

Minutes

77th Meeting of the Faculty of SAS

December 15, 2010

Scott Hall, Room 123--College Avenue Campus

<b>Last name</b>	<b>First name</b>	<b>Department</b>
Ahearn	Laura	Anthropology
Alan	Prince	Linguistics
Baldi	Andrea	Italian
Beals	Michael	SAS Deans Office
Bell	Rudolph	History
Berg	Ulla D.	LHCS
Boikess	Robert	Chemistry/Chem. Bio
Carr	Michael	Earth & Planetary Science
Castellano	Bill	SMLR-Human Resource
Cornilliat	Francois	French
Dayal	Veneeta	Linguistics
Decena	Carlos	WGS/LHCS
Dennis	Karen	SAS Office of Undergrad. Ed.
Fishbein	Leslie	WGS
Galili	Ziva	History
Gillett	Peter	RBS
Grimshaw	Jane	Linguistics
Haviland	Martha	DLS/OUGI
Heiman	Gary A.	Genetics
Horwitz	Allan	SAS Deans Office
Jones	James	Religion
Jones	Jennifer	History
Klein	Peter	Philosophy
Kolassa	John	Statistics
Krenos	John	Chemistry/Chem. Bio
Leath	Paul	Physics & Astronomy
Martinez-San Miquel	Yolanda	LHCS
Masschaele	Jim	History
Matsuda	Matt	History
McGuire	Terry	Genetics
Plummer	Mark	Cell Bio. & Neuroscience
Ramsamy	Edward	Africana Studies
Reed	James	History
Rockland	Michael	American Studies
Rubin	Jeff	Economics
Schurman	Sue	Labor Studies/SMLR
Schwarzchild	Roger	Linguistics
Shapiro	Joel	Physics & Astronomy
Sifuentes-Jauregui	Ben	American Studies
Simmons	Richard V.	Asian Lang. & Cultures
Sinkoff	Nancy	Jewish Studies
Smith	D. Randall	Sociology
Spellmeyer	Kurt	Writing Program

Swenson	Jimmy	SAS Deans Office
Taylor	John	Chemistry/Chem. Bio
Tu	Ching-I	Asian Lang. & Cultures
Voos	Paula	Labor Studies/SMLR
Weingart	Michael	Mathematics

1. Executive Dean Douglas Greenberg called the meeting to order at 1:07pm.
2. Dean Greenberg eulogized SAS colleagues John R. Z. Abela (Psychology) and Franco Ferrucci (Italian) deceased since our last meeting. Obituaries are available at <http://ruinfo.rutgers.edu/InMemorium/default.aspx>
3. A motion to accept the meeting agenda, previously circulated, passed.
4. A motion to approve the minutes from the SAS faculty meeting of May 4, 2010, previously circulated, passed.
5. Robert Boikess (Chemistry) reported on the activities of the University Senate, including guidelines for non-Senators to participate in Senate meetings, changes in regulations concerning faculty promotion letters, and the draft policy on academic integrity.
6. Joel Shapiro (Physics) reported on the activities of the New Brunswick Faculty Council. The completed survey of faculty attitudes toward retirement ([http://nbfc.rutgers.edu/year10\\_11/NBFCRetSurv8.pdf](http://nbfc.rutgers.edu/year10_11/NBFCRetSurv8.pdf)) revealed that faculty did not know much about preparation for retirement or the benefits available to retired faculty.

The SAS deadline of October 15 for promotion packets has been questioned. It has been suggested that the earlier submission of materials makes it difficult to do the best job of evaluating candidates, especially obtaining outside letters.

The Council is pursuing the question of whether the withholding of salary increments is justified, but the data obtained to date cannot be disaggregated to answer questions about the most appropriate places to cut the budget. At Kansas State faculty were able to obtain a detailed audit of the university budget that allowed such an analysis, but that kind of audit of the Rutgers budget is not available to the NBFC.

The Council is also concerned about changes in venue for courses. Traditional lecture/lab courses may be converted to hybrid or on-line without adequate consideration of pedagogical issues by an appropriate curriculum committee.

Discussion: Dean Greenberg stated that he had not received any formal communication expressing concern over the promotion packet deadline. The deadline was moved up by a week this year. SAS has more packets to process than the rest of the university combined and must meet the December 1 deadline of the PRC. The PRC in turn has to be ready for the March 1 BOG meeting.

Leslie Fishbein (American Studies) stated that some flexibility was essential. Circumstances vary with disciplines and individual packets. The process cannot be completely micromanaged.

Paul Leath (Physics) noted the complexities introduced by union work rules and the late return of faculty to campus. There may be grievable issues raised by packet deadlines.

Dean Greenberg stated that this issue would be on the agenda for a department chairs meeting. We pride ourselves in the quality of our promotion packets which command a lot from us all.

Professor Leath said that he heard stories of "nit-picking" over typos in Form 1A.

