

## University Senate Meeting November 29th, 2018

In Attendance:

Abrams, Alo, Bal, Bellum, Berisha, Billings, Brater, Carnevale, Curnutt, Dinour, Field, Fitzpatrick, Fleming, Fridman, Gingerich, Gioia-Kay, Greenwood, Gurskis, Herness, Kurze, LaFountain, Thompson for Lucas, McDermid, Misra, Murray, Nurse, Panorkou, Rufus, Specchio, Spitz, Strickland, Sullivan, Trubatch

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1. Call to order
2. Roll call
3. Report from the Administration
  - a. **Gingerich:** Montclair State University has joined United Nations Academic Impact (UNAI). As member of UNAI, the University will be invited to United Nations conferences and other events that the UN does on a public platform. Jane Ann Williams, head of Office of International Engagement, is officially in-charge of managing the relationship, but opens doors for all of our programs. We really need to utilize this enormous resource.
  - b. **Herness:** Research with NJ is a database that contains profiles of researchers throughout the state of New Jersey. The purpose is to create and foster relationships between industry, government, researchers, and institutes of higher education, part of Gov. Murphy's economic plan. The initiative is in the beginning of its second year, initially only had five institutions. Montclair State University is the sixth member. We hope to go live in mid-December on [researchwithnj.com](http://researchwithnj.com)  
**Kurze:** Social sciences and humanities link to commodities isn't as clear, are they still going to engage in this? What is the process for faculty to be engaged or will the university facilitate?  
**Herness:** There are no limits nor restrictions on who is in the database, it should be dynamic. It will soon be live and you can view your own profile and make corrections if necessary or be added if you don't appear. They will set up an email address for people to contact with corrections.  
**Gingerich:** Inclusion of Montclair State in Research with NJ is a recognition of the development of the University's research capacity and an opportunity.
  - c. **Fleming:** Pilot of security awareness training: We included the senate to take the modules. Several of you completed the training. If you haven't done it yet you can still take the courses and fill out a survey as we refine the content. We hope to roll it out in the spring semester. Secondly: New NetID system will be implemented. There will be no changes in NetID or passwords won't change. The infrastructure is being replaced by a more robust system.. It will be must faster to create a new account for new employees and students. Rather than taking up to 48 hours to issue a NetID, it will be a matter of minutes. Self-serve password reset, enhanced security monitoring, and part of the

mechanism that will allow us to roll out the Preferred Name Policy. Lastly, I encourage any feedback on our newly reorganized IT website, and note that OIT has launched newsletter to discuss new initiatives and be proactive with communication.

**McDermid:** Will the change to the new NetID system be transparent for existing users?

**Fleming:** It should be, it'll just look like a different password request form.

- d. **Wolfson:** Cell service turned on in the buildings for better access?

**Fleming:** The target was December, but Verizon has found some constraints within the buildings.. The upgrade is interior to the buildings, not outdoors. Though it is being put in by Verizon, any carrier can make use of the devices in the 19 buildings. If you are experiencing wifi or cell-service issues you should tell the IT services staff (Help Desk), tell them where the issue is and when you're having the problem.

- e. **(Roberta) Friedman:** Policy on faculty use of University equipment?

**Gingerich:** We are sorting that out, College-by College, starting with CART. A Policy for CART will be available for circulation shortly.

- f. **Wolfson:** Were you aware there were at least three bias incidents at least in University Hall and possibly elsewhere. Fliers put up over two days, in some cases they were slipped under the doors of faculty with non-western names. This was concerning to faculty, and we only received a note from the dean but the note was cryptic. After that, there was no communication from the administration at all towards a resolution of the problem or identifying the perpetrators. The faculty were very spooked by this and are expecting something from the administration.

**Gingerich:** VP Pennington sent out a communication though not university wide. How do we respond to this kind of provocation? It is not unique to MSU and has been an issue nationwide. Part of the concern is that - how much do you want to bring attention to the act itself by responding to it universally - give it coverage in press is a judgement to weigh. We do not condone at all that this kind of activity. No one in the Administration is supporting the message in the fliers. Large parts of campus did not know it even happened.

**Wolfson:** I'm appealing to you that the next time something like this comes up, perhaps think less about how it's going to look and more about how everyone feels. The Faculty and Staff who work in University Hall were notified, but have no idea about any follow up by the University Police and/or Administration.

**Gingerich:** I will try to get a response to what happened after they looked into this.

**Sullivan:** There was one in my classroom and we spent class discussing it- it became an educational experience.

**Trubatch:** A question of directing communication, if the employees affected by the incident had heard the rationale from the Administration, they might have understood your position, but it could've been communicated better.

#### 4. Report from CUE Senate Representative

- a. **Strickland:** CUE has not met this fall but will meet in the spring to determine our benchmark institutions. The Design Teams completed their tasks. Fourth pillar is completed. The draft Strategic Plan is a work in progress. In the next calendar year (2019), the CUE will engage the University Community. All staff, students, and faculty

will have a chance to comment on the Draft during the spring semester. Implementation teams will soon form. Faculty and Staff can volunteer to those teams.

