

University Senate

April 30, 2025 | 2:00 P.M. | SBUS 140 & Zoom

- Meeting Minutes: S. Sangregorio

Senate Membership Attendance

Voting Members in Attendance:

S. Baglieri, C. Baird, J. Baldwin LeClair, S. Bellum, A. Beringer, A. Broderick, L. Carr, C. Dilkes, L. Gavin, T. Gorman, E. Jacobson, A. Korotkin, R. Kunstadter, P. La Fountain, L. LeFever, S. McCarthy, C. McKinley, V. Nauta, N. Panorkou, C. Reinisch, I. Ren, C. Rodriguez-Unalt, A. Rzepka, S. Sangregorio, D. Trubatch

Voting Members Missing:

D. Blake, D. Chong, S. Collins, O. Gharehgozli, M. Heller, M. Houston, M. Kamenetskiy, S. Mamonov, D. Peterka-Benton, K. Temoney

Meeting Documents:

https://drive.google.com/drive/folders/1bppfOz4JGeOFAjV4oUyLdeTRoiLfEdlw?usp=drive_link

Meeting Minutes

1. Call to Order
 - **Call to Order:** 2:07 PM
2. Call to Quorum
 - **Tim Gorman** confirmed that we have a quorum.
3. Land Acknowledgement Statement
 - **Shannon Bellum** read the land acknowledgment statement.
4. Reminder of Meeting Recording Policy
 - **Tim Gorman** reminded attendees that a [bylaw was passed in November](#) regarding the recording of University Senate meetings, which includes

rules regarding the use of recording assistive technologies and the recording of the meeting by members of the media. **Tim** reminded the group that he would field requests for authorization to record a meeting in advance of the meeting. **Tim** also stated that the minutes of the meeting are the official record.

5. Approval of the Minutes

- **Shannon Bellum** called for the approval of the April 2nd minutes.
 - The motion to approve was made by **Laureen LeFever**.
 - **Christina Dilkes** seconded the motion.
 - The minutes were approved by acclamation.
- **Shannon Bellum** called for the approval of the November 20th minutes.
 - The motion to approve was made by **Lauren Carr**.
 - **Adam Rzepka** seconded the motion.
 - The minutes were approved by acclamation.

6. SGA President

- **No report.**

7. Middle States Update (Joanne Cote-Bonanno & Christine Lemesianou)

- **Joanne** stated that there would be a small number of slides, but hoped that there would be time for questions.
 - She stated that MSU is heading into a “third critical year” of the process, which is when MSU will be visited by a chair of an evaluation team in November to “check things out, to see how we would run our team visit”.
 - The team visit would be in Spring 2026, either late March or early April.
- **Christine** began the slides (available on the Senators’ shared drive)
 - In the second year of Middle States accreditation, over 120 people were involved in creating a self-study report, probing data and evidence, and connecting with the university and various groups and communities. The Middle State Standards of Accreditation cover every facet of the university, focusing on ongoing improvement and commitment to critical analysis of successes, resource allocation, and data documentation.
 - The seven Standards cover everything from mission to governance, with a heavy focus on students, student experience, success metrics, efficiency, and sustainability of processes and overall

university functions. The self-study is grounded in four key institutional priorities established early on in the self-study design process, which were established in academic year 2024. These priorities are crucial for the success of programs and initiatives.

- The first priority is to optimize student success, addressing all academic units and divisions at the university. The second priority is to drive academic excellence and innovation in academic programs, centers, research, pedagogy, and online programs. The third priority is to fortify institutional vitality by creating sustainable environments that are fiscally responsible. The fourth priority is to scale up impact and reach both New Jersey State and local geographies, but also beyond that.
- The Middle States process is a three-year cycle, starting in 2023-2024 when the self-study was designed. The second year is the heavy load, with working groups working diligently to analyze progress, identify areas for improvement, and make recommendations. The goal is not to say everything is beautiful, but to acknowledge where there needs to be more work and understand how to achieve this.
- The committee is conducting an analysis and drafting the self-study report, which has been established through working groups, evidence inventory, focus groups, and interviews with various constituents. The team leads for standard seven, which directly deals with governance, have met with Senate representatives to discuss issues. The university is planning town halls and feedback opportunities across the campus in the upcoming fall semester.
- Over the summer, the team is condensing separate chapters into a consistent narrative, aiming to circulate the report to leadership groups, campus constituencies, and campuses. Feedback will be collected in the early fall semester, with the final version expected by December.
- The final version will be uploaded and shared with Middle States in January, preparing for the visit in March and April. The university appreciates the contributions of all participants and is looking to learn from the self-study to move the university to the next phase. The project is a massive project that comes around every eight years.
 - **David Trubatch** mentioned that a request was made to engage the Senate Executive Board as a body, then clarified

