

# REGULAR MEETING OF THE UNIVERSITY FACULTY SENATE

November 7, 1988

## MINUTES

The regular meeting of the University Faculty Senate was called to order on Monday, November 7, 1988 at 4:00 p.m. with President Dilley presiding.

Senators not in attendance were: Mark Amsler, Donald Crossan, John Gallagher, Todd Mason, Roger Spacht

Senators excused were: Edith Anderson, Eric Brucker, Edmunds Bunkse, Joan DelFattore, Alexander Doberenz, Helen Gouldner, Vistasp Karbhari, Larry Peterson, Lucille Pulliam, Karen Rosenberg, Carolyn Thoroughgood, U. C. Toensmeyer, David Usher

### I. ADOPTION OF THE AGENDA

Due to the press of continuing business concerning revisions of the Faculty Constitution and of the Bylaws and Regulations of the Senate, there had been insufficient time to prepare a revised agenda for the November 7, 1988 meeting. The agenda had been prepared and distributed before President Jones' resignation and the subsequent appointments to University administration. The Executive Committee requested that the agenda be approved with several modifications. Presidential remarks would be those of President Trabant. The Senate, having completed in its continuing session of October 31, 1988 its deliberations on the Resolutions from the Ad Hoc Committee for the Review of the Faculty Senate and the General Resolutions listed under "Old Business," would have no further old business before it for this meeting. Finally, the Chairperson of the Library Committee has requested that Item A., under "New Business," "Resolution from the Library Committee on the status of the position of Director of Libraries" be withdrawn. Hearing no objections to these modifications, the agenda was approved as amended.

### II. REMARKS BY PRESIDENT TRABANT

President Trabant used the occasion to offer some observations on the experience of being an active member of the faculty since his retirement from the presidency. He has acquired a greater appreciation of the difficulties of teaching, and of the difficulties of keeping abreast of events occurring on campus that are not, apparently, of direct concern to oneself. He noted, also, that the various commissions that had grown out of Project Vision had been hard at work and that that work will be utilized. Reports from the commissions will be the subject of general hearings and, for those matters on which consensus can be reached, will be an important basis for future initiatives. Results of reports prepared by external observers will also be made public.

President Trabant announced several administrative changes: Dr. R. B. Murray will assume the responsibilities as Acting Provost and Vice President for Academic Affairs; Dr. Carol Hoffecker will assume the

responsibilities as Acting Associate Provost for Graduate Studies; Dr. Edward Pierce will resume his responsibilities as Associate Provost for Instruction; Mr. Ronald Whittington will assume the responsibilities as Assistant to the President; Dean David Nelson has agreed to remain as dean of the College of Physical Education, Athletics and Recreation, and Dean Helen Gouldner has agreed to remain as dean of the College of Arts and Science.

In further observations, President Trabant noted that there were too many undergraduates on the Newark campus and that the current number should be reduced by at least 250 students for 1989-1990; such a reduction, he concluded, might also contribute to better relations with the City of Newark.

In answer to a series of questions, President Trabant offered further remarks: Steps are underway to secure an acting Affirmative Action Officer, as well as a Vice President for Employee Relations. Reduction in the number of undergraduate students does not apply to graduate students of which, he remarked, there are too few. The principal strategy for reducing the student body will be through the admissions process, though there will be no reduction in the continuing effort to increase the number of minority admissions. Reduction in admissions will come primarily from out-of-state applicants. To a series of questions regarding planned capital improvements, President Trabant observed that the greatest needs were in on-campus housing, though the type of which has not yet been determined, and in activity spaces, laboratory space, office space, and classroom space. Acquisition of additional Newark land does not seem likely in the foreseeable future.

To two final questions regarding participation in planning, he remarked that student input was desired and was possible through student and faculty committee structures, and that though the University would invite and consider community counsel on construction planning, decisions in such matters must be made by and for the University itself.

### III. ANNOUNCEMENTS

1. President Dilley noted that, included with the name cards was a ballot on which to vote for alternate dates for the February meeting of the Senate (February 6 or February 13, 1989), and on which to indicate whether each senator would be able to attend a January 9, 1989 session of the Senate to consider the Theatre Program. (Outcome of the balloting: By majority vote, the February University Faculty Senate meeting will be held on February 13, and by a vote of 30 to 22, there will not be a meeting of the Senate on January 9.)
2. The special faculty meeting to consider revisions of the Constitution is scheduled for Wednesday, November 16, 1988 at 4:00 in 130 Smith.

