

“FACULTY MATTERS”

The Seton Hall University Faculty Senate Newsletter

September – October 2012

Welcome to the Newsletter of the Seton Hall Faculty Senate!

Below are some highlights of the work of the Faculty Senate during the first two months of the fall semester. Meeting minutes, detailed committee reports, and agendas of upcoming meetings are available on the Senate website at <http://blogs.shu.edu/senate/>

Faculty Convocation took place on September 14. We congratulate Dr. Debra Zinicola on being awarded the Albert B. Hakim Faculty Service Medal; she has given copiously of her time, energy and personal gifts to advance the academic mission of the University. The President and Provost laid out their plans for the upcoming year, and the Senate, through its Chair, did the same. The address of the Chair of the Senate can be found online at the address <http://blogs.shu.edu/senate/other/>.

Highlights of the Most Recent Faculty Senate Meetings

Two Faculty Senate meetings were held this semester; they took place on Friday, September 7 and Friday, October 12. The November 2 meeting was cancelled due to Superstorm Sandy.

At the September meeting, the Provost reported that he is reviewing the budget based on enrollment information. The Provost also announced the establishment of a task force involving Stephen Graham, CFO, and Dr. Gottlieb to address the challenges the University faces as a result of the high enrollment numbers. The Senate expressed reservations about the proposed schedule for Spring 2013. The administration agreed to re-open discussions on the matter. A task force of faculty, students and administrators revised the proposal and agreed upon a revised proposal. The Intellectual Property Task Force reported that it has begun its work and is collaborating with the Provost's Office.

The Provost announced at the October meeting that he hopes to have a policy for petitioning for release time for research in place for the Fall 2013 semester.

Message from the Executive Committee

Provost Robinson has tentatively agreed to revise the Faculty Guide to offer two-year contracts to new faculty starting on the tenure-track. The Executive Committee would like to thank him for this important initiative. The Senate would also like to see the contract status of our tenure-track colleagues improve. We are working with the Provost's Office on amending the Faculty

Guide which would also strengthen the third-year review, conditionally on an agreement on the improved contract structure.

The administration has agreed to formalize minimum salaries for associate professors at \$62,000. We thank the administration for agreeing to this.

The policy regarding proficiencies for transfer students was approved for 2013. The Faculty Development Committee proposal to create pre-tenure sabbaticals has not been approved by the Provost, but we continue to discuss it.

The Fiscal Year '14 Budget Committee has been formed and it includes two members of the Faculty Senate. This group establishes priorities that support the University's Strategic Plan and communicates fiscal information. We thank the administration for recognizing the faculty role in resource allocation.

We thank the President for the announcement that most faculty members will be receiving a one-time \$1,000 bonus in their November paychecks as a result of the improved budgetary situation.

An online survey regarding the Middle States self-study has been published. Our responses to the survey will provide valuable information for the Middle States study on faculty priorities and opinions regarding promotion for tenure, shared governance, compensation, the Strategic Plan and resources, etc. Please urge the adjunct instructors in your department to fill out the survey also. You can access the survey at: www.shu.edu/go/msfaculty. In addition, all members of the Seton Hall community will have access to the Self Study draft in 2013, and will be encouraged to provide feedback.

Highlights from the Committees

The **Academic Policy Committee** met with Dr. Gottlieb to discuss the status of the 110 freshman students with the General Studies designation. The committee is examining the undergraduate course evaluation form in order to suggest improvements to it. The committee has discussed the concentration in Mathematical Finance from the Stillman School of Business and the Department of Math and Computer Sciences. The committee is also looking into the possibility of a group working with students and the administration to write an honor code.

The **Committee on Admissions** applauds the initiatives developed under the leadership of Dr. McCloud and Dr. Lin-Cook, which have resulted in an increase in enrollment of first-time freshman for the fall semester, as well as an increase in the academic standing of the students enrolled. The target for freshman for the Fall 2013 semester is 1,250 students.

The **Compensation and Welfare Committee** continues to work with the Provost's Office on a salary study, looking at raises for 2013-14. The Senate has obtained the CUPA codes and appreciates the administration's transparency in this matter. The committee has a budget sub-committee which is also working with the Provost's Office, and met with Stephen Graham to discuss the budget and faculty salary issues. We continue to discuss the late initial pay date for new hires. The Benefits Advisory Committee, of which the chair of Compensation is a member,

recommended that we stay with Cigna, and this will mean no increase in healthcare costs for 2013. The commuter benefit has been reinstated for 2013 for those who take public transportation.

The **Core Curriculum Committee** is working on its by-laws and expects to bring them to the Senate soon.

The **Faculty Development Committee** is looking into the faculty leave policy in order to develop a cohesive policy for faculty at Seton Hall.

The **Faculty Guide and Bylaws Committee** is currently looking at language for the initial two-year contract and language for formalizing a third-year review in the Faculty Guide. The proposal regarding initial two-year contracts also intends to improve contractual protections for faculty in their fourth and fifth years. The committee has already brought motions pertaining to Article 4.7.d (regarding substitutions for doctoral degrees in the field of nursing) and Article 10.1.a (regarding the election of department chairs) to the floor as first readings. The committee is also working on an Arts & Sciences motion remanded to the committee regarding the composition of Rank & Tenure Committees addressing full professor promotions in cases where fewer than two full professors reside in the applicant's department. The committee is also working on motions concerning Faculty Guide Article 6.1.b.4 regarding who is eligible to vote for sabbatical leaves, and Article 5.1.e regarding dates for submitting applications for promotion and tenure in schools that have no departments.

The **Graduate Studies Committee** is working on a survey to assess the current workload of faculty supervising graduate students outside of their credited course-load; the survey will also help to gather information on current course-load reduction formulas or compensation policies in use by colleges and departments. The goal is to gather data that could be used to inform future recommendations of the committee regarding workload and compensation for faculty supervising graduate students outside of their normal teaching course-load.

The **Program Review Committee** has initiated discussions with the Provost's Office and has begun the next round of reviews, which will be completed on an online submission program.

Reminders

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

Please also take a look at the different committees at <http://blogs.shu.edu/senate/senate-committees-2012-2013/> and contact the committee chair to see how you might volunteer for one of these and gain valuable and interesting service experience.

The next Senate meeting is scheduled for Friday, December 7 at 1:00 pm in the Beck Rooms of Walsh Library.

We welcome any questions or comments for the Faculty Senate; please feel free to contact us at senate@shu.edu

David Bénéteau, Chair

Judith Lothian, Vice-Chair

Marianne Lloyd, Executive Secretary

Ellen Mandel, Phil Moremen, Members at Large