

Last Name	First Name	Department
Allender,	Eric	Computer Science
Angeline,	Barbara	Mason Gross School of the Arts
Bathory,	Dennis	Political Science
Beals,	Michael	Mathematics
Boikess,	Robert	Chemistry
Brzustowicz,	Linda	Genetics
Busia,	Abena	Women's and Gender Studies and English
Carr,	Deborah	Sociology
Clemens,	Paul	History
Connolly,	Serena	Classics
Cooper,	Barbara	History
Cornilliat,	Francois	French
Davis,	Belinda	History
DeLauro,	Diane	Office of Academic Services
Dennis,	Karen	SAS Office of Undergraduate Education
Egan,	Frances	Philosophy
Falk,	Richard	Mathematics
Figueira,	Thomas	Classics
Fishbein,	Leslie	American Studies
Gillespie,	Angus	American Studies
Hughes,	David	Anthropology
Isaac,	Allen	American Studies
Israel,	Paul	Edison Papers
Kelemen,	R. Daniel	Political Science
Kim,	Suzy	Asian Languages and Cultures
Klein,	Peter	Philosophy
Koerber,	Benjamin	AMESALL

Kolbaba,	Tia	Religion
Krenos,	John	Chemistry
Kulikowski,	Casimir	Computer Science
Larrier,	Renee	French
Lawrence,	Susan	SAS Deans Office
Leichenko,	Robin	Geography
Maldonado-Torres,	Nelson	Latino and Hispanic Caribbean Studies
Marcone,	Jorge	Comparative Literature
Martinez-San Miguel,	Yolanda	Latino and Hispanic Caribbean Studies
Martin-Marquez,	Susan	Spanish and Portuguese
Masschaele,	Jim	SAS Deans Office
Matsuda,	Matt	History
McLean,	Paul	Sociology
Murphy,	Andrew	Political Science
Neigeborn,	Lenore	Office of Academic Services
Otero-Torres,	Damaris	Spanish and Portuguese
Prusa,	Thomas	Economics
Ramsamy,	Edward	Africana Studies
Rendsburg,	Gary	Jewish Studies
Rucker,	Walter	History
Scanlon,	Larry	English
Schneider,	Laura	Geography
Schroeder,	Rick	Geography
Scott,	Rob	Anthropology
Shandler,	Jeffrey	Jewish Studies
Shapiro,	Joel	Physics and Astronomy
Sheflin,	Neil	Economics
Sifuentes- Jauregui,	Ben	American Studies

Simmons,	Richard V.	Asian Languages and Cultures
Sinkoff,	Nancy	History and Jewish Studies
Smith,	D. Randall	Sociology
Stephens,	Tom	Spanish and Portuguese
Stevens,	Camille	Latino and Hispanic Caribbean Studies
Stone,	Matthew	Computer Science
Takacs,	Sarolta	History
Tamas,	Jennifer	French
Thomas,	Simon	Mathematics
Thompson,	Karen	English
Walker,	Janet	Asian Languages and Cultures
Wasserman,	Mark	History
Weingart,	Michael	Mathematics
Williams,	Carolyn	English
Yanni,	Carla	Art History

Final Minutes

Eighty-sixth Meeting of the Faculty of the SAS, December 11, 2014

Voorhees Hall, Room 105—College Avenue Campus

1. Peter March (Mathematics), Executive Dean of SAS, called the meeting to order at 10:09 pm. The agenda and spring 2014 minutes were approved.

2. GOVERNANCE MOTIONS

Dean March proposed two motions concerning SAS governance (both circulated in advance):

A. To extend the term of Jim McGlew (Classics) as Acting Secretary of SAS until new elections are held.

B. To appoint the following nominees as Acting Members of the Nominations and Elections committee until new elections are held and to charge the committee with holding special mid-year elections: Patricia Roos (Sociology), Doug Blair (Economics), Joel Shapiro (Physics), Marie Aubry (Earth & Planetary Sciences), Shu Chan Hsu (Cell Biology & Neuroscience), Steve Anderson (Molecular Biology & Biochemistry), Paul Clemens (History), and Serena Connolly (Classics).

