

Minutes of Meeting of Newark Faculty Council

March 19, 2018

Minutes by Beryl Satter

Faculty member moves that going forward, minutes should summarize the NFC discussions (rather than provide a transcript of our discussions). The motion is passed.

Jane Gilman:

-End of March, Human Resources (HR) is instituting background checks for new hires.

Discussion:

-background checks can be used in an abusive/ political way. They can be biased against people of color because of unjust drug policies and because of discriminatory credit policies. It's not clear how the information gathered for background checks will be stored or protected or used.

Faculty member proposes motion: As we have seen a copy of the HR slide presentation about the Implementation of background check, we resolve that it be put on hold until feedback from Newark Faculty Council is in place.

The motion is passed.

Sherri-Ann Butterfield:

-Reports on Commission that is working on collaboration between faculty, staff and students at RN to develop curricula and enhance teaching and improving our campus client, and to identify relations between our diversity and our identity as a campus.

Their recommendations:

-Encourage intergroup dialog for student, faculty and staff. Faculty should have dialogue with other faculty.

-Establish a bias report team.

-Revamp orientation process for new employees.

-Encourage cluster hires – ex: cluster of social justice hires.

-Diversify faculty. Recruit more graduate students of color.

-Create an Alternative Spring Break to explore city of Newark. Student Life is working on that.

-Collaborative community focus through seed grants.

-A social justice and leadership retreat for students. We've started this – about 50 at a time.

-Campus climate and the student experience; includes new restrooms etc. They will be inclusive in new buildings.

-Enhance study abroad opportunities. We have an Office of Globally Engaged learning; doing shorter trips, say for 2 weeks at a time. Ex: Some went to Puerto Rico over spring break to bring solar suitcases.

Jerome Williams:

-We didn't address curriculum in detail, but we did institute "flash courses." They are one credit courses and capitalize on faculty and students' interests in diversity. Mostly over spring break. Maybe do it over winter break as well. One week, one credit. Course is three hours a day, five days a week, Ex: Discrimination in the marketplace and criminal justice, co-taught between Provost Williams and someone in SCJ. This time, flash courses were offered by 3 deans and a provost teaching the courses. It is not yet clear what the benefits/ compensation are for faculty who teach such courses.

Butterfield:

-We want to bring in more expert guests to speak about diversity and culture. We should bring in food, and create series that address more than one group, in order to break down silos among students.

-What would faculty like to do about our mission of diversity? How could we examine the curriculum? Any new courses that would interest students differently? We are not teaching to the students we have; we are teaching to the students we used to have. Keep our teaching content updated. Give them new research experiences. More collaborations with nonprofits, businesses, green spaces, sustainability, etc. The administration will support our efforts.

Faculty: We will have someone report to the faculty in different divisions about the flash courses etc. more formally. These initiatives are especially exciting to new faculty.

Butterfield:

-The Commission can help get the word out.

-Staff professional development has been upgraded. The faculty can do presentations about what their specialties are.

Truth and Racial Healing Center on campus: they want to increase dialog about race on campus and in Newark. The purpose is racial dialog with everyone.

- Newark Public Library and the NJ Institute for Social Justice are our partners. We can have dialogs at library branches throughout the city. They are using story circles. There's a lot of healing to do.

-On campus: students get upset when teachers don't address hurtful comments by fellow students (or hurtful words by the professor her/himself).

Jane Gilman:

-We've got the NFC website up and running. Everyone should look at it and let Jane know what is missing.

-By-laws say we should have committees. We need to check and let Jane know what committee we want to serve on.

-By-laws say we elect one person to act as "senator" to represent us at Senate Council.

-We should ask the University Senate to meet in Newark at times, or let people come in via skype.

-Need to update rules to get contingent faculty on the NFC.

Presentation by David Hughes of AAUP/ Prof. of Anthropology at NB.

-2018 bargaining campaign: see the sheet (EquitySecurityDignity.org)

-Chart shows that we have declining number of tenured people, and rising number of NTT faculty. Student numbers are way up – to 70,000 – but number of tenured lines has declined. As a result, students are getting PTLs as teachers, and discussion sections are disappearing (because of decline in numbers of TAs).

-AAUP is pushing for more tenured lines. Also want an intensive teaching tenure lines.

-Intercampus equity matters. We did a thorough salary review and found Newark has a 10% pay gap from NB; and Camden has a 20% pay gap.

--91% of mean assistant professor in a unit should be established as the minimum. It will correct low paid assistants and associates. Correct full professors to 110% of mean. Correct across campuses. We are one university serving one state; it's prejudicial when campuses are paid differently.

-Race and gender equity: our faculty should look like the students. In NB our black faculty numbers have declined, from 5% to 3%. We want written guidelines for tenure and promotion – first generation faculty don't know what's expected. Written guidelines will help them.

-We want to enlarge the pipeline to graduate schools. Any graduate of EOF admitted to Rutgers should get a free ride (tuition) along with a mentor to get to grad school.

-Bargaining for the common good: let the institution serve more people. Want a tuition freeze, and a \$15 minimum wage so our students can live decently.

-We've been identifying resources to pay for all this. We got Barchi to admit that "unrestricted reserves" exist. There are \$804 million of unrestricted reserves; they are outside the operating budget, and they grow by \$40 million per year. We got data on where the money is going.

-Ex: Consultancy funds. We found that \$6 million of "unrestricted reserves" was spent in one year (2017) to ECG Management Consulting. Not clear what they are doing! But the money was not connected to learning issues.

-We think there is \$60 million to spend on our "Common Good" requests.

-April 10th: Board of Governors is meeting in NB. We need people there to speak about tuition freeze, race and gender equity, minimum wage.

Faculty question: reporting on Rutgers funds often indicate that the funds are "Rutgers-New Brunswick." Are we a "system" (3 different tenure and promotion committees), or a single institution?

Faculty question: do students get lesser quality of education/ access given that we've had a dramatic decline of tenured professors?

David Hughes:

-Only 18% of our budget goes into all aspects of education. How long must a student be here before they encounter a tenure track faculty member? It can be quite a while. If students want to work on a senior thesis, many find that all their teachers till junior year are non-tenured and

they are gone by the time the students are seniors. This hurts transfer students most (who are mostly poorer and students of color).

-Athletic budget; it's losing money. Students pay mandatory fees each year that go to the athletic department. We could cut tuition by cutting that fee.

Wearenotcows@gmail.com is David Hughes address; contact him with questions.