

**Agenda of the Faculty Senate Meeting**  
**February 11, 2020**  
**Albert Dorman Honors College Conference Room (211), 11:30 AM-1:30 PM**

- I. Convening of the Meeting - Ellen Thomas, President
- II. Approval of Minutes of the Faculty Senate Meeting on January 28, 2020
- III. Report of the Faculty Senate President (30 Minutes)
  - a. New FS CGE member
  - b. Faculty profile pictures
  - c. Update on meetings - BOT meeting on Feb 6<sup>th</sup>
- IV. Great Colleges to Work for Survey (Bob Lazer, 20 minutes)
- V. Capital Renew and Replacement (Andrew Christ, 30 minutes)
- VI. Open discussion on Senate Priorities
  - a. What should we tackle next?

**Minutes of the Faculty Senate Meeting**  
**February 11, 2020**  
**Albert Dorman Honors College Conference Room (211), 11:30 AM-1:30 PM**

- I. Convening of the Meeting - Ellen Thomas, President  
The meeting started at 11:32 AM
- II. Roll Call-The following voting members were present: M. Bandelt, L. Rodriguez-Freire, D. Blackmore, D. Bunker, E. Farinas, I. Gatley, H. Grebel, R. Goodman, P. Armenante, N. Steffen, E. Michalopoulou, R. Dent, R. Rojas-Cessa, A. Anandarajan, M. Schwartz, R. Sodhi, D. Sollohub , G. Thomas, E. Thomas, Y. Perl, A. Gerbessiotis
- III. The following non-voting members were present: J. Shafik, K. Belfield, R. Lazer, L. Hamilton, M. Stanko, K. Riismandel, J. Yuan, A. Hoang.
- IV. The following guests were present: Andrew Christ (Real Estate and Development)
- V. Approval of Minutes of the Faculty Senate Meeting on January 28, 2020  
The minutes of the Faculty Senate meeting on January 28 were approved unanimously
- VI. Report of the Faculty Senate President (30 Minutes)
  - a. New FS CGE member  
Lucia Rodriguez-Freire volunteered to be the new FS CGE member
  - b. Faculty profile pictures  
Share with your faculty the following test site. New profile pages populated by digital measures will go live at the end of March  
<https://people.njit.edu/test-people>
  - c. Update on meetings - BOT meeting on Feb 6<sup>th</sup>  
E. Thomas, D. Blackmore, E. Michalopoulou, and A. Rosato met with BOT chair, chair elect, and three co-vice chairs. Discussed the Presidential search process. The timeline is to be: a private internal phase and public, school-wide announcement phase. There are 6 new trustees on the BOT. If there is not a process in place soon for the presidential search, the selection of the next president might be jeopardized. Y. Perl: Need to start the process early. E. Thomas: BOT concern that if the process is too early then could potentially lose good candidates. BOT working on own internal documents that will be shown to the new trustees on Thursday. This document will develop a timeline, budget, and other processes for the presidential search. K. Riismandel: What should the Faculty be doing? E. Michalopoulou: Faculty could come up with a profile for a successful leader for NJIT. Y. Perl: Instead of waiting, the FS should draft a process and timeline. E. Thomas: faculty have not been happy with certain past presidential search processes. However, the BOT expects new effective, transparent changes. For example, for the FS to work hand in hand with BOT. G. Thomas: Can the 2025 plan be a jumping off point for the presidential search? Is the 2025 plan consistent with the future vision? E. Thomas: BOT said the building replacing the florist will only be built if it makes sense. The BOT do not want to hurt the school and saddle the new President with new issues. In Fall 2020, the BOT will start collecting information and data about buildings and demographics.
- VII. Great Colleges to Work for Survey (Bob Lazer, 20 minutes)

Presentation and discussion w/ Q&A. B. Lazer: 2020 survey will launch next month 3/9-4/3. Want NJIT community to be part of the solution. Anonymity is extremely important. Some of the benefits of this survey are employee satisfaction, honor roll recognition, benchmarking peer and other institutions, feedback and insights from faculty and staff. Identify successful practices and practices that need improvement. The successes can be seen from the 2018 survey. As a result, more information was shared, supervisor skill programs for management were added and highlander appreciation recognition programs were developed. The survey aims to address NJIT community concerns. G. Thomas: Now that problem areas have been identified, who takes action? B. Lazer: HR and heads of departments have created programs and initiatives to improve problem areas. For example, management development programs. Y. Perl: What are some of the other complaints? B. Lazer: The 2018 survey identified areas of discontent in the NJIT community. A. Christ: For example, the 2015 survey indicated that people in my department felt there were no upward mobility opportunities. As a result, we created promotional programs and promoted from within. E. Michalopoulou: Regarding anonymity, gender is requested, can this be avoided? B. Lazer: Yes, the option not answer it. R. Goodman: Is there an honest estimate of the time required to complete the survey? B. Lazer: Yes, about 30-45 minutes.