The role of the measures was clarified in discussion: the motions are a first step in a process that will repopulate the SAS committee structure in conformity with the SAS By-Laws. (Many committees are now operating with elected members whose terms have expired while others have not met for years.) For the by-laws, see

http://sas.rutgers.edu/component/docman/cat_view/54-forms/71-policy-personnel-office/166-bylaws?Itemid=159).

Both motions were approved.

3. DEAN'S REPORT

The Dean stressed four important developments for SAS.

A. RCM

The Dean began his remarks with RU's adoption of RCM (Responsibility Centered Management) and its implications for SAS. RCM at Rutgers will give primary budgeting authority and responsibility to Schools (like SAS), which will determine the allocation of resources (principally tuition and F&A) and bear responsibility for cost overruns. The Dean also explained "cost pools"

(e.g.; student life) and “subventions” (state support allocated at the Chancellor level) within the financial constellation of RCM. The Dean stressed the importance of avoiding a “race to the bottom”: we must not allow competition for resources among and within schools to trump the application of sound academic principles.

Questions from faculty focused on the place of PTLs in RCM (they are both as resource and a cost, the dean answered), the role of the faculty in SAS budget decisions (the SAS Bylaws determine this, the dean said) as well as the status of athletics in RCM, the comparison of SAS with other Arts & Sciences schools in the CIC, and the existence of “citizen committees” (questions that the Dean could not answer).

B. STRATEGIC PLAN

The Dean reported that the New Brunswick Strategic Plan is nearly complete. The Rutgers strategic planning process will move next to the level of schools, including SAS. Distinguishing it from an operation plan, the Dean stressed that the plan will involve benchmarking; that is, a self-study in relation to CIC peers (for which considerable data is available).

C. SAS BYLAWS

The SAS bylaws have not been revised since they were adopted in 2006; a review is clearly needed. The Dean stressed a strong link between the revision of the bylaws and the strategic planning initiative and the adoption of RCM. The SAS bylaws include a provision for revision. We will use it, the Dean made clear.

E. SAS CONVOCATION

The Dean explained that SAS needs a convocation, which is now scheduled for stadium following the RU commencement. SAS is intent on preserving and encouraging department

celebrations. SAS will be creating a Convocation Task Force, which will deal with programming, logistics and communication. The task force will include 4 undergraduate students, 4 faculty members and 4 staff members.

The dean's comments were followed by a moment of silence in honor of recent victims of police violence in Staten Island and Ferguson, Missouri.

4. CORE COMMITTEE REPORT

Larry Scanlon (English), chair of the SAS CORE Committee, reported that the committee continues to have discussions with departments in the Humanities to increase Humanities participation in the CORE. He noted also that SEBS has now decided to join the core with some changes. With the involvement of SEBS, all New Brunswick schools, with the exception of Engineering, are now in the NB core. An extensive discussion followed focusing on the role of the SAS Curriculum committee and general SAS enrollments in the era of RCM. Several faculty voiced concerns about the quality and size of Mason Gross's online offerings to the Core. Scanlon stressed that it is not the job of the committee to protect SAS interests; this must happen at a higher administrative level.

At the end of the discussion, a proposal to split the SAS Core Committee report into two motions was adopted. A new motion to approve the Bloustein School undergraduate major and minor in Health Administration was tabled. A second new motion to approve the recommended SAS courses for core credit and to approve the Bloustein School undergraduate majors and minors in Public Policy and Urban Planning and Design for SAS students passed. For an amended and approved version of the CRC report, see <http://sasoue.rutgers.edu/docman-docs/fac-resources/meeting-documents/dec-11-2014/747-crc-report-for-sas-faculty-mtg-2014-12-11-amended-as-approved/file>.