that individuals had been consulted as part of focus groups, but the Senate Executive Board was not engaged as a body.

- **Christine Lemesianou** stated that there have been interactions and conversations with the Senate members about the issues of governance. When the self-study report is released, there will be town halls where there will be further conversations around what was covered in the self-study report, and there will be opportunities for people to submit more explicit feedback as part of a larger cycle of feedback.

8. Report from Senate President

- **Shannon Bellum** stated that she wanted to bring to your attention, if you hadn't already seen it, that President Koppell was part of a group of over 500 university and college presidents in the American Association of Colleges and Universities and signed a letter titled [A Call for Constructive Engagement](#).
 - **Shannon** stated that it's gotten a lot of media attention over the past couple of weeks, and that's a positive step forward.
- The Senate received the Faculty Board of Trustees' recommendation response from the president's office, which is available in the Senators' shared drive.

9. Senate Business Items

- First Reads:
 - Dean's Search Guidelines
 - The Dean's Search Guidelines were given another first read as they were edited due to the Provost's feedback.
 - Please review, as it will be up for a second read in May.
 - Please direct any comments to the Administrative Affairs committee.
 - Working Group - Course Scheduling
 - There was a first read for a proposal to recommend a working group about course scheduling, policies, and procedures. "As you all know, we experienced a pretty rocky start to the spring semester due to some implementation problems here at the university with the spring schedule, so this working group would examine those problems and try to head off at the pass that happening again, and develop

some policies and processes that would hopefully smooth the way.”

- Please review, as it will be up for a second read in May.
- Please direct any comments to the Academic Affairs committee.
- **David Trubatch** added additional information and context.
 - This recommendation aims to establish a robust, functional, and effective working group or committee. **David** requested that the working group work with the existing policy bodies, like the Academic Policy Committee in the Provost's Office.
 - This recommendation specifically called for outside experts to help us adopt best practices. **David** stated that part of the recommendation states that, if the University retains outside consultants, these consultants have operations experience, systems engineering capacity, and substantial expertise and knowledge that the University does not currently have in-house.
- **Pascale LaFountain** asked a series of questions about the next steps after establishing the working group: the number of people, the timeline of when work would start, and the intended population of those in the working group.
- **David Trubatch** stated that specifics like that can be added to the next read. He also stated that language clarifying that this is a recommendation to the administration can also be added.
- **Pascale LaFountain** recommended that language around the frequency of meeting times also be added.
- **David Trubatch** asked that comments and additions be sent to him for the next read.
- Second Reads:
 - Liaison to the University Student Employee Task Force
 - The University Senate appoints a new liaison to the student employment Task Force. They'll report to the Student Affairs Council and provide updates as needed to the Student Affairs Council. “It'll be like a two-way communication between the Senate and this student employment task force.”
 - The full text of the recommendation is available in the Senators' shared drive.

- **Shannon** asked to accept the recommendation by acclamation.
 - **Lauren Carr** moved to accept the recommendation.
 - **Christina Dilkes** seconded.
- Committee on Freedom of Expression
 - This recommendation is to establish a committee of the Senate that will report up through the Academic Affairs Council.
 - The committee is a group of university community members who are responsible for observing and making recommendations to the Academic Affairs Council. This recommendation provides a clear scope and purview for the committee. This committee was formed in response to national events, pressure, and attacks on universities, and the responses of the universities to these.
 - **Shannon** asked to accept the recommendation by acclamation.
 - **Ruth Kunstadter** moved to accept the recommendation.
 - **Christina Dilkes** seconded.