**Trubatch:** The timeline has changed but this is not reflected on the University Web pages. Moreover, the Web page doesn't say what an implementation team is and why someone would want to be a member, also doesn't say anything about design teams. I request the website stay up to date so people can participate. Secondly, the meetings should take into account the senate meeting times so we can participate.

5. Council Reports

a. Academic Affairs

i. **McDermid:** We need a third Senate representative for the University Undergraduate Curriculum Committee (UUCC).

**Wolfson:** Is the UUCC itself a Committee of the University Senate?

**Trubatch:** This unresolved at the present time. The Committee structure of the University is ripe for consideration in the Strategic Plan. As the University reorganizes itself, we have a good opportunity to examine shared governance.

b. Administrative Affairs

i. **Bellum:** Active business: Persistent registration and scheduling issues campus wide are complex. Council is gathering information and compiling findings. Regarding the Facilities issue raised by Bill Sullivan (October,, 2018), the Council is still gathering information. Recommendation for a second common hour is being drafted by the Council.

**Sullivan:** What is the motivation behind a second common hour?

**Bellum:** To create a time for Departments to have colloquia, performances, seminars, etc. at time that do not conflict with teaching schedules.

ii. **Abrams:** Any updates on administrative rights for end-users of life-cycle machines? There are inconsistencies among Departments, especially for new faculty?

**Fleming:** No change to the policies, if you are getting any different messages please reach out to me as I thought we addressed that. Copy Doug Murray as he is the IT liaison.

iii. **Devon Johnson:** reporting on behalf of the Socially Responsible Committee, we started and had one meeting so far to familiarize ourselves with the area and what is involved in socially responsible investing- environmental, social, governance, etc. It's a huge issue over the past few years and all the large companies have socially responsible investing funds and are outperforming the non-socially invested vehicles.

c. Student Affairs

i. **Misra:** We've been working on two issues, one relating to the letter the provost sends each semester about religious holidays, it is in your packet and is open to comments. Before the next meeting we will finish the recommendation to send to the administration, read the memo and send me any comments. The second issue is about the textbook display in the bookstore being a-z by author rather than

coursewide. A draft memo has been written and will be available for comment soon, if you still have input please send to me.

**Sullivan:** On religious holidays, it says it is the student's responsibility to inform faculty- this should be very straightforward so students know.

6. Report from NAL

- a. **Curnutt:** There are still seats available to go to the Women's March on January 19th, let us know if you want a seat. Working on tuition waivers for independent children. Paid parental leave- a committee put together to investigate it.

7. Report from the Constitution Committee

- a. **Murray:** The Committee needs at least two additional members to make up for recent departures.

- b. **Trubatch:** We are still working on the bylaw for the adjuncts and will be proposed before the next meeting.

**Mary Wallace:** president of local 1765 adjunct union. Thank you for voting for adjunct to have both a voice and a vote. It will be important and a morale booster to the 1200 adjuncts on campus, it sends a message that the adjuncts are a vital part of the university. Having consulted with the board at the local, we suggest that the adjunct has served at least four semester before serving on the Senate.

**Trubatch:** If you have specific requests, send them to Doug Murray to take into account. He will communicate with you and the draft bylaw will go on the Senate Canvas.

8. Report from the Elections Committee

- a. **Field:** Upcoming election to fill At-Large seat vacated by Ken Brooks. Professional-Staff vacancy left by departure of Charity Dacey will be filled by appointment as there is less than one year remaining in the term for that seat.

9. Committee of the Whole

- a. Recommendation on Preferred Names Policy

**Trubatch:** Two parts, general recommendation that the university should go ahead with a policy that allows preferred names. Then individual suggestions on how to improve the draft which is included in your packet. Resolution is that we endorse this recommendation. Any discussion? Vote? Murray Seconds. By unanimous consent we will recommend that the university move forward with the policy.

- b. Amendment to Senate Constitution: Dean of University College ex-officio, non-voting seat-Third reading and vote

**Trubatch:** This is our third reading of the amendment to add the Dean of University College as an ex-officio member of the Senate. Vote? Murray Seconds. 27 yays, 0 nays.

- c. Additional Appointments to the Committee on Socially Responsible Business Policies and Practices

**Trubatch:** Bring any recommendations to that committee, Pankaj is the chair of that committee if there are more members you may request to join. Passed by Unanimous Consent.

- d. Implementation Plan for Elected Membership of the Senate as Amended

**Trubatch:** The proposed plan allows all elected to remain on the Senate until the end of their respective terms. The new seat will then require an election to transition to the new system. Vote? 27 yay, 0 nay

10. Report of the Senate President

- a. **Trubatch:** Executive Board met with President Cole and Provost Gingerich on Monday. Some highlights: presidential scholars program- we had questions about what it entails, the key piece is that it is a scholarship program and not an academic program.

**Brater:** What about students who want to take WRIT106 with their major cohort, if it's not academic why are they registering academics based on this program?

**Trubatch:** When I say academics it's more that it is not curricular, if you don't get a response from Dean Hood please reach out again with your Department Chair.

