

## MINUTES of the NJIT Faculty Meeting

February 13, 2019

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Meeting convened at 2:30 pm by FS President – Eliza Michalopoulou (EM)

Minutes of the last Faculty Meeting approved.

### Report by the Faculty Senate President

- President Bloom addressed the Faculty Senate at the end of January. Michalopoulou indicated what Dr. Bloom had said.
- One major issue was the infrastructure, which was addressed by the President. Dr. Bloom talked about the capital renewal and replacement (CRR) budget and agreed it had been neglected. He said that much work has to be done on CRR and we need an additional \$8 million a year to address current problems. Michalopoulou mentioned that VP Christ has been very responsive. To address renovations of classrooms, some of these rooms will have to be taken offline while under repair, which would require more teaching on Fridays and perhaps Saturdays.
- President Bloom cited the improved student profile as a consequence of better advisement, decentralized tutoring, and improved teaching. Extensive discussion took place at the FS meeting in January on NJIT standards.
- Dr. Bloom noted that SAT scores may fluctuate by a few points as NJIT seeks to increase enrollment.
- Outsourcing was discussed at the FS meeting. Dr. Bloom promised there would be no outsourcing unless faculty agrees to do this. Dr. Bloom also made a commitment that there will be no new building at the recently purchased Muller's site unless external donors are found and nothing will take place until 2025.
- Michalopoulou informed the faculty that Dr. Bloom's contract was extended for one more year by the Board of Trustees at the Feb. 7<sup>th</sup> meeting.
- Michalopoulou reported to faculty about her presentation at the Feb. 7<sup>th</sup> BOT meeting.
  - BOT stated that infrastructure issues can be addressed quickly.
- Hiring: There are currently 303 faculty members at NJIT and approximately 12,000 students. We had the same number of faculty in 2001 with far fewer students.
- President Bloom reiterated at the Feb. 7<sup>th</sup> BOT meeting that there will be no outsourcing of IT services without faculty consent.
- Michalopoulou summarized current FS issues – teaching evaluations, faculty profile pages, preliminary approval for MS in Medical Science, evaluation of upper administrators, CUE and GER committees continued work.

### Presidential Search Update

- Michalopoulou reported on the FS Executive Committee discussions with the BOT about the search process and cited the report generated by the FS Executive Committee that was shared with the BOT.
- She showed the previous Presidential Search Committee makeup and then presented the proposed Presidential Search Committee makeup which was prepared by the BOT in collaboration with the FS.

- Kyle Riismandel asked that lecturers be included in any discussions on student evaluations in an official capacity.
- Faculty expressed concerns about the extension of the drop/add period.
- Denis Blackmore commented on Digital Measures and the inclusion of “check boxes” giving each faculty member the option to choose which information will appear in their web profile.
- Amit Bose made a comment on faculty hires and the 2020 Vision Plan requiring 345 faculty.

#### Report from Provost Deek

The Provost addressed concerns about faculty hires at NJIT and indicated certainty that there will be 345 faculty as required by the 2020 Vision Plan. He indicated that there are 20 searches for this year and there will be 20 for next year. He pointed out progress in hiring given that we had 268 faculty members when the 2020 Plan was initiated.

- Yehoshua Perl asked for the dollar amount in any discussions about faculty hiring. Dr. Deek agreed.
- Denis Blackmore asked for the estimate of the number of people who will retire this year. Dr. Deek estimates that only a handful will retire.
- There was a comment from the floor on how to pay for benefit packages for additional faculty. Dr. Deek stated the need to increase student enrollment and indicated that supporting budget data had been presented by Ed Bishof at all meetings.
- Comments from the floor on hiring of more lecturers and the ratio of lecturers to faculty at NJIT.

#### Update on Carnegie Research Activity Classification

- Faculty members were informed about changes in NJIT’s classification.
- NJIT has moved to “Very High” research category (R1) based on our research expenditures.

Update on 2020+ Plan: Community input, peer analysis, and drafting of next strategic plan. Dr. Deek welcomes suggestions for the title of new plan. The process to fill priority committees has been initiated.

#### Update on Student Outcomes: Spring Cohort (or the Deferred Admissions).

- Dr. Deek presented information on Spring cohorts.
- There has been an increase in these admissions from 52 in 2016 to 153 in 2019. GPAs of this category are roughly the same as those of the regularly admitted students although math SAT scores are lower. GPAs during the 1<sup>st</sup> semester at NJIT is roughly comparable to those of regularly admitted students. However, these students fall behind in the number of credits taken after two semesters at NJIT. This suggests that these students are dropping classes, which puts them behind in their programs. Conclusion: We are not doing them a favor by bringing them to NJIT after one semester at a community college in light of their profile unless we provide appropriate support. Proposed Solution: Provide academic support for these students at same level as that of the EOP cohort students who have been successful at NJIT.
- There were comments that community colleges are not teaching the same courses as we are teaching here – as opposed to articulation agreements indicating courses are the same.
- There was a suggestion from the audience that NJIT applies some selectivity in admitting transfer students.
- There was a remark from Basil Baltzis that articulation agreements apply to students who have completed degrees at community college.

### Campus-Wide IT Transformation

- The Provost showed the slides that he presented to the BOT at the February 7 meeting.
- NJIT has retained an outside consultant to objectively review the current IT infrastructure with the goal of developing a road map for the future to meet objectives.
- There was a question by Michalopoulou as to when the consultant will arrive on campus. She stated that there has to be adequate time for the consultant to meet with faculty. The Provost indicated that the consultant will be done by June 30<sup>th</sup>. The cost will be around \$300,000.
- There was a question about budget implications of outsourcing. Dr. Deek stated that the focus should be on IT infrastructure at NJIT and not on budget issues.
- Suggestion made that consultant interview faculty.

### 2019 Peers List and Aspirational List

Revised lists were presented.

There was a question from the audience about the NJ State legislation to change all programs to 120 credits. Dr. Deek responded that all programs have done this with the exception of COAD.

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Meeting adjourned 3:58 pm.