5. CURRICULUM COMMITTEE REPORT

Dennis Bathory (Political Science), chair of the SAS Curriculum Committee, reported that the committee, since last reporting, has discussed a new proposed SAS major, in Cinema Studies that will replace a longstanding interdisciplinary minor that has been of growing interest to students (particularly to those majoring in English and in the programs of the School of Communication and Information). The proposed Cinema Studies Program has two options – students may focus on “History and Theory” or “Production and Criticism.” An external review has been conducted.

The committee has also discussed additional new Certificates, explaining that certificates are a continuing trend in SAS (certificate programs allow departments to identify sets of courses that provide students with additional ways of organizing their undergraduate experiences into thematic wholes beyond the majors and minors). The committee has reviewed proposals for new certificates in Asian/Asian American Studies, Chemistry Education, and Public History. Finally, the committee reviewed proposed online and hybrid versions of several existing and new courses. The SAS faculty adopted requirements about such reviews several semesters ago to help ensure careful (re)construction of such courses to meet the standards of the high quality expected of all SAS courses. The number of courses reviewed and approved for online or hybrid offering in SAS is now greater than sixty. For the approved report, see <http://sasoue.rutgers.edu/33-policies-resources/faculty-resources/sas-affiliates-faculty-meetings/136-dec-11-2014>.

6. NEW BUSINESS

A. RESOLUTION ON SALARY AND TUITION

Dennis Hughes (Anthropology) introduced the following motion:

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.

The motion was approved unanimously.

**B. SCHOOL OF ARTS AND SCIENCES, RUTGERS UNIVERSITY-NEW BRUNSWICK RESOLUTION
HONORING UNIVESITY LIBRARIAN MARIANNE BUANT UNON HER RETIREMENT FROM
RUTGERS, DECEMBER 11, 2014**

Leslie Fishbein (American Studies) introduced the following motion.

Whereas in recognition of her thirty-five years of dedicated service to the Rutgers University Libraries and her astute and visionary leadership of our libraries system, the School of Arts and Sciences, Rutgers University-New Brunswick would like to honor Marianne Gaunt for her numerous contributions, among them:

- The development and adoption of a copyright policy in 2007 and an open access policy adopted in 2012.

- Under Gaunt's leadership, the Libraries have become a leader within the state's academic libraries, helping to create the Virtual Academic Library Environment of New Jersey (VALE) consortium and also actively supporting national efforts to develop an open source integrated library system (OLE).

- Gaunt has secured support for a massive expansion and renovation of library facilities, a continuous upgrade of technology on all campuses, the recruitment of talented and creative librarians and staff whom she had encouraged to work collaboratively in productive partnerships with colleagues across the university, resulting in the receipt of federal grants, the development of new digital initiatives, and notable innovations in pedagogy.

- Rutgers librarians and staff have built a technology infrastructure for the Libraries that garnered attention from the White House and continuously adapts itself to provide numerous digital services for faculty and students.

- Most recently, the Libraries successfully and seamlessly integrated two well-regarded formerly-UMDNJ health sciences libraries into its system.

- One of the most revealing indicators of the successes of the Libraries is the fact that graduating students regularly rate the Rutgers University Libraries quite highly (90% or greater) in their exit surveys.

Be it resolved that, in order to build upon Marianne Gaunt's legacy, given the challenges facing the libraries system of escalating costs of digital information, the proliferation of new disciplines and areas of study needing the support of library resources, the shrinkage of state support for higher education, and the constant need for professional development to enable Rutgers librarians and staff to master the talents, tools, resources, and processes that will enhance their ability to support faculty and students in their work, Rutgers University should restore current proposed cuts to the libraries' budget and commit itself to future support of the libraries commensurate with our desire to be a world class university.

The motion was approved unanimously.

7. Adjournment

The meeting adjourned at 12:15.

Respectfully submitted,

James McGlew (Classics), Acting Secretary of SAS