

Executive Committee Report – November 19, 2021

We thank Dr. Erik Lillquist, Assoc. Provost, for representing Provost Passerini today and addressing our questions.

Since our last meeting, the Executive Committee has provided the names of faculty, per Faculty Guide 12.5.c, for two committees: The Seeds of Innovation Implementation Committee and the Merit Committee. Given the nature of this latter committee, we and the Provost's Office agreed that a preconfigured committee made sense. The members include two members of the original Merit Task Force, the co-chairs of the Compensation and Welfare Committee, and one faculty member each from those schools not already represented. The names should be announced soon.

The EC has also identified one faculty member (a Senator where possible) from each committee formed to date to serve as a liaison to this body. They are as follows:

HICT – Judy Lothian

Catholic Intellectual Tradition- Pat Manning

Liberal Arts – Judy Lothian

CFO Search – Theresa Henry

Merit- Phil Moremen

Seeds of Innovation - TBA

The Faculty Development Committee has been charged by the EC to work with the Provost's Office on a Pandemic Impact study and report.

We thank President Nyre for his decision to include three faculty members on the CFO search committee; this is not mandated by the Faculty Guide, and we look forward to faculty involvement in future cabinet-level searches as part of his commitment to shared governance.

The anonymous Qualtrics survey about the Academic Freedom Beyond the Classroom policy, which was shared with department chairs on Oct. 29 to disseminate to their faculty, garnered 23 additional responses (91 people accessed the poll); these were collated into a Word document and shared with the Provost's Office on Nov. 3.

A call for proposals for additional Honors programs—currently being called Seton Hall Scholars Programs—was shared with the Deans. This is coming out of Strategic Plan 1.2.1. Proposals are due May 2022.

On Oct. 15 I wrote to Michael Silvestro, Assoc. Vice-President of Human Resources, to ask about changes in the university's tuition exchange policy such that seniority was no longer a consideration. He replied that the formula used by Tuition Exchange, Inc., which oversees tuition exchange programs, changed to eliminate the need for a "match" between schools accepting students from SHU and those sending students to SHU. As a result, seniority is now

only being used for the qualifying period (at least six months of continuous service to be eligible).

On Oct. 18, Drs. Patel, Roberts, Hunter, Moremen, Lothian, and I met with President Nyre and Provost Passerini. Dr. Nyre reported on a number of items, including the following

The Compensation Study will use the list of schools developed for tuition comparison, but be expanded as needed for rank and discipline for programs not included in that list. The goal is to have the committee seated and the vendor selected by the end of the spring semester.

The new advising model is being rolled out.

Fundraising is continuing in the quiet phase. The current endowment is now at \$338M and the goal is to reach \$350M by January and ultimately \$500M. This will enable us to be far less dependent on tuition to fund academics and other initiatives.

Provost Passerini noted that 26 hires have been approved for next year, and HR training for the search committees is underway.

The Provost also clarified that schools and colleges may, in fact, send statements directly to the Provost, as opposed to having to go through the Senate, as we previously understood. We agreed that the Senate should be copied on such statements in the interest of transparency and shared governance.

On Oct. 20, Dr. Patel, Dr. Roberts, and I met with Amy Newcombe and Erik Lillquist and discussed the obstacles to an approval of the proposed BS from SHMS, the petition regarding the U Club, and the number of contract faculty in their final year.

On Oct 26, the EC was sent a petition related to the relocation of faculty dining to the Galleon Room and the closure of the University Club (which is being converted into a true faculty lounge). We were asked to share the petition with the Provost, which we did. I note here that the EC did not endorse this petition. Among other things, it fails to acknowledge that this decision was made with the approval of the Faculty Senate after much work on the part of the Facilities Committee. While the signers do not agree with that decision, it was part of a shared governance process, and the results were reported in the June Senate minutes and the June Senate newsletter. Currently, a list of recommendations for the new, separate, faculty and staff space in the dining room has been shared with the Provost's Office, which is working with John Signorello, Associate Vice President, Facilities and Operations. This list includes removing or disabling the television monitors in the space, adding frosted panels to the dividers to increase privacy, adding dispensers for napkin and utensils, and so on. We are hopeful that these changes will be made and that they will enhance the dining experience. The motion on today's agenda is related to these matters and I am happy to speak more about this issue at that time.

