Date: February 26, 2015

To: Faculty of Arts and Sciences-Newark

From: Jan Lewis

Dean of Faculty

Re: Faculty Meeting

There will be a meeting of the Faculty of Arts and Sciences-Newark on Monday, March 9, 2015 at 11:30a.m in Smith Hall, Room 220.

The agenda will be as follows:

I. Dean’s Report

II. Committee Reports
   a. Courses of Study
   b. General Education
   c. Scholastic Standing

III. University Senate

IV. Old Business

V. New Business

*Faculty Minutes are now available on the FASN Dean’s web-site: http://ncas.rutgers.edu
AGENDA
Monday, February 16, 2015

The committee recommends approval for the following course requests:

I. Mathematics

Course Credit Change:
From: 21:640:114 Precalculus (3 credits)
To: 21:640:114 Precalculus (4 credits)

II. Psychology

Offer Existing Course in an Online Format:
21:830:308 Critical Thinking in Psychology (3 credits)
21:830:423 History and Modern Viewpoints of Psychology (3 credits)

Creation of a New Course (Online):
21:830:360 Professional Writing in Psychology (3 credits)

III. Sociology

Offer Existing Course in an Online Format:
21:920:303 Social Change (3 credits)
To: Members of the Faculty of Arts and Sciences – Newark

From: Eva Giloi, Chair of the General Education Committee

Date: Thursday, February 26, 2015

Re: Proposal for setting the minimum number of degree credits required for graduation at 120 credits

AGENDA
Thursday, February 26, 2015

The committee recommends approval for the following proposal:

The Chancellor’s Office has asked that all units consider setting 120 credits as the minimum number of credits required for graduation. After due discussion, the General Education Committee would like to recommend that NCAS amend its degree requirements to a minimum of 120 credits, rather than the current 124 credits.

We recommend that the NCAS catalogue be changed to read:
“In order to graduate from the Newark College of Arts and Sciences or University College-Newark all students must complete the following requirements:
1. Successfully complete at least 120 academic credits.”

And the University College-Newark catalogue likewise be amended to read:
“In order to graduate from the University College Newark all students must complete the following requirements:
1. Successfully complete at least 120 academic credits.”

Background:
Setting the minimum degree requirement at 120 credits would align our requirements with those of RU-New Brunswick, RU-Camden, and numerous comparable institutions nationwide. It would also reflect the New Jersey State Assembly’s recent approval of a bill mandating that “the standard number of credits required for the award of a baccalaureate degree from a four-year public institution of higher education is 120 credit hours.” The rationale behind the change is that it would help to facilitate a manageable time to degree.
To: Faculty of Arts and Sciences – Newark

From: Bill Keigher, Chair of the FASN Scholastic Standing Committee

Date: Monday, February 23, 2015

Re: Proposal for changes in the FASN academic dismissal policy

The FASN Scholastic Standing Committee recommends that the Faculty of Arts and Sciences – Newark adopt the following changes to the FASN academic dismissal policy.

These changes are being put forth with the goal of preventing more students from getting into academic difficulties by intervening with help for their program of study earlier than is the case currently. The changes are highlighted below in the proposed document.

The main goals of these changes are to:

- Provide for earlier intervention in cases of academic difficulties,
- Provide for a new level of intervention (suspension) between probation and dismissal, and
- Align the standards for acceptable academic progress with the existing standards in use to determine eligibility for financial aid.

In the document below, the deletions are indicated by strike-through and the insertions by underlining.

**Academic Probation**

A student is automatically placed on Academic Probation when any one of the following criteria is met:

- A cumulative grade-point average of less than 2.000.
- A term grade-point average less than 1.750. Please note, this does not include summer or winter sessions.
- Semester (term) grade-point averages of less than 2.000 for two consecutive semesters of enrollment at Rutgers University, full time or part time. Please note, this does not include summer or winter sessions.
- Failure to complete successfully 60 percent or more of all credits attempted within seven years immediately prior to the time of academic review, including attempts for which W grades are received.
- Failure to enroll in a composition course, or preparatory course, as determined by the established placement standards at the college and prior course history, each and every semester until the writing proficiency requirement is satisfied, unless otherwise advised in writing by the Director of the Writing Program or the Office of Academic Services
- Failure to enroll in the mathematics Quantitative Reasoning course, as prescribed by the placement standards at the college and prior course history, and continue to enroll each and every semester until the
mathematics Quantitative Reasoning proficiency requirement is satisfied, unless otherwise advised in writing by the Coordinator of Elementary Mathematics or the Office of Academic Services

- Failure to complete successfully earn a C or better in any course after three two attempts, including those for which W grades are received.
- When Academic Progress fails to meet any one of the following standards:

<table>
<thead>
<tr>
<th>Credits Attempted</th>
<th>Percentage of Attempted Credits Which Must Be Completed</th>
<th>Minimum Cumulative GPA Which Must Be Attained</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-30</td>
<td>70%</td>
<td>2.000</td>
</tr>
<tr>
<td>31-59</td>
<td>75%</td>
<td>2.000</td>
</tr>
<tr>
<td>60-89</td>
<td>80%</td>
<td>2.000</td>
</tr>
<tr>
<td>90 and Above</td>
<td>85%</td>
<td>2.000</td>
</tr>
</tbody>
</table>

**Suspension (NOTE: This is a new section.)**

A student is automatically suspended for one term (fall or spring) when any one of the following criteria is met:

- A term grade-point average less than 2.000 for two consecutive terms. Please note, this does not include summer or winter sessions.
- Receipt of a failing grade in the Academic Success course.
- Failure to enroll in a composition course, or preparatory course, as determined by the established placement standards at the college and prior course history, for two semesters unless otherwise advised in writing by the Director of the Writing Program or the Office of Academic Services.
- Failure to enroll in a Quantitative Reasoning course, as prescribed by the placement standards at the college and prior course history, for two semesters unless otherwise advised in writing by the Coordinator of Elementary Mathematics or the Office of Academic Services.
- Failure to earn a C or better in any course after three attempts, including those for which W grades are issued.
- When Academic Progress fails to meet any one of the following standards:

<table>
<thead>
<tr>
<th>Credits Attempted</th>
<th>Percentage of Attempted Credits Which Must Complete at Least</th>
<th>Minimum Cumulative GPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-30</td>
<td>60%</td>
<td>1.700</td>
</tr>
<tr>
<td>31-59</td>
<td>70%</td>
<td>1.900</td>
</tr>
<tr>
<td>60-89</td>
<td>75%</td>
<td>2.000</td>
</tr>
<tr>
<td>90 and Above</td>
<td>80%</td>
<td>2.000</td>
</tr>
</tbody>
</table>

**Dismissal**

A student is automatically dismissed for one year when any one of the following criteria is met:

- The cumulative grade-point average is less than the minimum listed below:
  
  0—55 credits 1.500  
  56—89 credits 1.700  
  90—123 credits 1.900
A semester term grade-point average less than 2.000 for three consecutive semesters of enrollment at Rutgers University, full-time or part-time terms and cumulative grade-point average less than 2.000.

Failure to complete successfully 60 percent or more of credits attempted in any given semester while on academic Probation, including attempts for which W grades are received. Success is defined as earning a grade of C or better.

Failure to satisfy the conditions of an academic contract.

The college determines that it is improbable that the minimum grade point average or other graduation requirements will be met.

No student is dismissed for academic reasons until 24 credits have been attempted at Rutgers. No student is dismissed for academic reasons without having been on probation in the immediately preceding semester. No student is dismissed for academic reasons while on an academic contract if the minimal conditions of the contract are being met.

When Academic Progress fails to meet any one of the following standards:

<table>
<thead>
<tr>
<th>Credits Attempted</th>
<th>Percentage of Attempted Credits Which Must Complete at Least</th>
<th>Cumulative GPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>24-30</td>
<td>50%</td>
<td>1.500</td>
</tr>
<tr>
<td>31-59</td>
<td>60%</td>
<td>1.800</td>
</tr>
<tr>
<td>60-89</td>
<td>70%</td>
<td>2.000</td>
</tr>
<tr>
<td>90 and Above</td>
<td>75%</td>
<td>2.000</td>
</tr>
</tbody>
</table>

NOTES:

Students on Probation MUST enroll and successfully complete the Academic Success course.

Students on Suspension may enroll for one (1) course at Rutgers University – Newark, however, Financial Aid eligibility is unlikely.

Students on Suspension do not need to apply for reenrollment the following term.

Students on Dismissal must apply for reinstatement through the Scholastic Standing Committee. Reinstatement is not guaranteed.
Present

Austin Holzapfel Maurel Siegel
Bird Husky Monteiro Snyder
Brenner Jones Oertel Sodikoff
Caplan Josephson Phillips Spatareneu
Drew Keating Polack Sternberger
Elzinga Keigher Puhak Strub
Englot Kim Randall Takesue
Eversman Kiniry Rollino Tran
Foley Kirby Rouff Watson
Friedman Krasovic Satter Weber
Gates Kustka Schafer Wolper
Gilman Kustka Schorr Wu
Glamcilija Lahr-Vivaz Schwenkenberg Zaborszy
Guo Loeb Seiglie
Hadas Manole Sheridan

Excused

Bartkowski Kuetting
Dobrowolski Loftin
Floreen Shelstad
Goodman Sloan-Power

Approved Minutes

The Minutes of the November 12, 2014 meeting was approved with the following amendment:
Ashaki Rouff name was added to the roster of those in attendance.

