

Agenda of the Faculty Senate Meeting

April 7, 2020

WebEx, 11:30 AM–1:30 PM

- I. Convening of the Meeting – Ellen Thomas, President
- II. President Bloom’s presentation and discussion (President Bloom, 30 min)
- III. Approval of Minutes of the Faculty Senate Meeting on March 24th
- IV. Report of the Faculty Senate President (10 Minutes)
 - a. Middle States Self Study – no need to delay
 - b. Best Colleges to Work for Survey – suspended
 - c. Change to FS Endorsed Memo from the Provost titled “Special Final Grading Policy Provisions for Spring 2020” - see below
 - d. BOT email
 - e. Elections
 - f. IFM
- V. Program Announcement for the undergraduate Materials Engineering program (Lisa Axe, David Venerus, and Moshe Kam)
- VI. CGE report and motion - MS in Pharmaceutical Engineering (Sotiri Zivras)
<https://next.catalog.njit.edu/programadmin/?key=143>
- VII. Motion to recommend invoking Faculty Handbook section 4.3.3.2 for all untenured faculty unless otherwise opting out (Ellen Thomas)

Section 4.3.3.2:
In special circumstances, such as an event that severely impedes a Faculty member’s ability to perform his/her professional duties for a period of time (including an illness to a Faculty member or a member of his/her family, or primary care given to a newborn or newly adopted child), the TTP may be extended. Normally, such an extension can occur only once during the TTP and can last no more than one year. Exceptions to this rule can be granted by the Provost.
- VIII. Motion to recommend suspending the use of student evaluations for promotion and tenure consideration for Spring 2020 Evaluations (Ellen Thomas)
- IX. Motion to Reconsider Faculty Senate Support for Extended “Add” Period (Ellen Thomas)
- X. Motion to support the extension of Department Chair terms until an election can be held in the fall or until next year (Ellen Thomas)
- XI. Update teaching assessment committee (Maria Stanko)

Change to the FS Endorsed Memo from the Provost dated March 25th and titled “Special Final Grading Policy Provisions for Spring 2020:

The following statement (item 2 under GPA and Graduation Requirements) had read:

For students to earn a distinction such as Presidential Medal or Dean's List must have all their actual grades on the transcript. Presence of a P will automatically disqualify the student for an academic distinction. The disqualification for the Dean's List is for Spring 2020 only.

Will be changed to:

For students to be awarded the Presidential Medal, they must have all their actual grades listed on their transcript; as per current policy, an A must be earned in all courses.

Semester GPAs will be calculated and temporarily recorded before grade changes to special letters takes place. Students who based on their actual semester GPA meet all criteria of the current policy will go on the Dean's List. The designation of Dean's List will stay on the transcript even after grades have been converted and GPA recalculated based on the courses students opt to have shown with special letter designation.

For students graduating in May 2020, there will be a temporary calculation of the semester and cumulative GPA. Based on the cumulative GPA and following current policies, students will earn the Latin distinction award (cum laude, etc.). The honor will stay on the transcript even after students opt to have some (or all) of their grades converted to the special designations which will lead to a recalculation of semester and cumulative GPA.

For students who are not graduating in May 2020, a decision regarding Latin honors (cum laude, etc.) will made at a later time and in ways that will not disadvantage the students relative to those graduating in May 2020.