10. Council Reports

- **Academic Affairs (David Trubatch)**
 - The written report will be submitted later.
 - The Academic Affairs Council last met on April 21st by Zoom.
 - Several members of the council met with the Interim Associate Provost Emily Isaacs on April 25th.
 - On curriculum development review, **David** met with **Vice Provost Jessica Murphy** and **Senior Director of Curriculum Kyle Dobbeck** to discuss the process of curriculum review and adoption of state-level curriculum standards.
 - A charge was proposed regarding the University Undergraduate Curriculum Committee (UUCC) to provide a mandate. The bylaws for the committee have language about a charge.
 - The intention was to regularize the charge; that charge would be endorsed in parallel by the Senate and the Provost. The Senate would endorse the charge at the May 14th meeting.
 - **David** drafted a proposed charge and bylaws for the UUCC for their input. Copies of the proposed charge and bylaws are in the Senators' shared drive.
 - There is a version of these documents that is marked up by the committee members, but that was not distributed because the committee was not asked.

- One of the areas of concern is shared governance of the committee. Other areas of the university are examples of shared governance with faculty and staff, and the administration. Different groups have different levels of engagement in different parts of the university.
- One of the proposed changes is to clarify the voting membership of the UUCC to be teaching tenure track and teaching faculty together elected directly. “The basis is to embody the central role of the faculty in the oversight of the curriculum.”
- There is an academic policy committee in the Division of Academic Affairs. There was a call for public comment on several policies.
 - There is a challenge regarding the timing of the public comment period, considering the end of the semester.
 - **Adam Rzepka** will be the Senate liaison to the committee and will bring these concerns to the committee.
 - **Adam** is “going to serve as a member of the advisory board to the Office of Faculty Excellence from the University Senate and as a liaison between OFE and the Academic Affairs Council.”
- In the handbook, there's a faculty rules and expectations document; it is quite old and out of date.
 - It's extremely significant because it's related to appointment and tenure for personnel actions. Some aspects of faculty personnel actions are in the domain of the union, and items representing governance are the purview of the Senate.
 - The faculty roles and expectations document is a governance document. Peer review of this document is foundational to shared governance.
 - The administration wants to redo this document. **David** hopes that faculty will be involved in the process in the name of shared governance.
 - **Shannon Bellum** asked about the two copies of the bylaws in the Senate shared drive.
 - **David Trubatch** stated that the copy that states “bylaws revised” is the most current bylaws document of the UUCC. The document that states “UUCC bylaws draft” is the proposed new bylaws.
 - **David** also clarified that the idea is that the Senate and the Provost's Office will make a charge to the committee consistent with the proposed new bylaws, allowing for amendments.
 - The vote will be on the two proposed drafts.
 - **Jim Dyer**, chair of the UUCC for 8 years and member for 20 years, stated that he is there for several reasons: “to get an

understanding of the implementation of the charge and the timeline for the charge,” given the May 14th meeting.

- **David** stated that the current UUCC would continue until a new UUCC starts in January after Fall elections.
- **Pascale** questioned whether or not the Senate is allowed to create the charge.
- **David** stated that the current bylaws say that the UUCC is a committee of the Senate, but the UUCC's structure does not reflect the bylaws. He also stated that he had discussed this with Jessica Murphy.
- **Pascale** stated that Jim Dyer is asking about the procedure, “It seems like codifying that would be an extra step. We can vote on it in two weeks, and then we need to reconfirm that with Jessica Murphy's office.”
- **David** stated that he hoped that the Provost's Office would endorse it, along with the Senate, and a short-term transition plan would be drafted.
- **Pascale** looked to clarify if the UUCC would be involved in the process.
- **David** stated that the UUCC would be reconstructed.
- **Jim Dyer** stated that he does not feel that a change in the makeup of the committee is warranted, as the current committee is effectively working for the benefit of the students.
- **Jessica Murphy** stated that the creation of a charge should be done in collaboration with the existing committee and asked if the committee was involved.
- **David** stated that the charge document was shared in February with the UUCC and written in his capacity as a member of that committee. The charge document outlined the proposed makeup of the committee. The bylaws document outlines how the change to the makeup of the committee occurs. The bylaws could be amended by the UUCC as a body.
- **Jessica Murphy** asked **Jim Dyer** what the committee thought about the membership.
- **Jim Dyer** stated that only having faculty on the committee as voting members was not seen as a good idea in the past. “The majority of the voting members on the committee are faculty, but we have also had Dean's representation on the committee. And that's something that we've always welcomed.” Jim stated that the input from faculty and the dean's offices has been beneficial.

