

KEAN

FULL SENATE MEETING
MINUTES

January 25, 2022
2:15 p.m.-4:15 p.m.
ZOOM

Senators in attendance:

•Ahlawat, •Anderson, •Boateng, •Brandwein, •Connors, •DiVirgilio, •Donovan, •Dowdell, •Evans, •Farrokh, •Filardo, ab-Gover, •Gubi, •Halper, •Logue, •Mack, •Marks, •Martinez, •Mayhall, •Moran, •Mulry, •Pintado-Casas, •Roebuck, •Rosa, •Rosen, •Sanchez, •Sargent, •Webber, •Wetzel, •White, •Yucetepe

Student Representative:

Vacant

Guests:

Joy Moskovitz, Josephine Norward, Philip Liang, Barbara Lee, Alissa DiScala, Brid Nicholson, Christopher Bellitto, Dean Casale, Elia Serifovic, Elizabeth O’Donnell, Gillian Scott, Jace Hargis, Julia Nevarez, Linda Symanski, Lisa Sisler, Michael Salvatore, Mukul Acharya, Neva Lozada, Patrick Ippolito, Reva Narasimhan, Rosa Lemel, Stephanie Hawkins, Taylor LaCava, Thomas Abraham

[•=present ex=Excused absent=ab]

Meeting called to order by Chairperson Donovan at 2:25 p.m.

I. Minutes – December 14, 2021
A. Motion: Sucheta A
B. Second: Claire M
C. Approved
II. Curriculum Items for Notification and/or Vote-None
III. Old Business-
A. Review of Research Committee Charges
1. Submitted to Senators for today’s meeting by Alisa Douglas
2. Chair read the revised charges
3. Senator: How will committee work with OSRP or are they parallel to the work done by that office? Chair: Hopes that OSRP work with the Research Committee as a standing liaison.
4. Motion: Establish a liaison partnership as a special charge addition

5. Motion carries
6. Motion to approve the Charges:
a. Second-Don Marks
b. Approved
IV. New Business
A. Revision to spring 22 election, requiring KFT eligible faculty and staff
1. Co-Chair Emily Filardo: Also serves on the Constitution Committee which agreed to move to a Senate that is faculty and professional staff. Hopefully that there will be no resistance from the administration. Provost favors this as a norm. Will move forward with this year's election with this revision. The exact manner in which it will work is still being determined in terms of roles of faculty and professional staff. Currently have administrators on the Senate; it will be a loss without the administrative staff as Senators. In the past administrative Senators were used by higher level administration to wield extra power. Discussion about how to continue to include administrators that perform professional staff work should be included possibly as liaisons to the Senate.
2. Senator: Thanks Emily for her role in administrating the elections and thanks Sucheta for serving as lead for the Constitution Committee. Consider the university structure. Many Senate committees have union positions. Purpose of Senate Elections: One for the University Senate and one election for the union committee but are not aligned with the university structure. Suggestion: Survey the entire campus community. The tone of current administration is one of unity. Feel that many MADs, EDs and many student facing staff serve. Series of different Senates or one Senate. Many of the MADs are people of color with master's degrees and decades of experience who do not always get their voice heard. Examine what the Senate structure is at other universities.
3. Co-chair: Acknowledges that this is a very complicated situation based on the structure. Shortage of faculty to fill committee positions.
4. Senate: Isn't the university going to changing roles? This will have an impact on the Senate.
5. Chair: Issue with people being promoted out of the union – KFT and CWA but are doing the same work. Debate over union titles versus non-union management titles
6. Senator: These are things that need to be considered in detail. A non-tenured faculty member could also be coerced so this is not a valid reason for eliminating managers from the Senate. Everyone deemed a manager does not have the power to make changes. A lot of us are front facing. Many of the managerial roles work closely with curriculum issues. Just because this is done at other places does not make it right for Kean University. We need to think of all of these things in context.
7. Senator: Best time for inclusivity and become a real university with different perspectives and come together to respect the differences and agree to have a better university. It is shortsighted to make this change. Did not like slates. We need respect our colleagues and their own voices. If we look to the future we need to look to a more representative body.
8. Senator: We are going through structural transition with conversion of EDs back to Chairs. Several people did not want to make that move but had no choice during the previous administration. On the staff side, there have been similar experiences. Suggestion: Table this shift until after the Constitution is finalized along with the structural changes. Need to be sensitive to transition back to union roles