Minutes of the Faculty Senate Meeting

April 7, 2020

WebEx, 11:30 AM–1:30 PM

- I. Convening of the Meeting – Ellen Thomas, President
The meeting started at 11:31 AM
- II. Voting members present: A. Zhou, M. Bandelt, L. Rodriguez-Freire, D. Blackmore, D. Bunker, E. Farinas, I. Gatley: H. Grebel, R. Goodman, Q. Jones, B. Khusid, P. Armenante, E. Michalopoulou, R. Dent, A. Borgaonkar, R. Rojas-Cessa, A. Rosato, U. Roshan, A. Anandarajan, M. Schwartz, R. Sodhi, D. Sollohub, G. Thomas, E. Thomas, Y. Perl, A. Gerbessiotis, A. Lee
- III. Non-voting members present: J. Yuan, J. Shafik, K. Belfield, F. Deek, A. Dhawan, L. Hamilton, A. Hoang, M. Kam, M. Stanko, K Riismandel, S. Mongelli, B. Kolarevic, B. Baltzis
- IV. Guests present: Joel Bloom (President) Lisa Axe (NCE-CEE), Sotirios Zivras (Graduate Studies), Wayne Fox (MTSM)
- V. President Bloom’s presentation and discussion (President Bloom, 30 min)
Pres. Bloom: Issue of State and Federal Budgets. State Budget: As of March 27th, we were told by the Office of Management and Budget that the revenue we get from the state on a monthly basis, approximately 3 million dollars a month, will be frozen, held in reserve and not sent to us for March, April, May; about \$6 million. Have to start thinking about closing the FY20 budget. Have a deficit of \$6 million. Need to add over \$5 million for rebates/refunds for parking, dorms, meal plans etc. That’s over \$11 million. If you also add in lost income, the total deficit is about \$16 million for the FY20 budget. This impacts our operational budget, so we have about a \$16 million total budget deficit.
We have reduced that deficit by about 8 million as of this past Friday, April 3. We have reserves of \$25 million. We have not touched outstanding purchase orders yet and hoping to cancel most of them, to see where we can save on cost without significantly disrupting the University. Asking VPs to review their budgets and planning use as little of the reserves as possible. State proposing to extend current budget through the end of September and there will be no new state budget before that. Some payments will be made to us, but amount unknown. No expectation of much help from the federal funding relief package. Amount it will be marginal compared to the deficits we are facing.
Discussion followed: A. Rosato: Is hiring still going on? J. Bloom: There will be hiring. We anticipated hiring 21 faculty for September 2020. Ten of those are essentially replacement positions. We are going to fill these positions for which there has been offer or will one, so as not to regress. So, the 10 “replacement positions” will be filled, where there is a viable outstanding candidate. We are going to fill the CIO position. We are not going to make many more decisions on positions unless there are vacancies or people will be notified that their services are no longer required at the University. We are committed to replacing for essential positions. We will not fill all vacant positions.
P. Armenante: Some Assistant Professors in my department are concerned about the financial impact of their promotion. Will they be judged as usual? J. Bloom: Those that are already under review, will be judged as usual. F. Deek: University P&T Committee will only make the decision based on merit. Their decisions on P&T were made before current closing.
N. Steffen-Fluhr: What models and numbers are you looking at to try and predict how enrollment will be affected, and therefore tuition? J. Bloom: It is very unpredictable and a lot is unknown. K. Riismandel: You use the term replacement hires, which I believe is something no longer done - the University only fills lines. J. Bloom: We know that we have 10 positions no

longer filled by faculty. K. Riismandel: If any searches fail, are they going to be sent back to the deans to be given to other departments or simply not be hired? F. Deek: We will have 10 new colleagues joining us this September. Three of them will be in January, but we will have 10 new colleagues; 6 have already accepted offers, and we are in negotiation with the others. We don't have replacements, because to go from where we were under 2020 vision to where we wanted to be, we made an agreement that all vacancies will go back centrally and repurposed to get that number for which we are able to afford the start-ups. K. Riismandel: So, they are replacements in the sense of their line item, rather than a specific job? F. Deek: Yes. K. Riismandel: Will promotion for senior lecturers still continue? F. Deek: Yes. K. Riismandel: What about layoffs, furloughs, and cuts? Who will be part of that? J. Bloom: There will be employees whose services will not be needed. Those conversations will begin shortly. There is an ongoing review for workforce cuts and hiring freezes.

D. Sollohub: What about delays in scheduled P&T and awards? F. Deek: P&T is on schedule and will continue to operate through normal channels. D. Sollohub: What about the budget affecting construction? J. Bloom: With respect to the current situation, certain necessary construction will proceed as planned.

VI. Approval of Minutes of the Faculty Senate Meeting on March 24th

The minutes were approved unanimously with 20 yes, 0 no, and 0 abstentions.

VII. Report of the Faculty Senate President (10 Minutes)

a. Middle States Self Study – no need to delay

Will proceed as scheduled.

b. Best Colleges to Work for Survey

Suspended for now.

c. Change to FS Endorsed Memo from the Provost titled “Special Final Grading Policy Provisions for Spring 2020” - see below

d. BOT email

Withdraw request for now and meet in summer

e. Elections

Needed for VP and Executive Committee. Send nominations to Eliza.

f. IFM

Should we have one? Executive Committee still discussing. I. Gatley: Ask Dr. Bloom if he wants to address the whole faculty. K. Riismandel: Perhaps open it up to all of NJIT and have separate forums for other stakeholders.