- **Jessica Murphy** suggested taking more time to work on this with the committee in more depth before moving forward.
- **Mary English** stated that, as a former chair of the UUCC for many years, she supports Jim Dyer's characterization of the UUCC and does not see a need to change the makeup of the committee.
- **Vidya Atal** stated that, as vice chair of the UUCC, the committee was not made aware of this coming forward in the Senate meeting, and that the comments of members of the committee in these documents disagreed with elements of the charge and bylaws. She echoed Mary in feeling that the current structure is working for the committee and that the committee is functioning.
- **David Trubatch** stated that these documents were made available to the committee. The charge was distributed in February. He also stated that the marked-up documents were not shared with the Senate because he did not have permission to share. He acknowledged that there is debate within the committee about the new charge and bylaws. He maintains a need to change how the committee is constituted and the methods by which the members are elected into the committee.
- **Mary English** stated that the UUCC used to give presentations at the Senate.
- **David** maintained that in his tenure as Senate President, he did not receive reports from the UUCC.
- **Shannon** stated that there should be more conversations about this before the items are brought forth to the Senate, and asks that people who have additional comments discuss them with David.
- **David** stated that the members of the Academic Affairs Council and the larger Senate body should ask questions. He stated that the UUCC will be having meetings and emphasized that he believes there is still a need for an amended charge and bylaws. He stated that the Senate should endorse a document they feel is aligned with what they would like to see going forward.
- **Emily Isaacs** stated in the chat: "I was chair of the UUCC for about 5 years around 2000-2005, and I have the same observations as Mary, Vidya, and Jim. I am wondering if any old timers who are better at keeping stuff than I am would happen to have the "red

book," which was the "Bible" for curricular processes. Might be interesting to see what that said -- it was very clear about processes and governance (I THINK)."

- **Shannon** stated in the chat: "I have that book and have given it to David."
- **Shannon** reminded Senators to interface with David.

- **Administrative Affairs (Lauren Carr)**

- Dean's Search Guidelines were previously discussed.
- In terms of the **Workday Student** project, the talking points were linked. The survey that accompanies the project will be made available for a few more days. Currently, there are 208 responses. **Deborah Stahl** put [the link to the survey](#) in the chat.
 - **Deborah Stahl** stated in the chat: "Open through Thursday afternoon, thank you to anyone who can complete it! Should take about 10 minutes or less."
 - **Kathy Zamora** stated in the chat: "We're excited for your feedback!"
- Professional staff are currently waiting to be paid for overload, but payment should be coming soon.
- **Arnie** reported that a written report was available for the Safety Committee in the interest of time.

- **Student Affairs (Pascale La Fountain)**

- A written report is in the Senators' shared drive.
- The team is making steady progress in ensuring more all gender bathroom access on campus through conversations with facilities and communications offices. Progress is moving smoothly with the academic calendar and course schedule. The recommendation made today is part of the Student Employment Task Force's next step. Other ongoing discussions include food insecurity, shuttle use, use of the Disability Resource Center, and grade grievances, which are longer, ongoing conversations.

11. Standing Committees

- **Elections (Tim Gorman)**

- The second round of Spring elections for constituencies was completed, with 29 total seats to fill due to constitutional amendments. Over 40 nominations were received, and six contested elections were completed. Those elected in uncontested elections will be appointed and recognized at the May 14 organizational meeting.

