

Newark Faculty Council
Meeting of Monday, February 9, 2015,
11:30 am -1:00 pm
Chancellor's Conference Room – CLJ

Minutes

In attendance: M. Crew, A. Gates, M. Hamidullah, J. Josephson, J. Kettle, B. Komisaruk, R. Leibman, L. Monteiro, K. Reavie; S. Collado, T. Clear, B. Veysey; C. Askew

I. Provost's Report

- A. Introduction of Shirley Collado:** Provost Todd Clear introduced Shirley Collado, the new Executive Vice Chancellor and Executive Vice Provost. Dr. Collado will also have an appointment in the Department of Sociology and Anthropology and an affiliation in the Department of Psychology. She was recently Dean of the College at Middlebury College and was previously executive vice president of The Posse Foundation.
- B. Campus Security:** Referring to the recent incident in the Dana Library, Michael Crew commented that Chancellor Cantor's visit to the hospital to comfort the student involved was immediate and much appreciated. Dr. Collado noted that support for the student is continuing. Dr. Clear added that any out of pocket medical costs are being covered and that the student is doing well. Student Life representatives, the RU-N Counselling Office, Business School staff and area deans are also involved in providing support. Ray Leibman remarked that communication seems to have improved under Dr. Cantor's administration. Barry Komisaruk agreed and noted that all of the chancellor's senior staff are more responsive. Dr. Clear further explained that from a security standpoint, monitoring of RU-N buildings varies from one to another, in part because they have different functions, but also because of a desire to retain an open environment as a university. Ray Leibman added that the number one priority should be student safety. It should not be too difficult to check for identification since everyone carries some form of ID. Dr. Clear noted that CMBN (Aidekman Research Center) has a thumbprint security system in the labs, whereas buildings like Robeson Campus Center need to be more open. Jyl Josephson noted that the discussion is very complex and issues other than security, such as profiling, should be part of the dialog. John Aveni shared that in New Brunswick students are also concerned about keeping buildings open and giving access to homeless people. Dr. Clear said the person accused of the library incident has had previous dealings with the RU-N police. We also need to involve the city, our neighbor schools, and the surrounding community in this discussion.

Consuella Agnew, Director of the Dana Library, offered kudos to the RUPD for instituting new security measures right away. Students must now show their RU ID, and IDs are required for outside students, staff and the community. Everyone has been cooperative and there has been no noticeable drop in library traffic. Library faculty and staff also now feel more secure. Dr. Clear noted the need to consider the legal issues relating to library access. Dr. Agnew confirmed that the police responded within seconds to the situation. A CSO (Campus Security Officer) was on duty at the time.

II. Strategic Plan Implementation: Bonnie Veysey, Vice Chancellor for Planning and Implementation, described the RU-N Strategic Plan as a living document, a value statement, and a statement of philosophy. Its theme is “Where Excellence Meets Opportunity,” and it was designed to focus on 8 priorities. Dr. Veysey reported that incredible strides have been made in the past year. There is a feeling now that has not existed in previous administrations, and a need to identify leaders in all communities, including students, faculty, and staff, to actualize what we’ve always been and to move forward to fulfill that promise. She elaborated on some of the plan’s priorities.

A. Investing in Academic Collaborative Programs:

1. The RU-N Research Advisory Committee (RAC) created a grant program for interdisciplinary research for the purpose of seeking external funding. The Chancellor’s Office is contributing \$80,000 and another \$80,000 will be contributed by Sr.VP of Research & Development, Chris Molloy. The solicitation process is complete and two grants will be selected for funding for two years.
2. Seed Grant funds – an RFP was released in December with a submission date of February 27. Decisions will be made in May and funding will begin July 1. The Chancellor’s Office has designated up to \$2 million a year for this program. Funds will be given to projects which advance RU-N’s mission and promote strategic priorities. This is an opportunity to try things out, innovate, and to think about making a broad impact in areas where we would normally not venture. There will be funding for up to four larger projects of up to \$250,000 each and up to 30 smaller projects of \$50,000 or less.

