

Welcome to the Newsletter of the Seton Hall Faculty Senate!

Below are some highlights of the work of the Faculty Senate during the 2015-2016 academic year. Meeting minutes, detailed committee reports, and agendas of upcoming meetings are available on the Senate website [here](#). Most notably, in a productive year, the Senate:

- approved a revised Academic Integrity Policy;
- endorsed the merit pay guidelines developed by the Provost's Merit Pay Task Force, which included Senate representatives;
- approved an Intellectual Property Policy following extensive negotiations with the Provost's Office;
- and developed and approved a Student Recording Policy.

In addition, the Senate, following recommendations from the Academic Policy Committee, approved many new and revised programs. Its committees worked diligently on other matters crucial to shared governance, including initial work on revising portions of the Faculty Guide. Details about these achievements and other activities follow.

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:

- an off-site graduate certificate in Supply Chain Management in the Stillman School
- online delivery of the MS in Accounting (MSAC)
- online delivery of the MS in Professional Accounting (MSPA)
- curricular changes to the MA in School and Community Psychology
- a five-year program with a BS in Education and an MA in Special Education with a concentration in Applied Behavior Analysis
- online delivery of the DNP program in Nursing
- a 3+3 BA/JD between the School of Diplomacy and Seton Hall Law School
- an Executive MS in International Affairs

- curricular changes to the Occupational Therapy program
- changes in requirements for the dual degree program in Occupational Therapy to create a 3/3 option that is consistent with peer institutions
- changes to the MA in Strategic Communication and Leadership (MASCL) program

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

3. The *Compensation & Welfare Committee*. The Committee's representatives, along with members of the Executive Committee, met with Senior Associate Provost Guetti several times regarding the Sibson salary study as the Provost's Office finalized the results of the study and developed its plan for equity adjustments to the lower end of faculty salaries. This plan, presented to the full committee and made available to the Senate, was implemented by the Provost in the fall. Representatives of the Committee also participated in the Provost's Merit Pay Task Force, which developed the Merit Pay Guidelines endorsed by the Senate. Following raises for adjunct faculty in 2015-16, the committee continues to work for further adjustments in adjunct salaries. The committee is also developing a parental leave policy.

4. The *Faculty Guide & Bylaws Committee* began working on revisions to the Faculty Guide, in particular to articles 4 (guidelines for teaching, scholarship, and service), 5 (promotion and tenure procedures), 10 (department governance), and 14 (grievance).

5. The *Graduate Studies Committee* reviewed graduate enrollment data and had a productive meeting with Senior Associate Provost Guetti and other members of the Provost's Office to discuss graduate enrollment issues. The committee also followed up on last year's survey of all graduate program directors to ask their view on the most important steps the University could take to enhance their programs. The survey results suggest that the most important steps would be to increase advertising and to increase scholarships, assistantships, and stipends. The committee also conducted the first of planned regular meetings with Associate Provost Chris Cuccia, the Graduate Studies liaison from the Provost's Office.

6. The *Nominations, Elections & Appointments* Committee, among other tasks, oversees the selection of the annual winner of the Albert B. Hakim Faculty Service Medal. The 2015 winner was Dr. David Bénéteau. Please submit nominations for this year's award to Dr. A.D. Amar (AD.Amar@shu.edu) by June 30.

7. The *Program Review Committee* completed reports for the MS in Experimental Psychology, the English Department, the Biology undergraduate and MS programs, the Women and Gender Studies Program, the Sociology and Anthropology Department, the Philosophy Department, and the Freshman Studies Program. The Committee is in the process of revising the Program Review procedures.

8. *Intellectual Property Committee* representatives and members of the EC worked with the Provost's office to finalize an intellectual property policy. The policy was passed by the Senate at its March meeting and was approved by the Provost's Office. The committee also recommended a student recording policy to the Senate, which the Senate passed at its June meeting.

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.

The EC and the Senate made significant progress on some of the major initiatives before the Senate for 2015-2016:

- (1) *Academic Integrity Policy*. Capping a long effort, the EC worked with Dr. Burton and the Provost to bring a final policy to the Senate in October. The Senate and the Provost's Office approved the policy.
- (2) *Intellectual Property*. Representatives from the EC and the IP Committee worked with the Provost's office over the summer and into the spring semester to reach an agreement on issues related to faculty compensation for online courses. The Senate approved the revised IP policy at its March meeting.

- (3) *Faculty Salary Study.* The EC and members of the Compensation committee met with the Provost's Office over the summer and early fall as the Provost's Office finalized the results of the Sibson salary study and developed its plan for equity adjustments to faculty salaries. The Provost's Office presented its plan and made the related equity adjustments in the fall.
- (4) *Merit Pay Guidelines.* Members of the EC and of the Compensation Committee participated in the Provost's Merit Pay Task Force, which developed guidelines for a merit pay process. The Senate endorsed the guidelines at its April meeting.

The Executive Committee extends a heartfelt thank you to all 2015-2016 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: Philip Moremen was re-elected Chair of the Senate, Marianne Lloyd was elected Vice-Chair; Jonathan Farina was elected Executive Secretary and Treasurer; and Marta Deyrup and Elizabeth McCrae were re-elected as members-at-large.

The major initiatives for the Senate for the 2016-2017 academic year include continued work on and approval of the following:

- (1) *Revisions to the Faculty Guide.* The Faculty Guide Committee has begun work on revisions to sections of the Guide. We hope to bring some of these proposed revisions before the Senate in the coming year.
- (2) *Development of a parental leave policy.* The Compensation and Welfare Committee is developing a proposal for a parental leave policy and plans to bring it before the Senate in the coming year.
- (3) *Staying abreast of graduate enrollment and curriculum issues.* The Graduate Studies Committee and the EC will seek to work with the

Provost's Office to monitor and discuss graduate enrollment and curriculum issues.

- (4) *Language regarding the expectation of continued employment for tenure-track faculty.* We hope to have a proposal from the Faculty Guide & Bylaws Committee and to the Senate in the coming academic year.

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 16, 2016 at 1 p.m. in the Beck Rooms of the Walsh Library.

Faculty convocation will be held on Friday, September 9, 2016. We look forward to seeing you there!

We welcome any questions or comments for the Faculty Senate; please feel free to contact the Executive Secretary at jonathan.farina@shu.edu.

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The 2015/2016 Executive Committee of the Senate

Philip Moremen, Chair; Mary Balkun, Vice-Chair; Marianne Lloyd, Executive Secretary; and Marta Deyrup and Elizabeth McCrae, Members-at-Large