VIII. Capital Renew and Replacement (Andrew Christ, 30 minutes)

Presentation and discussion w/Q&A. A. Christ discussed the 2018 Facilities Master plan. This plan will help with future projections for land development and acquisition and enhance utilization of current properties. Focus on academic and research facility expansion. Newly acquired properties: Florist and Warren Street School. Hope to accelerate online learning and diversify income sources. Florist: warehouse temporarily to be used for storage spaces and student club spaces, building will be demolished and converted to NJIT Green @ University park integrated, with NJIT campus gateway redevelopment plan, until future rebuilding. BOT is looking at the timeline for planning and data for new buildings. NJIT is inviting people for a planning committee that A. Christ and B. Kolarevic will chair. This committee will help develop NJIT's vision. An architecture firm will help with planning. Planning will be grounded in data, business plan, and the budgeting plan. Y. Perl: What would happen if the new president did not like this plan? A. Christ: my hope is that the new president will not completely veto the plan. D. Blackmore: This new plan for development should not be wrapped up and rushed through before the new president arrives. A. Christ: agreed this is an interdepartmental endeavor and will be aligned with the planning committee recommendations. G. Thomas: what about parking and other buildings such as Kupfrian Hall? A. Christ: In the new plan, these buildings are to be removed, and we will have to replace the classrooms in these buildings. The bigger question is do these changes make sense? For example, the Mueller property is a priority for later consideration. N. Steffen: When thinking about the master plans how does sustainability fit into it? A. Christ: Sustainability is a focus in 2025 strategic plan. As the program develops, we need to take into account high performance buildings and sustainability. We hope to hire a person next year to take charge of all sustainability related issues at NJIT. R. Sodhi: How do we make income from these properties? Do we need more space? Why do we need more space? A. Christ: As an R1 institution, we are attracting more people from many different places and there needs to be space for them. NJIT only has one rental property (under the umbrella of NJIT). We need more and different spaces to not only house people and expand, but to also diversify the University's revenue (a goal of the 2025 strategic plan).

Discussion about Warren Street property: A Christ: The Warren street property is to be converted to residence halls; NJIT is the owner, but a third party is to take care of maintenance, cleaning, and management, etc. With the shift from graduate to undergraduate students, enrollment numbers are increasing, requiring more space to house these people. By fall 2022, 456 extra beds are expected, so a 500-bed residence hall is planned. B. Baltzis: There has been an increase of out of state student enrollment in the past 3-4 years. A. Christ: People are recognizing NJIT as an outstanding school and want to come here, so we need more dorm rooms. Y. Perl: How many students actually want to be in the residence halls? How many students are actually in the residence halls? A Christ: In one residence hall there was a 30- person waitlist with no space for people. A problem is that some students want a room to themselves, so parents are paying for one room, but two spaces. Y. Perl: I fear vacancies shall place a financial burden on NJIT. A. Christ: According to the possible plan, NJIT will not have a lease obligation, so the risk will be transferred to the third-party developer. Additionally, NJIT benchmarks itself against other (peer) institutions, and we are doing better than most of them.

IX. Open discussion on Senate Priorities

a. What should we tackle next?

E. Thomas noted that there has been calls to revisit the extended add/drop period. Proposal to develop procedure for evaluating administrators, with special attention to how to deal with the President. G. Thomas and CFRR are working on it. Y. Perl suggested that we should evaluate the President ourselves. E. Michalopoulou: thinking about the FS executive committee (EC) formation- recommended that past FS president should be a member of the EC. K. Riismandel: We should find ways to increase University Lecturer participation in FS. I. Gatley: Introspection of success of FS. Think of internal changes in FS. How do we get better? M. Schwartz: Make certain processes related to students with disabilities more understandable for new professors to better help students and give correct information.

The meeting ended at 1:32 PM