

TRENTON STATE COLLEGE BOARD OF TRUSTEES

SPECIAL MEETING

Saturday, October 20, 1990
Brower Student Center, Room 210

10:00 A.M.

MINUTES OF PUBLIC BOARD MEETING

Present: Mrs. Dierdre Barz, Chair; Mr. Walter Chambers; Dr. Harold W. Eickhoff; Ms. Abby Fader; Mr. William Feliciano; Dr. Erna S. Hoover; Dr. Eleanor V. Horne; Dr. Michael Iannone; Dr. Lyndon U. Kibler; Mr. Arnold Mohel; Dr. Regina Sanchez-Porter; Mr. John Wandishin.

The meeting was called to order at 10:35 A.M.

I. Announcement of Compliance

Mrs. Barz read the following statement:

It is hereby announced and recorded that the requirements of the Open Public Meetings Act as to proper notification of time and place of meeting have been satisfied.

The Open Public Meetings Act, or Sunshine Law, requires that the Board notify the public of impending meetings, and that it conduct those meetings in public. It does not require public participation in those meetings.

The Board has published procedures to offer members of the public and members of the campus community opportunities to address issues relevant to the Board's powers and duties. Requests to speak to agenda items must be registered at least 24 hours in advance of the meeting. Requests to speak to other items relevant to the Board's powers and duties must be submitted in writing one week prior to the Board meeting, and should specify in detail the nature of the topic and comments. Forms to register are available in the Office of the President. These procedures are designed to encourage the orderly conduct of the Board's business, to support duly established College relationships, and to ensure that thoughtful discourse characterizes the Board's deliberation.

Comments from persons registered to speak are limited to a reasonable length of time. Members of the public may not make motions. The Board may choose, after hearing a comment, to refer the issue to committee, to refrain from action entirely, or to defer discussion to a more appropriate time.

Mrs. Barz stated that three people registered to speak at the meeting.

II. Report of the Executive Committee

Mrs. Barz welcomed Abby Fader as Alternate Student Representative.

1. Promotions Process

Mrs. Barz made the following statement: This special meeting has been convened to consider a matter which is crucial to the well-being of this college. For obvious reasons, faculty promotions are of the highest priority to the Board of Trustees. It is incumbent upon us to find a means by which outstanding teachers can be identified and recognized for their accomplishments through the use of fair and understandable standards and criteria. As you know, this process was initiated as the result of some complaints that were brought to the Board, charging that the previous process was not always fair to all people. When looking at this proposal, therefore, we must consider it in that context. Does it, to the extent possible, ensure fairness? Does it, to the extent possible, ensure that the best possible people will move up through the faculty ranks at Trenton State College?

Dr. Kibler presented the report of the Executive Committee.

A. Consideration of Resolution on the Trenton State College Promotion Criteria, Standards, and Procedures
(ATTACHMENT A)

Dr. Eickhoff reported the history of the document and events leading up to its presentation at this meeting. The resolution was amended. There followed discussion with the three faculty members who had registered to speak to this issue. Dr. Alan Waterman requested that his comments and the tally of the Faculty Senate referendum be read into the minutes (ATTACHMENTS B and C).

It was moved and seconded that the resolution be approved as amended. The resolution was unanimously approved.

III. Adjournment

The following resolution was moved, seconded, and unanimously approved:

RESOLVED: The Board of Trustees will hold closed session on Thursday, December 6, 1990 and at any other time as necessary to consider personnel matters, labor relations, any pending litigation, and any other matters specifically exempted by the Open Public Meetings Act. It is anticipated that decisions made in closed session will be made public at future meetings.

BE IT

FURTHER

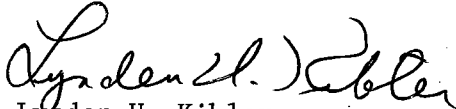
RESOLVED: The next public meeting of the Trenton State College Board of Trustees will be held at 4:30 P.M. on Thursday, December 6, 1990, in the Clayton R. Brower Student Center.

BE IT

FURTHER

RESOLVED: That this meeting is adjourned.