Dean’s Report

Dean Lewis began by presenting her report, which included the following comments:

- Briefly discussed configuring the FASN Strategic Plan in Spring 2015.
- The plan will complement the university-wide general plan.
- FASN has played a critical role in formulating the plan for RU-N.
- In moving forward with the strategic plan the Chancellor’s office will make available seed grants for new initiatives.

At this time, the Dean concluded her report and called on the following committees to present their reports.

Course of Study Committee

Professor Harold Siegel, Chair of the Committee, moved for the adoption of Sections I and II of the Committee’s October 6, 2014 report. Professor Siegel motion was seconded and approved.

General Education Committee

Professor Eva Giloj, Chair of Committee, moved for the adoption of Sections I and II of the Committee’s November 10, 2014 report. Professor Giloj motion was seconded and approved.
University Senate

Robert Puhak, University representative, presented the following report:

Brief Overview of March and May 2014 University Senate Meetings

Due to a modified agenda for the last FASN meeting, the last Senate report here occurred at the 4/21/14 FASN meeting, covering the Senate’s February 2014 meeting. This report highlights the March and May 2014 Senate meetings. The October 2014 Senate meeting was canceled. I will report on the September, November, and December Senate meetings at our next FASN meeting in February 2015.

• 3/28/14 meeting at New Brunswick
  - Chair Ann Gould’s report included two issues brought to the Senate that included
    o proposed merger of the Rutgers College of Nursing - Newark and New Brunswick, and the Rutgers School of Nursing – Newark
    o selection of Condoleezza Rice as the 2014 Commencement speaker and honorary degree recipient
  - Secretary Ken Swalagin’s report included responses regarding President Barchi’s responses to recently adopted Senate reports e.g.
    o Dual Career Services Program to attract and retain faculty, indicating that a pilot program had been initiated through Office for the Promotion of Women in Science, Engineering, and Mathematics
      ▪ Funded by a grant, but the University has pledged to continue to support the position and creation of an office to assist in the hiring and retention of dual career couples once grant funding has run out
      ▪ Current Pilot focusing on women in STEM disciplines, but effort will then expand to all disciplines
    o Recommended changes to Academic Reappointment and Promotion Instructions
      o Administration not convinced that Senate’s recommended changes to related forms and paperwork would improve the process currently used by the Promotion Review Committee (PRC)
    o Recommended changes to Application of the “Ten Year Rule” in promotions to Full Professor
      o Administration did not adopt Senate recommended changes, providing related rationale for that decision
  - Committee Reports included
    o Executive Committee report regarding “Proposed Merger of the Rutgers College of Nursing - Newark and New Brunswick, and the Rutgers School of Nursing - Newark”
      o Given compressed time frame allowed for Senate to respond to this proposed merger, response was required over the summer months, requiring related decision to be made by Senate’s Executive Committee
      o Although the merger was supported at a fundamental level, a request was made for
        ▪ Board of Governors to closely scrutinize areas of concern expressed by the Senate
        ▪ quarterly updates on the resolution of these issues as the merger proceeds
        ▪ faculty and staff job security be extended through July 1, 2015
      o With some amendments, the report ultimately approved overwhelmingly by the Senate
    o Budget and Finance Committee provided a report Responsibility Center Management Models, i.e., the new budget model being used by the university; related report adopted by Senate with some ‘friendly’ amendments.
    o University Structure and Governance Committee presented reports and recommendations regarding ‘Full-time Non-tenure-Track Faculty members’ as well as ‘Senate and Exec Committee Eligibility’.
Clarify the role and positions that full-time, non-tenure-track faculty can hold in the Senate, particularly if they are annual appointees, including consideration of varying policies across Rutgers schools, colleges, and departments

- Administrative Report presented by Richard Edwards, Executive Vice President for Academic Affairs, included the following
  - status of various administrative search processes
  - campus security and Rutgers' compliance with reporting requirements
  - selection of Condoleezza Rice as Commencement speaker and honorary degree recipient, and his and President Barchi's welcoming of a Senate proposal for a future selection method
  - Executive Vice President Edwards then responded to questions, or heard comments, on the above subjects