9. Motion: Tabled--Request authority to conduct the elections with faculty and pro staff only with current administrators continuing to the end of their current terms
10. Chair: spoke about changing the election vendor as well for one more year
11. Senator: Had no support in fight for tenure even though the Senator had a management title while teaching. It took years to transition back to a faculty, union title. To assume that I was aligned with management which the Senator was not. Painting anyone with a broad brush would be detrimental for the Senate
12. Chair: Professional group for almost everyone in higher education. There is no professional group that Senates can join that provide collegial interactions. Therefore, forced to talk informally to other chairs in the state and around the country. The focus is not on the title of a manager. Senates, in the worst times, are to speak truth to power and the voice of the Senate were traditionally tenured faculty members who were free to express their thoughts without fear of losing their jobs. At-will employees can have pressures brought to bear on them. Identify people that have experience and safety and this is where the traditional concept come from. Senate cannot control whether or not slates can be formed during the election process.
13. Senate: Thanks all previous Senators' statements. Would Senate decisions be better? Would excluding certain employees represent diversity? What is the purpose of this shift? My voting record has reflected equity for the many years that I have served on the Senate.
14. Chair: Apologized to Senator for speaking over them
15. Senator: The issue is shared governance. Still don't see many changes over that last couple of years. The Senate has not been included in the variety of task forces. Must pay attention to shared governance. Administrators have a lot of say. The Senate was not consulted about the shift to University Senate. Troubled by why are separate task forces created and the Senate is not included.
16. Senator: Supports the work with doing a new Constitution in tandem with all of the changes within the university. The Constitution should be crafted with a vision of the future and not with a focus on the past. Constitutions should have all of the values we want for years to come; what is the vision without taking away the rights of others. The question should be whether we want a faculty or university Senate; most colleges are shifting to a model of a University Senate.
17. Chair: Hopes for a time when the administration automatically reaches out to the Senate for input rather than utilizing task force. Traditional role of a Senate works with the Provost but with expansion maybe the Senate should work with Human Resources regarding job roles and hiring. Consideration for more than the three groups of faculty, CWA members, other staff, and students. Good start to a broader discussion.
18. Senate: 38 voting and 33 non-voting senators at Montclair State University. Chair: might be a way to be more inclusive
B. Chair: Formal presentation and report to the Senate on Enrollment in March as well as a formal presentation and report on the university's budget in April
C. Discussion on students' lack of academic ability and agency
1. Chair: Issues revolving around our present students taking responsibility for their success. Therefore, how will we serve our students while the university transitions to a research university? Traditionally Kean has been a teaching university. Determine who our future students will be and how to best serve them.
2. Co-chair: Every time we speak about student success, there have been many great ideas from all parts of the campus community. Suggestion: Look around the

<p>country to find universities that have created programs that raise student success. One example, UT at Austin, have strong students but different levels of preparation. They have a great whole university program. If we can do that well here with our student body, will the racial and ethnic make-up change because we have not put into place the supports.</p>
<p>3. Senator: Expectations of students – they should be passing their courses with a very good grade. A matter of expectations we hold for our students. Concerned that we will lose students.</p>
<p>4. Chair: Must expect some change in the student body composition.</p>
<p>5. Senator: I don't think Assessment captures all of the issues; maybe assessment needs to be done differently to capture what students are actually learning. Students need access to a better writing center or ramp up assistance to bring students up to standard. There are many aspects not just one. We don't want to lose students to Rutgers University and Montclair State University.</p>
<p>6. Chair: Right time to bring these concerns to the forefront as we make the transition in the next couple of years to R2 status.</p>

Meeting adjourned at 3:47 p.m.

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Jan 25, 2022 02:15 PM

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