- Six of the 29 seats were unfilled, mostly by NTP senators from a couple of colleges. As a result, at-large elections will be held in the Fall. The newly elected senators will be seated in May. If interested in running for a Senate seat, there will be several at-large seats available for election in the Fall.
- **Tim** thanks Lori and Christina for helping to administer the elections, specifically for the CHSS faculty seat for which Tim was running.
- Elected senators will be contacted, and the results will be sent to the [allusers] mailing list.
- **Constitution (Erik Jacobson)**
 - The Constitution committee is collaborating with the election committee to ensure that all professional staff can run for the at-large positions, not just those in non-academic units, during the summer.
- **Just and Sustainable Practices (Erik Jacobson)**
 - The committee had a table at the Earth Day event. The committee has a flyer now introducing its activities. The table also featured an empty box called "non-material swag". Students explored the box, which underlined the idea of sustainable practices.
 - The [survey on service](#) has only 19 respondents to date. The aim is to initiate a conversation about service rather than releasing a white paper statement that's going to compete with what's happening in the administration. The information collected can hopefully inform administration-level discussions. A link for the survey is provided for those interested in completing it.

12. NAL Report (Catherine Baird)

- Catherine congratulated the 13 student scholarship winners of the Union scholarships and stated that there was a significant increase in applications this year. The union is grateful to everyone who helped spread the word and participated in writing student letters for their applications.
- The Union has a May Day event on May 1, and Mary will discuss the event further. Additionally, there is an end-of-the-semester celebration for professional staff and librarians on May 9, which is open to Local 1904 members. The next membership meeting is scheduled for June 11, which will be a Zoom meeting. The previously scheduled May 7 meeting was canceled due to scheduling conflicts. The Union is looking forward to

seeing everyone at these events.

13. Adjunct Union (Mary Wallace)

- Additional items will be reported in the May meeting.
- Local 6025 and Local 1904 are partnering to protest against the cuts to higher education. They have been conducting volunteer demonstrations, including one in Newark, where they visited a town hall where a Republican senator did not show up.
- On May 1, they will have a table outside Cole Hall to celebrate workers and invite everyone to stop by and call the three Republican representatives in Congress to demand an end to the cuts. They are inviting everyone to show up. **Mary** thanks Local 1904 for their collaboration in organizing these demonstrations. The event will take place in Cold Hall from 1 pm to 3 pm, and they invite everyone to join them in their fight for higher education.

14. Voices of the Community

- Caucus Reports
 - Disability Caucus
 - **Alicia Broderick** stated that there was a formal written report in the Senate shared drive, but she wanted to bring forward three items:
 - Election for Disability Caucus Executive Board - new positions will be effective July 1st.
 - **Alicia Broderick entered into the chat:** The Disability Caucus conducted elections for a new Executive Board, terms of office July 1, 2025, through June 30, 2027. The next Executive Board office holders are as follows (current executive board will serve through June 30, 2025):
 - President: Stephanie Spitz (spitzs@montclair.edu)
 - Vice President: Drew Wallace (wallaced@montclair.edu)
 - Treasurer: Marshal Chaifetz (chaifetzm@montclair.edu)

- Corresponding Secretary: Kathryn (Kat) Leonard (leonardk@montclair.edu)
 - Recording Secretary: Jacob Bilek (bilekj@montclair.edu)
 - Members-at-Large: Suman Rath (raths@montclair.edu) and Priya Lalvani (lalvanip@montclair.edu)
 - Stephanie Spitz, as incoming Disability Caucus President, will be the formal liaison to the University Senate from the Disability Caucus during her upcoming term of office.
- Saturday, May 3: the city of Montclair's 5th annual Disability Pride Parade and Community Inclusion Fair
 - **Elaine Gerber entered into the chat:** Disability Pride Rally, this Sat, May 3. Here is the flyer: https://drive.google.com/file/d/1fQpYFyf0bJrGBgmfz_6SvrrmxZoq0V_S/view?usp=sharing ALL ARE WELCOME!
 - Questions about the relationships of employee caucuses to the Senate and to the formal structures of the University came up during the last Disability Caucus meeting.
 - **Alicia** reported that employees wishing to reconstitute the LGBTQ/queer employee caucus stated that they were told there was a pause on creating new employee caucuses.
 - **Alicia** asked the Senate to consider, structurally, the relationship of various campus caucuses to the Senate and the administration, as this could impact recognition and non-recognition.
 - This is included in the business of the disability caucus because the disability caucus is committed to cross-movement

organizing and solidarity, which is a principle of disability justice.