Respectfully submitted,



Dr. Lynden U. Kibler
Secretary

RESOLUTION ON THE
TRENTON STATE COLLEGE
PROMOTION CRITERIA, STANDARDS, AND PROCEDURES

- WHEREAS: At the Public Meeting of February 12, 1987 the Board of Trustees of Trenton State College charged President Harold W. Eickhoff to conduct a thorough review of the promotions processes and criteria and prepare a report "by a select committee including senior faculty members and the Academic Vice President" and present it to the Board; and
- WHEREAS: The report and addendum of the Select Committee on Promotions, dated December 14, 1987, was received by the Board of Trustees at the March 10, 1988 Public Board Meeting, after having "been circulated to the faculty of the college for information and comment;" and
- WHEREAS: The Board of Trustees directed the President to arrange, with the Vice President for Academic Affairs and the Deans of the Schools, for the election and appointment of members to an Implementation and Coordination Committee (Promotions Implementation Committee) and charged that committee to develop specific proposals to implement the recommendations of the Select Committee on Promotions; and
- WHEREAS: The Board of Trustees directed the President to recommend to the Board specific policies and procedures for faculty promotion, to be consistent with the recommendations of the Select Committee on Promotions, developed through faculty participation at the Department, School, and College levels, and submitted through the established procedures for policy change; and
- WHEREAS: The Promotions Implementation Committee delivered its report to the Board of Trustees at the April 27, 1989 Public Board Meeting, the President having submitted the report to the Faculty Senate and Student Government Association for comment; and
- WHEREAS: The Board of Trustees received the report and directed the President to determine if any procedural changes require negotiation, and if so, enter into negotiations with the AFT Local 2364; and
- WHEREAS: Those procedural changes requiring negotiation were identified and negotiated with the AFT Local 2364; and
- WHEREAS: Agreement has been reached on those negotiable issues; and

WHEREAS: The document circulated to the campus community beginning on October 9, is hereby presented to the Board by the President;

BE IT

RESOLVED: That the Board of Trustees directs the President to implement the procedures described in the report, excepting the following from the implementation of the document: Page 33, Section VIII-A-4; Page 39, Section IX-A-8; and Page 44, Section IX F-1,2, and 3; and

BE IT FURTHER

RESOLVED: That the Board of Trustees directs the President to bring the excepted sections to the Promotions Implementation Committee to reconsider and discuss the excepted sections; and to bring recommendations on those excepted sections to the Board for decision at the Public Board Meeting of December 6, 1990.

A STATEMENT FROM THE FACULTY SENATE ON THE PROPOSED NEW PROMOTIONS PROCESS

Adopted by the Faculty Senate
October 10, 1990

The Administration of Trenton State College is preparing to put a new promotions process in place that contains provisions that have never been discussed with the Faculty on this Campus. While we got to read and comment on the report of the Select Committee on ~~the~~ Promotions and the Report of the Promotions Implementation Committee, when the College representatives sat down to bargain with the Union, they presented demands that none of the Faculty had ever seen before, demands on which we have never had the opportunity to even comment. Now we learn that the College is prepared to impose their plan upon the Faculty. This is a very strange way to run a process of collegial governance.

While there are many aspects of the College's plan to which the Faculty Senate wishes to express its opposition solely on the grounds that the policies and procedures were never presented to the Faculty for comment, there is one issue on which we feel compelled to object with regard both to the way it has been presented to us and to its substance.

The College plans to have College Administrators sit on Promotions Committees, ex officio with vote, and then to have them write their own independent reports on the candidates for promotion, indicating where they concur and do not concur with the Committee decisions. This is double dipping; giving the Administrators two chances to influence the outcomes of the promotions process. Neither the members of the Select Committee on Promotions nor the members of the Promotions Implementation Committee ever made such a recommendation for Administrators to double-dip. The Faculty Senate believes that this practice will undermine the Faculty voice in promotions decisions and result in gross unfairness to the candidates for promotion.

These are the reasons for opposing College Administrators sitting on the School Promotions Committees and the College Promotions Committees with a vote and with the right to prepare their own independent reports on the candidates for promotion.

1. The College Administrators will be sitting as permanent voting members on Committees. If for any reason, appropriate or inappropriate, they oppose the promotion of a particular individual, they can provide a permanent vote against that candidate. Faculty members sitting on a Committee will be rotated off the Committee, a negative vote from a Faculty member cannot be perpetuated indefinitely.