On Nov. 5 Drs. Patel, Roberts, Hunter, Moremen, Lothian, and I met with the chair and faculty from the Languages, Literatures, and Cultures department in response to a request to discuss the challenges being faced by the department as a result of hiring decisions and a lack of other forms of support.

On Nov. 10, I met with Amy Newcombe and Erik Lillquist. I asked about strategic goals that had been sent to each of the deans, which included targets for enrollments, grants, fundraising, and so on. I was told that the deans annually receive goals toward which they are expected to work. However, we will continue to ask questions about how these goals were generated, based on what data, and what will be the advantages/consequences for meeting/not meeting them. We discussed the need for two faculty members to serve on a small committee to help with decisions related to the renovation of Fahy Hall, specifically new seating, since the supply chain problems may mean a long delivery delay. Leslie Bunnage has agreed to serve as chair of the Facilities Committee, but we still need to identify another Senator to serve with her. Please email Leslie and copy me if you're willing to serve. Finally, I was advised that a proposed revision to the Faculty Guide related to joint hiring of faculty is in development. It will be remanded to the Faculty Guide Committee when it is received.

On Dec. 1, I will be attending the meeting of the Academic Affairs Committee of the Board of Regents and will report on that at the December Senate meeting.

The Senate is today being asked to provide feedback on the APSA 3 process, about which there will be a presentation by Jonathan Farina and Erik Lillquist.

Outstanding Resolutions:

- Faculty Guide articles 6, 7, 8, and 10
- Online MPA
- Writing Major

We want to acknowledge the outcome of Faculty Senate resolution 2021 – FS 23 (see the Sept. Senate agenda) about tuition remission for faculty pursuing their PhD at the university. In an email on Nov. 5, 2021, Michael Silvestro, Assoc. Vice-President of Human Resources, announced:

Under our current policy, enacted in 2019, employees enrolled in doctoral courses receive tuition remission equal to fifty percent (50%) of the current tuition rate per credit. Employees hired prior to January 1, 2020, receive one hundred percent (100%) of the current tuition rate per credit for doctoral courses (excluding doctoral courses offered by the Seton Hall University School of Law) **until December 31, 2021.**

We appreciate the quick and positive response to our request.

There are five actionable items on today's agenda:

- A motion from the APC approving proposed curriculum changes to the MAE in Higher Education and Student Affairs and to the EdD and PhD programs in the College of Education and Health Sciences
- A resolution from the Compensation and Welfare Committee regarding a cost-of-living increase for the current fiscal year.
- A resolution from the Faculty Guide Committee regarding proposed Faculty Guide language for the creation of a Post-Doctoral Fellow position
- A resolution sponsored by several Senators that requests another waiver of the 5-year cap on renewals for term contract faculty.
- A resolution from Mark Molesky of the History Department related to the closure of the University Club and the relocation of faculty/staff dining

There is also a first reading of Faculty Guide Article 11.

I would like to take a moment to remind committee chairs that Senate committees have the obligation to do the work they have been charged/approved to do by the body. Committees are not independent units deciding what's important and what work they will take on, especially given our already heavy workloads. Any proposals that come to a committee should be communicated to the EC and proposals generated from within a committee should be presented first to the body before any significant work is done or any motions are developed. Only the body determines what work is appropriate for the Senate and for particular committees (see Senate By-Laws XVII and XXIII for our processes).

Thank you, as always, for your hard work on behalf of faculty, and please accept our best wishes for a restful and healthy holiday/break.

Respectfully submitted,

Mary Balkun
Chairperson