**Rufus:** These students were told they had to complete a specific course, how is that not curricular?

**Sumner:** We helped with University College, over the summer and David Hood started in August so there might be some miscommunications. UUCC sent a recommendation to University College, going forward we are negotiating a shared and acceptable understanding of what constitutes curriculum and what sorts of requirements they can attach to the Presidential Scholars Program. This is the first year of it, within the new college so there is a combination of factors.

**Wolfson:** Is this not the Honors Program?

**Trubatch:** It is different than the Honors Program and the future of the Honors Program program "remains to be seen" according to President Cole.

- b. **Trubatch:** The Administration informed the Executive Board that the University is required to report aggregate data on sex/gender to various government agencies.state. The Administration stated that, with improvements in University systems, sex/gender information on individuals will be accessible only on a on a need-to-know basis.

**Dinour:** Is there a third option? Do they have to answer it?

**Trubatch:** No, it has to be either male or female and yes they have to answer it or they won't be able to generate a NetID.

**Wolfson:** Its self reported?

**Trubatch:** Yes. If it requires further follow up we can make a Senate Recommendation to the Administration.

- c. **Trubatch:** Our question to the President: what metrics does the Administration use to determine if a program is doing well? The Pipeline Report and Instructional Data Sheet are the two most important reports. The Sheet compiles the Student Semester Hours in course offered by a Department These reports are not public information, and are not widely shared directly. The Administration is working on making these reports more accessible to front-line faculty. In the meantime, these reports can be obtained through a request to your Department Chairperson or Dean. According to the Administration, There are no general standards for programs, as each program is unique.
- d. **Trubatch:** Senator Adams is the representative of the Board of Trustees and you can see in the packet her latest notes from the meeting.

- e. **Trubatch:** We also asked about the Intercollegiate Athletics, there is no timeline for the results of the review. There has been no student participation in the review.
- f. **Trubatch:** Policy on Support Animals, we were told that we would have input on new policies until the policy review by the Office of University Counsel is complete. Think about how important it is that we did not get any preview on this before it went into effect. Is there anything feedback on this policy? Most of it is bound by federal law.

#### 11. New Business

- a. **Sullivan:** We still have students registering for courses to save the seat for other students, we brought it up previously and it is still going on.
- b. **Brater:** I'm concerned about the new procedure for adjudicating accusations of sexual assault on campus- department of Education has expanded on the right to be accused, people who are being accused can question their accuser during the adjudication process. I think its an important issue to take up, how these new procedures will affect our on campus procedures, what leeway we have individually to protect victims of assault and harassment. To some degree all universities are constrained by federal regulations but what control do we have individually? A number of universities have put out a statement about the update so I'd like to know what the administration plans to do.  
**Greenwood:** The sexual assault training has a clear pdf on training but it may conflict with the new rules.

**Trubatch:** We can ask the administration to get an update on the new procedure.

**Wolfson:** we have a new title nine officer on campus, can that person help?

- c. **Abrams:** I'd like to circle back to the bias issues on campus, it personally has impacted me and my students specifically, it's very disturbing. I'm thinking in terms of us as a representative body, it would be nice to draft a statement even if its symbolic.  
**Trubatch:** We have a statement from 2009 that we can re-emphasise or start from scratch. I would ask if there is a group of people who want to take this on as a task force.  
**Murray:** The night before Thanksgiving and the snowstorm it took several hours to get off campus, I know we cannot control the weather but the response was irresponsible and unacceptable. If you called they were rude or unresponsive. Consistent lack of communication and regard for the people who work here, it is so blatant. The police and facilities were not helping. Misra, Nurse, Greenwood went on record to confirm this was a huge issue.  
**Nurse:** The Kasser Theater should be thanked for trying to help at least, by offering the dance show open.  
**Greenwood:** They need to come out and say something. It makes me fear the possibility of an active shooter. We cannot control our campus. If something worse happens, people will be trapped on campus and not get to safety.  
**Trubatch:** We will ask the Administration to talk to us about sexual assault and public safety. We will also ask them to address the transportation issues.  
**Wolfson:** I don't know that anyone was on the ground paying attention to what was happening, who do you even call? For most people its 5222, there needs to be some coordination on campus for better communication.

**Murray:** More communication and transparency. They need to let us know what is going on.

**Friedman:** I called the police in town and they said it was not their problem. There is no coordination between campus police and city police.

12. Voices from the Community

- a. **Jonathan Howell:** Acknowledgment of indigenous peoples who lived on the land used by public organizations, and at public events, is an increasingly common practice. For example, in Toronto, elementary schools and hockey games read and acknowledge. The US Department Arts and Culture has a guide on how to acknowledge indigenous people who have a history connected with land that the University now uses. Social engagement is a large part of the identity of Montclair State University. Institution of a policy on land acknowledgment would be as how leadership by the Institution. I request that the Senate make a recommendation to the Administration regarding a policy for land acknowledgment at Montclair State University.

**Trubatch:** Administrative Affairs Council will work on this. More details are available on Senate Canvas for your review.

- b. **Wolfson:** Why is there a Trans flag at half staff on the University flag poles?

**Brater:** National day to commemorate Trans lives that have been lost.