



# FACULTY MATTERS

*The Seton Hall University Faculty Senate Newsletter*



*Spring 2014 Edition*

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## *Welcome to the Newsletter of the Seton Hall Faculty Senate!*

Below are some highlights of the work of the Faculty Senate during the Spring 2014 semester. Meeting minutes, detailed committee reports, and agendas of upcoming meetings are available on the redesigned Senate website [here](#).

### *Highlights from Select Committees*

1. The *Academic Facilities Committee* has continued to work on improving communication between faculty and administration in charge of construction and management of University facilities about projects that are impacting faculty.
2. The *Academic Policy Committee* has evaluated a variety of proposals from various bodies across campus. Among their efforts include approvals for the following programs by the Senate and the Office of the Provost:
  - *Certificate in Post-Conflict Reconstruction and Sustainability in the School of Diplomacy*
  - *Creation of a B.A. in Art and Design and changes in the major and minor in Art and Design*
  - *Creation of a minor in Middle Eastern studies*
  - *Endorsement of recommendations from TLTR regarding review of online and hybrid courses according to the Quality Matters rubric and training of instructors.*
  - *The Senate approved the proposed MBA Program in Zhuhai, China, contingent on protocols approved by the Stillman School of Business faculty. It is our understanding that formal contracts are being reviewed by legal and we have not been informed of final approval by the Provost.*
  - *The Senate also approved changes to the Stillman School of Business MBA curriculum.*

A friendly reminder that APC Reporting Guidelines, New Program Proposal Guidelines, and the New Program Approval Form may be found [here](#).

3. The *Compensation & Welfare Committee* has been working along with the Executive Committee and Associate Provost Guetti on the salary study being coordinated by the Sibson Group. The peer and aspiration schools are being identified using a “cluster analysis.” The salaries at these institutions will then be adjusted relative to geographic location, cost of living, cost of labor, and cost of housing. The preliminary results of the study will be completed during the summer. The committee is also developing a proposal related to faculty pay schedules. The committee has gathered information on the status and compensation of adjuncts at the University (e.g., observations, office space, stipends), and conducted a separate survey to investigate issues affecting those holding the rank of Professor. The committee will be making specific recommendations to the Senate in the fall for improving the status of adjuncts on campus; the committee will also be creating a task force to look into department chair stipends and Family Leave policies.
4. The *Faculty Guide & Bylaws Committee* presented a proposal for a Lecturer Line and that was approved at the February Senate meeting. The Executive Committee worked over the last months with Senior Associate Provost Guetti to clarify language and correct some inconsistencies in the proposal. The revised proposed Lecturer Line was approved by the Senate at the June meeting and was presented to the Provost after that meeting. We expect the Lecturer Line to be approved. A copy of the revised proposed Lecturer Line may be viewed [here](#). Changes from the original proposed Lecturer Line are highlighted.
5. The *Graduate Studies Committee* brought a motion to the Senate requesting that within the next year the University develop a comprehensive plan for increasing the number of graduate assistantships and for addressing the immediate gap in graduate student stipends with planned cost of living increases built into future-year budgets. The Senate approved the motion. The Provost discussed the need for a comprehensive plan for graduate education with the Executive Committee in response to this motion.

6. The *Nominations, Elections & Appointments* Committee presented a formal procedure for the selection of the annual winner of the Albert B. Hakim Faculty Service Medal to the Senate in May and it was approved in June.
7. The *Program Review Committee* recommended endorsement of the Police Studies program. The Senate and the Provost approved the program.
8. The *Intellectual Property Task Force* will participate in a meeting on July 2 with Senior Associate Provost Guetti, the Deans, and Paul Fisher. Richard Shearer, Director of World Campus Learning Design at Penn State, has been invited to provide the PSU perspective for online development including IP issues related to online. The focus of this meeting will be on online IP. The goal of the Senate is to have an inclusive Intellectual Property Policy that is fair and ensures the protection of the faculty and the University in place in the next year.

### *Message from the Executive Committee*

Members of the Executive Committee have been in regular contact with the administration through monthly meetings with the Provost and President and biweekly meetings with the Senior Associate Provost as well as meetings with other members of the Provost's Office as needed.

We made significant progress on the major initiatives before the Senate for Spring 2014:

- (1) *Lecturer Line.* Our expectation is that this will be approved by the Provost during the summer.
- (2) *Academic Integrity Policy.* The Executive Committee, along with former members of the Academic Integrity Committee and the Provost's Office, continued its work collaborating on revisions to the Academic Integrity Policy approved by the Senate on April 13, 2012. A revised policy will be on the agenda of the September Senate meeting.
- (3) *Sibson Compensation Study.* We expect this to be completed this summer and the Provost assures us that a plan will then be developed for adjustment of faculty salaries based on the report.

- (4) *Intellectual Property Policy.* The Provost is committed to having a policy approved. Issues of Intellectual Property for online courses appear to be a stumbling block. The July 2 meeting may provide further insight related to online issues.
- (5) *Language regarding the expectation of continued employment for tenured-track faculty.* We expect to be able to bring a proposal to the Faculty Guide & Bylaws Committee and then to the Senate in the Fall of 2014.

The Executive Committee extends a heartfelt thank you to all 2013-2014 Senators for their dedicated service to the Senate and the University. Progress on these initiatives would not have occurred without the hard work of every Senator.

At the May Senate meeting, in accordance with its bylaws, the Senate welcomed a number of new Senators. A new Executive Committee was also formed: Judith Lothian was re-elected as Chair of the Senate and Mary Balkun was re-elected as Vice-Chair; Philip Moremen was elected as Executive Secretary and Beth Bloom and Irene De Masi were elected as members-at-large. Congratulations to the new EC! Thank you to Marianne Lloyd and Ben Beitin for their service to the 2013-2014 EC.

The major initiatives for the Senate for the Fall 2014 semester include continued work on and approval of the following:

- (1) *Academic Integrity Policy.* We expect to vote on this at the September meeting.
- (2) *Sibson Compensation Study.* We look forward to the report before the end of the summer and we will be working with Provost on a plan for adjusting salaries over time.
- (3) *Intellectual Property Policy.* Our goal is to have an approved policy by the end of the Fall 2014 semester.
- (4) *Language regarding the expectation of continued employment for tenure-track faculty.* We hope to have a proposal to the Faculty Guide & Bylaws Committee and to the Senate in the Fall of 2014.

## *Reminders*

All Senate meetings, normally held in the Beck Rooms of Walsh Library, are open to all. We invite you to attend and participate actively.

A roster of the Senate's different committees may be found [here](#). Please consider whether you might volunteer for one of these committees and gain a valuable and interesting service experience. You do not need to be a Senator in order to serve on a committee.

The next Senate meeting is scheduled for Friday, September 5, 2014 at 1 p.m. in the Beck Rooms of the Walsh Library.

You will be receiving a call for nominations for the Hakim Faculty Service Medal in the next month. We encourage you to nominate worthy colleagues for this prestigious award.

Faculty convocation will be held on Friday, September 19, 2014. We look forward to seeing you there!

We welcome any questions or comments for the Faculty Senate; please feel free to contact us at [senate@shu.edu](mailto:senate@shu.edu).

### *Hazard Zet Forward*

*Judith Lothian, Chair*

*Mary Balkun, Vice-Chair*

*Philip Moremen, Executive Secretary*

*Beth Bloom and Irene De Masi, Members-at-Large*

*Congratulations to the new Executive Committee!*



*From left to right: Beth Bloom & Irene De Masi (Members-at-Large), Philip Moremen (Executive Secretary), Judith Lothian (Chair), Mary Balkun (Vice-Chair)*