2. With Deans and the Academic Vice-President sitting as permanent, full members of Promotions Committees, with all other members rotating through the Committees, the College administrators will hold the institutional memory for the Committees. They will be the only people who will speak from experience about "how things are done here." In effect, the School Promotions Committees will become the Deans' Committees; If the College Administrators serve on the Committees in an advisory capacity to the Committees, without voting privileges, then it is clear that the School and College Committees represent the Faculty's voice in the promotions process.

3. College administrators have priorities regarding whom they wish to see promoted different from those of one's faculty colleagues. Administrators have responsibilities within a bureaucratic hierarchy that influence the interests they seek to advance. Up until now, the decisions of the Promotions Committees at Trenton State College have been a reflection of peer perspectives. The College Administrators SHOULD HAVE input into the decision-making process, including providing their perspectives to the faculty sitting on promotions committees. But for the College Administrators to vote on the Committees is to blur the Faculty's voice on promotion decisions.

4. It is impossible for Faculty members and College Administrators to sit on the same committee as equals, as peers. Relationships between Faculty and Administrators always contain significant element of power. Administrators control the fate of Departmental budgets, personnel lines, and programs. It takes an act of courage, or foolhardiness, for any Faculty member to oppose the preferences of an administrator when the possibility of reprisal is implicit within the situation. (Even if you are convinced that the current Dean of your school would not think to hold a grudge, can you say the same for the next person who will occupy his or her chair.)

The Faculty have repeatedly and consistently gone on record as opposed to College Administrators serving on Promotions Committees with a vote.

*** In surveys of the faculty on proposals for a new promotion process, the Faculty have overwhelming rejected the concept that College Administrators have a vote on promotions committees.

*** The Faculty Senate overwhelmingly passed resolutions rejecting the concept that College Administrators have a vote on promotions committees.

*** In negotiations, the AFT negotiating team consistently rejected the concept that College Administrators were peers and should vote on promotions committees.

The Faculty Senate wishes to emphasize that our opposition to College Administrators serving as voting members on Promotions Committees is NOT directed against any individual administrator who might serve in such a role. We are opposed to the principle of blurring Faculty and Administrative perspectives on promotions decisions and to the potential for abuse that is inherent within the situation of mixed Faculty-Administrator Promotions Committees.

In order to provide the President and Board of Trustees with a clear expression of Faculty sentiment regarding the role of College Administrators on Promotions Committees, the Faculty Senate will hold a referendum on the matter, simultaneously with the ratification vote to be held by the AFT. The referendum will allow for expression of approval of the College's plan, or the Faculty Senate proposal, or for the presentation of another alternative. We want the Faculty to make their voice heard on this critical subject. If the Faculty speaks with a strong voice, we may yet be able to have our views prevail.

Faculty Senate Referendum Vote: Thursday Oct. 18 and Friday Oct 19.
9am-3pm Forcina Lobby

BALLOT

Faculty Senate
 Referendum on the Role of College Administrators
 in the New Promotions Process

21%) 137
 I support the FACULTY SENATE's position that the Deans sit on their respective school Promotions Committees, ex officio without vote providing their perspectives and participating in the discussions of the Committee up till the point where voting begins. Further, I support, that the Academic Vice-President sit on the College Promotions Committee, ex officio without vote, providing his perspectives and participating in the discussions of the Committee up till the point where voting begins.

12%) 20
 I support the COLLEGE ADMINISTRATION's position that the Deans sit on their respective School Promotions Committees, ex officio with vote, and then write their own independent reports on the candidates to the College Promotions Committee and to the Academic Vice-President. Further, I support that the Academic Vice-President sit on the College Promotions Committee, ex officio with vote, and then write his/her own independent report on the candidates to the President.

5%) 9
 I support a different position on the role of the Deans and the Academic Vice-President with respect to the promotions process.

Please describe briefly:

Keep the present system (2)

Administrators should keep out of the process entirely (2)

Administrators should vote but not write reports (2)

Deans should vote but the Academic Vice-President should not (2)

Administrators should either vote or write reports but not both (1)

(1%) 1 Abstention

(2%) 2 Valid