B. Investing in Students: We need to tap into the talent pool in Greater Newark and beyond. RU-N is a leader in graduating students with our student profile. RU-Newark will look beyond SAT’s in recruiting students who are driven to succeed. This will be dovetailed with a residential community living learning project; a new 500 bed residential building which will also contain learning spaces. The process will begin in the fall with the establishment phase I of the Honors Living Learning Community. An initial 60 students will focus on a social justice track. They will go from class to class together, but will also be able to participate in classes with other students. We will adapt what we’ve learned from benchmarking similar programs at Middlebury, Stonybrook University and UMBC. Mentoring will be a key component, with support from student affairs personnel and faculty. We are interested in identifying talented students, who possess tenacity, vision, and gut perseverance. We are investigating financial aid and funding strategies so that students ideally can graduate debt-free. The focus will be on retention and success. The program’s design is still in development and nothing is yet set in stone. Whereas most honors colleges correlate with SAT scores, ours will be modeled more on principles of the Posse Foundation, incorporating a nonacademic framework for identifying students. This new honors living learning community will also align with the objective of the Newark City Learning Collaborative (NCLC), coordinated through RU-N’s Cornwall Center, proposing to have 25% of Greater Newark residents earn college degrees by 2025.

Dr. Veysey explained that this will not be a remedial program; rather, students will be challenged to excel. A group of faculty is being formed to work out the curriculum, designed to be either a major or a minor, centered on “local citizenship in a global world.” The first phase of the program will begin this fall by identifying and admitting first year students, including freshmen and transfers, in residence and not.

NFC members noted the importance of making a program like this available especially in Newark where most students do not have an opportunity for a residential experience. This will not be as traditional as the New Brunswick program. Barry Komisaruk pointed out that the extra funding needed to support Newark’s efforts is minor (estimated \$1M) relative to the amount the university spends on other non-academic items, especially the athletic program (\$76M last year, according to an article in the Star-Ledger). Todd Clear noted that Chancellor Cantor plans to raise significant funds from large corporations such as Carnegie, Ford and others, to help support a new building within the next year or so. We have also recalculated our portion of student aid funding, realizing an increase.

Dr. Veysey also noted that whereas past administrations were very fiscally conservative, Dr. Cantor’s administration is committed to spend what is needed to make the strategic vision a reality. Dr. Clear stated that Arcelio Aponte will speak more about the budget and RCM at the next NFC meeting. Dr. Clear explained that as a result of the reorganization and merger with UMDNJ (now RBHS), RU-Newark was allocated a permanent subsidy of about \$7-8 million, so we have more in the base budget than ever before, and also more in our tuition budget. We are in better shape relative to either Camden or New Brunswick.

C. Capital Development: Dr. Veysey talked about some of the ongoing capital development projects.

- 15 Washington Street – will begin housing students in the fall.
- The Hahnes building project is progressing. It will house “Express Newark” and provide space where community and other groups can come together in creative ways – including the Newark Museum, NJPAC, GlassRoots and various local galleries.
- Life Sciences II will be underway soon.

D. The New Professoriate: One of the study groups that has been established is examining the breadth of faculty that would most enhance RU-N’s ability to achieve its mission, such as Professors of Professional Practice. The group is talking about topics such as how to enhance the tenure and promotion review process to include community engagement scholarship and whether to extend the tenure clock for some faculty in the sciences.

E. Staffing for the New Mission: Another group is studying the kind of talent management strategies needed to recruit and retain individuals who will help us achieve our goals over the next few years.

Dr. Clear advised that his office will be receiving seed grant proposals by mid-April. The deans are moving a little slowly, he said, but are beginning to complete their own strategic initiative plans.

III. Other Business:

The discussion on safety will continue at the next meeting, Nabil Adam will discuss research matters, and Arcelio Aponte will be invited to review RU-N financial issues and RCM. Dr. Clear noted that Chancellor Cantor is very experienced with the RCM budget model. Ray Leibman suggested that a discussion is also needed about PTLs and NTT lines as soon as the contract negotiations are done. John Aveni suggested reconsidering the appointment of an RU-N ombudsman.

The meeting was adjourned at 1:00 pm. The next NFC meeting is scheduled for Monday, March 9, 2015, in the Office of the Chancellor, Large Conference Room.