- The Caucus is looking to work with a Council or subcommittee to have discussions on how to establish the queer caucus in the current political climate.
- **Eric Jacobson** adds as additional history: “As far as I know, in the Constitution, there's nothing that says the caucuses are part of the Senate. When I was the president, I invited the caucuses to come and report, because the caucuses represent constituencies on campus, and so it was a way for them to communicate to a broader population of people, but there's no formal connection between the caucuses and the Senate.”
- **Alicia Broderick** reaffirms that there is still a question of the relationship of the caucuses to the Senate, the administration, and the larger Montclair community.
- **Shannon Bellum** states that the Senate will assist and look into it.
- Montclair Votes (Arnie Korotkin)
 - No verbal report. The written report is in the Senate shared drive.
 - **Arnie added in chat:** “DOGE Cuts of nearly \$1 million will affect the MSU Healthy Community Initiative with the township of Montclair - this will affect 74 positions.”
- Open Floor
 - **Jazmin Perez** from the College of Humanities and Social Sciences discussed the impact of the proposed closure of the Classics library and its impact on the students and the departments.
 - The impact of the proposed restructuring of the College of Humanities and Social Sciences was also discussed.
 - A full statement is available in the Senators' shared drive.

15. Report from the Administration

- **Arnaud Kurze** is presenting slides (available on the Senators' shared drive) on the International Advisory Committee (AIC).
 - **Arnaud** states that the AIC is an international advisory committee that supports the provost in matters related to Montclair University's Global Strategy.

- Its mission is to advance and implement Montclair centralization goals as laid out by the Global Reach Task Force, reflecting Montclair's unique identity as a Hispanic-serving institution with a community engaged minority majority student population.
- The AIC aims to embed international thinking in everything Montclair does, including building a unified philosophy of global education across the university, aligning these goals with campus demographics and community mission, and ensuring its international presence grows thoughtfully with impact and long-term planning.
- The AIC was restructured in 2021 and was charged with crafting a strategic vision for Montclair, focusing on student mobility, international research, partnerships, and expanding study abroad programs. The committee is now supporting expanding study abroad programs and global partnership opportunities, creating research collaborations with international partners, building sustainable institutional ties abroad, and enhancing digital footprints to support global learning and visibility.
- The priorities cover four main pillars: student mobility, faculty research and collaboration, strategic partnerships, and digital engagement. These efforts are meant to be integrated into the work of staff, faculty, administrators, and the broader campus community. The Spring 2025 event, entitled "Shaping Montclair, Global Vision," will take place on May 13, with Dr. Harvey Charles as the keynote speaker.
 - Breakout sessions will be organized based on these pillars, including faculty development in the global context, expanding student mobility, strengthening global partnerships, and using digital tools to enhance internationalization efforts.
- A networking lunch will be held to exchange ideas and connect with others working on similar goals.
- The IAC invites anyone interested in starting a global project, building new partnerships, or understanding how internationalization supports students.
- The registration link and website of the IAC are available in the chat, and members are listed on the last slide.
- **Arnaud adds to the chat: INTERNATIONALIZATION AT MONTCLAIR**

- Event registration:
<https://www.montclair.edu/provost/internationalization/shaping-montclairs-global-vision-innovation-collaboration/>
- IAC website:
<https://www.montclair.edu/provost/internationalization/international-advisory-committee/>
- **Tim Gorman adds to the chat:** The slides are in the Senators' shared drive as well.

16. Meeting Adjournment

- **Shannon Bellum** calls for adjournment.
- Moved by **Laureen LeFever**.
- Seconded by **Lauren Carr**.
- **Meeting adjourned:** 3:33 PM.