Dean Greenberg explained that SAS had to respect requirements from Old Queens but tried to maintain that errors had to be material in order to return a packet. It is in the interest of a candidate for promotion to have the best possible document.

Professor Boikess asked whether A&P committees were still important in SAS. Do they unnecessarily slow down the process. Do we need to maintain them as now constituted?

Dean Greenberg replied that he used the A&P reports and is grateful for them. They are a valuable part of the process.

Professor Fishbein noted that the Senate Personnel Committee was looking at ways to improve the form IA.

Dean Greenberg stated that getting the forms online speeds the process and that he is interested in any efficiencies that we can identify. While departments can do more online, signed paper copies are still required.

7. Larry Scanlon (English), Chair of the Core Requirements Committee, presented the courses judged to meet core curriculum requirements since our May meeting as well as a new major from the School of Labor Management Relations, and four minors from the Bloustein School of Public Policy, the School of Business, and SIEBS.

Discussion: Peter Klein (Philosophy) asked if we should look at the number of non-SAS courses that satisfy core requirements.

Associate Dean Susan Lawrence replied that when courses are taught by affiliates from other faculties they have the same legitimacy as SAS courses. SAS departments have not been as quick to respond to opportunities offered by the new core curriculum as some of our faculty affiliates. Hopefully, we will achieve a healthy balance as we continue to construct the curriculum.

Professor Scanlon noted that while affiliates have generated a large number of courses, those courses tend to have smaller enrollments and do not represent a large percentage of students. They often fill niche needs, and we need all the help we can get in this large and complex undertaking.

Associate Dean Michael Beals stated that a review of transcripts would reveal few, if any, SAS students who had not taken the great majority of their courses from SAS faculty.

Professor James Masschaele (History) asked if we were going to have enough writing courses by next June when the core curriculum would be applied to all of our students. Professor Scanlon assured him that we are on track to meet the demand but of course there is a lot of work to be done in reviewing course submissions.

The motion to approve the Core Requirement Committee report was approved unanimously. Committee report available at: <http://sas.rutgers.edu/custom/FacMeetingDec2010/>

8. Dean Michael Beals, acting on behalf of Dennis Bathory (Political Science), Chair of the SAS Curriculum Committee, presented the list of courses that were approved since our May meeting. The committee is working on a review of policy regarding hybrid and online courses, as well as a review of winter session offerings over the last three years.

The motion to approve the Curriculum Committee report was approved unanimously. Committee report available at: <http://sas.rutgers.edu/custom/FacMeetingDec2010/>

9. Executive Dean's Report: Dean Greenberg thanked the two curriculum committees which exemplify our strong traditions of faculty service. The faculty of SAS is not growing, but Engineering, Business, and SIEBS are expanding, and their growth has enormous consequences for SAS because their students take half or more of their course work with us. Will we hire more PTLs or tenure track faculty? As one dean of Engineering remarked, "We enroll them, and you teach them." SAS must have a plan for accommodating the growth of the professional schools that is compatible with our interests as an arts and sciences faculty. Dean Greenberg welcomes our ideas about managing this challenge.

The dean reviewed the current budget crisis in the context of the long decline of state support for higher education. This is a national trend but an acute challenge for us as we encounter the limits of what can be resolved by our increased entrepreneurial activity and enhanced fund raising. Our students face serious financial pressure from tuition increases and limits to state and federal tuition grants. We need to raise a lot of money for student aid. Dean Greenberg is working hard, and with some success, including the recent gift of an endowment from a Goldman Sacks partner for tuition scholarships based on need, but our students' needs are acute and will continue to command our attention.

The dean regrets the impasse over negotiated salary increases, but he has no role to play beyond his mission to advance the interests of students and faculty. Our resource crisis extends to graduate education. We need more 4-5 year packages of support to remain competitive. The recent grants from the Mellon Foundation to support the humanities are encouraging but the problems in the sciences are acute. SAS has to pay tuition for every graduate student. It is cheaper to hire a post-doc than to support a graduate student, and NIH grants have limits on tuition payments. If we cannot resolve this tension, it will lead to long term degradation of our graduate programs. Graduate education is further threatened by the federal decline of funding for research, spurred by deficit concerns and anti-science ideologues in Congress.

Despite this problematic environment, we are doing remarkably well. The dean is proud to be associated with this faculty. A visit to the SAS website reveals a continuous stream of prizes and publications. Reading promotion packets may be viewed as a chore, but they are also a source of inspiration that documents our excellence as scholars, teachers, and public servants. We have the best faculty of any unit in the university, and we are the heart of this, or any, great university. We are still hiring! We mounted more than twenty searches this year, and we will bring them to successful completions.

Discussion: In response to a question from the floor regarding graduate fellowships, the dean stated that no large changes should be expected in the short term, but SAS is carefully examining data on program outcomes and will move resources based on analysis. One goal is to provide lump sums to departments and let them decide how to allocate. We are trying to refine our policy.

10: The meeting adjourned at 3:07.

Respectfully submitted,  
James W. Reed (History)  
Secretary of SAS