

- Laureen LeFever made a motion.
- Christina Dilkes seconded the motion.

17. Meeting Adjournment

- **Shannon Bellum** calls for adjournment.
- Moved by **Eric Jacobson**.
- Seconded by **Laureen LeFever**.
- **Meeting adjourned:** 3:26 PM.