VIII. Program Announcement for the undergraduate Materials Engineering program (Lisa Axe, David Venerus, and Moshe Kam)

M. Kam: Request for endorsement by FS. Permission to go to next steps. New program in materials engineering: hoping to be accredited that will lead to a BS degree. I. Gatley moved that Faculty Senate to endorse this new program. P. Armenante seconded. Unanimous approval.

IX. CGE report and motion - MS in Pharmaceutical Engineering (Sotiri Zivavras)

<https://next.catalog.njit.edu/programadmin/?key=143>

E. Thomas moved that MS in Pharmaceutical Engineering be approved. B. Khusid seconded. Unanimous approval.

X. Motion to recommend invoking Faculty Handbook section 4.3.3.2 for a one-year tenure clock extension for all untenured faculty unless except individuals that opt out (Ellen Thomas):
Section 4.3.3.2:

In special circumstances, such as an event that severely impedes a Faculty member's ability to perform his/her professional duties for a period of time (including an illness to a Faculty member or a member of his/her family, or primary care given to a newborn or newly adopted child), the TTP may be extended. Normally, such an extension can occur only once during the TTP and can last no more than one year. Exceptions to this rule can be granted by the Provost.

A. Borgaonkar moved. P. Armenante seconded. Unanimous approval, 0 no, and 0 abstentions. E. Thomas: Extend tenure clock, spoke with Fadi and PSA, invoke for all faculty. Automatically give faculty an extension of one year, but has the option to opt out. N. Steffen-Fluhr: What about active service, and modified duties policy and possible overlapping language? E. Thomas: Does not conflict with overlapping language, completely separate. P. Armenante: What happens to faculty members currently undergoing tenure review? E. Thomas: P&T have already deliberated on them. D. Bunker: Is this a new one-year deferral policy? D. Blackmore: Only during specific/special times. M. Bandelt: Is there a specific date to opt out by? E. Thomas: No. D. Bunker: What about all clocks extended by a year? E. Thomas: Will talk with Fadi and administration about that.

- XI. Motion to recommend suspending the use of student evaluations for promotion and tenure consideration for Spring 2020 Evaluations (Ellen Thomas)
Motion by E. Michalopoulou. Seconded by P. Armenante. Motion approved with 1 no, and 1 abstention. E. Thomas: Student evaluations will not be used for promotion and tenure consideration, unless you want it included. K. Riismandel: PSA issue? E. Thomas: FS supports recommendations. P. Armenante: Will not be used during the process? G. Thomas: Info will go to faculty automatically? E. Thomas: Yes. D. Bunker: Apply to merit raises? E. Thomas: Yes. A. Borgaonkar: Can choose per course or by semester? E. Thomas: Will clarify. Clarification as per Fadi: choose for the semester
- XII. Motion to Reconsider Faculty Senate Support for Extended "Add" Period (Ellen Thomas)
Motion by E. Michalopoulou. Seconded by A. Gerbessiotis. 10 yes, 6 no, and 1 abstention. E. Thomas: Those who are for it have no problem with an extended "add" as long as the student understands that catching up in the class is their responsibility. Those who are against think it is hard for students to catch up with work in the class, and there are more possible failures. A. Borgaonkar: Is this even possible because of the mechanics of the system? D. Bunker: Against the motion because students know what they are getting into. I. Gatley: Students don't know what they are getting into. J. Shafik: From a student's perspective the data does not tell why students have failed the classes. Benefits of adding a class late are greater than a small percentage of those who fail. A. Borgaonkar: Students have difficulties catching up. L. Axe: Why do students register late? R. Dent: depends on the nature of the classes, if they excel or fail. D. Sollohub: Often had students add late, but still managed to catch up.
- XIII. Motion to support the extension of Department Chair terms until an election can be held in the fall or until next year (Ellen Thomas)
Motion by A. Borgaonkar. Seconded by G. Thomas. N. Steffen-Fluhr: What is the difficulty? D. Bunker: Are we giving unilateral power to the deans/chairs to make these decisions? M. Kam: faculty should be allowed to decide. N. Steffen-Fluhr: Departments may want new chairs in place now. Y. Perl: For stability reasons, it might be best for the current chair to continue. D. Blackmore: It should be up to the department to decide. I. Gatley: FS should not be involved
Motion to table by I. Gatley. Seconded by E. Michalopoulou. 14 yes, 6 no, and 3 abstentions.
- XIV. Update teaching assessment committee (Maria Stanko)
Postponed for now.

The meeting ended at 1:30 PM

As reported above: Change to the FS Endorsed Memo from the Provost dated March 25th and titled “Special Final Grading Policy Provisions for Spring 2020:

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