Senators are asked to encourage the attendance of members of their units, since a quorum will be necessary. President Trabant will make some opening remarks at the meeting.

3. President Dilley announced that the following items were referred to Senate Committees:
  - a. Participation in Faculty Senate committees by conference call.
  - b. Nomination of candidates to fill the position on the Board of Trustees now vacant following the death of Dr. Pigford.
  - c. Evaluation of the Affirmative Action Plan.
  - d. Defining of the faculty voting list.
  - e. Request for a Senate-sponsored educational project.
4. President Dilley reported on a letter from the Executive Committee to the Chairman of the Board of Trustees concerning the search process for a new president containing the following suggestions:
  - a. That the Executive Committee might be asked to provide names of faculty to serve on the Search Committee, a small roster of names from which a few might be selected.
  - b. That the Search Committee might want to contact the Association of Governing Boards and the American Council on Education to see what guidance those groups might have in terms of policy statements and search processes and procedures.
  - c. That a small group of faculty and administration might be involved in campus visitation of finalist candidates.
  - d. That a small "blue ribbon" committee of faculty and administration be considered to assist the Search Committee in the final state of winnowing the list of candidates down to the three or four who will visit the campus.

The Executive Committee offered its assistance should the Board of Trustees choose to follow any or all of these suggestions as it decides about the search process.

President Dilley expressed the hope that he would be able to report at the December meeting that there has been meaningful consultation with the Executive Committee on the nature of the search process.

5. President Dilley summarized the results of the October meeting(s) of the Faculty Senate. The resolutions from the Ad Hoc Committee for the Review of the Faculty Senate were approved essentially as submitted with three exceptions: The Library Committee and the Committee on International Studies were retained as presently constituted and charged, and the Committee on Cultural Activities and Public Events, whose composition and charge were amended, was referred to the Committee on Committees for reexamination. The Committee on Committees is also responsible for implementation of the bylaw changes, a process to begin after the constitutional changes have been approved, hopefully on November 16, by the University faculty.
6. Senator R. Warren, Urban Affairs, requested a copy of the letter forwarded to the Board of Trustees regarding the presidential search. He noted that a letter protesting the search process that eventuated in the selection of President Jones had been signed by over 200 members of the faculty and, thus, that the position of the faculty should be made as forcefully as possible. He concluded that exclusion of the faculty from the search process should be responded to by a refusal of the Senate to participate in largely symbolic meetings with candidates. President Dilley reiterated his hope that he would be able to report to the Senate at the December meeting on the Board's response, and agreed to share the text of the letter with Senator Warren.

IV. OLD BUSINESS (None: See "Adoption of the Agenda")

V. NEW BUSINESS

Item A was a resolution from the Executive Committee regarding completion of an Affirmative Action plan. The sense of the Senate was that the resolution should be strengthened in its emphasis on action and implementation. The following amended resolution was approved by unanimous vote:

*WHEREAS, faculty recruitment and retention, promotion and tenure, and the admission and retention of students are in large part the responsibility of policies adopted by the faculty, working through its Senate and Committees, and*

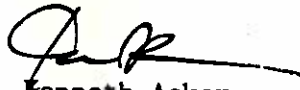
*WHEREAS, the Commission on the Status of Women, the Commission to Promote Racial and Cultural Diversity and the Black Faculty-Staff Coalition have directed the attention of the whole University community to certain areas in our University policies and practices which in their judgment are deficient, therefore be it*

*RESOLVED, that the University Faculty Senate direct its Executive Committee, its Committee on Committees, its Committee on Research, its Promotion and Tenure Committee and its Faculty Welfare and Privileges Committee to meet with representatives of each of the above-mentioned groups and the Affirmative Action officer to examine areas of University practice which are governed primarily by the policies and practices of the University Faculty Senate and its Committees, and be it further*

*RESOLVED, that the University Faculty Senate add its voice to those of other constituencies in the University by calling for the rapid completion and implementation of a strong affirmative action plan with goals and timetables and remind the University community that the affirmative action plan must be applied to every appointment made at this University.*

After agreeing to a request that the full text of the letter to the Board of Trustees be read to the Faculty Senate, President Dilley entertained a motion to adjourn at 4:45 p.m.

Dutifully submitted,



Kenneth Ackerman  
Secretary  
University Faculty Senate