- 5/2/14 meeting at New Brunswick
  - Secretary Ken Swalagin’s report included response from President Barchi regarding Senate’s report on the “Proposed Merger of the Rutgers College of Nursing - Newark and New Brunswick, and the Rutgers School of Nursing - Newark”
    - Indicated BOG approval and effective implementation in July 2014
    - Recognized Senate’s questions/concerns as merger proceeds and indicated BHS Chancellor Strom’s willingness to provide regular updates to Senate as merger progresses; will work with Senate Chair Ann Gould to establish related schedule of updates.
    - Regarding faculty and staff job security in the merged nursing entity, indicated no plans for layoffs, but could not guarantee so in the long run
  - Committee Reports included
    - Student Affairs Committee presented a report regarding Early-Open Study Space, making space available on all the physical campuses for students, i.e., before the current morning opening times of libraries and student centers; report concluded
      - Interest exists among a portion of the student population
      - Managers of those facilities estimate related cost and investigate potential funding to offset those costs
      - Track usage of such space where it currently exists
    - Executive Committee presented their response to Proposal for Union of Nursing Programs and Personnel on the Stratford Campus of the Legacy UMDNJ School of Nursing with the Rutgers School of Nursing – Camden
      - Noted concern regarding lack of timely notice, lack of proposal’s budgetary details, possible contractual violations within the merger process
      - Despite support of faculty and students affected by integration, as well as the EC’s belief in the merits of the proposal and the good will of those bringing it forward, EC finds that without sufficient notice to examine the proposal thoroughly, it cannot approve or disapprove the integration at this time
    - Faculty and Personnel Affairs Committee reported on two issues
      - Balance of Full-time and Part-time Faculty Teaching
        - Attempted to examine developing trends and found need to i) obtain more complete data from reporting units and ii) provide resources to support meaningful data analysis
      - Definition of "Faculty" in University Policy
        - Investigated need for definition of "faculty" in University Policies
        - Ultimately concluded no need to concretely define the term
  - Administrative Report presented by President Barchi included comments regarding the following
    - Selection of the new Camden Chancellor Phoebe Haddon
    - Recent meetings with students about selection of commencement speaker Condoleezza Rice
  - President Barchi then responded to questions or heard comments on subjects including:
    - Recently proposed nursing school mergers
    - Repair/improvement of core facilities to increase their efficiency
    - Condoleezza Rice and selection process for commencement speakers
    - Salaries of administrators
    - Graffiti on campus
New Business

Professor Barbara Foley moved for the endorsement of the following resolution regarding the AAUP collective bargaining. After some discussion, the resolution was seconded and approved as presented.

Proposed Resolution on Salary and Tuition

Whereas the Rutgers administration imposed a salary freeze on the faculty; allowed major increases in health insurance premiums paid by faculty, and has given no economic recognition to faculty merit in over four years; and

Whereas the administration proposed 2 days before our contract expired an insulting 3.25% salary increase over the next 3 years, consisting of 1% Across-the-Board this year, merit raises of 1% next year, and 1.25% on July 1, 2016 for full-time faculty—a proposal that amounts to a pay cut when inflation and further increases in health benefits cost-sharing are considered; and

Whereas these low percentage increases are especially unjust for NTT faculty, who are generally very poorly paid; and

Whereas Rutgers has $600 million in unrestricted funds—some of which can certainly be used to provide a level of compensation for faculty consistent with the lofty goals expressed in the Strategic Plan of building a great faculty and a great University; and

Whereas, notwithstanding administration claims to the contrary, Rutgers faculty are among the very lowest paid in the Big Ten, when relative cost of living is taken into consideration; and

Whereas the Rutgers administration does not stint on its own compensation, having 79 members who earn over $275,000 per year with a median salary of $330,000, well above the levels at comparable Universities;

Be it resolved that we demand that the administration enter into serious negotiations with the AAUP-AFT about economic compensation, with particular attention to redressing the salary inequities and injustices among the lower paid groups of NTT and junior faculty; and

Be it further resolved that we most strongly urge the University not to burden students with additional increases in tuition and fees in order to meet these eminently reasonable faculty needs.

There was no Old Business. The meeting adjourned at 12:09pm.

Respectfully submitted,

[Signature]

Eduardo Moncada
Faculty Secretary
AGENDA
Wednesday, October 6, 2014

The committee recommends approval for the following course requests:

I. Mathematics

Add Courses:
- 21:640:079 College Algebra Bridging Course – 107 to 109 (010NC)
- 21:640:089 College Algebra Bridging Course – 108 to 109 (000NC)

Course Title Change:
From: 21:640:109 College Algebra for Physical Sciences (3 credits)
To: 21:640:109 College Algebra for Science and Business (3 credits)

Course Credit Change:
From: 21:640:119 Basic Calculus (3 credits)
To: 21:640:119 Basic Calculus (4 credits)

II. Spanish and Portuguese Studies

Course Number Changes:
From: 21:940:343 Latin American Literature in English Translation
To: 21:940:250 Latin American Literature in English Translation

From: 21:812:343 Portuguese Literature in English Translation
To: 21:812:250 Portuguese Literature in English Translation
To: Faculty of Arts and Sciences – Newark

From: Eva Gilo, Chair of the General Education Committee

Date: Monday, November 10, 2014

AGENDA
Monday, November 10, 2014

A. Course Items for Consideration

The committee recommends approval for the following course proposals:

I. History

21:512:274 History of Women in the United States

II. Spanish and Portuguese

21:812:250 Portuguese Literature in English Translation
21:940:250 Latin American Literature in English Translation