

**SAS All Faculty Meeting  
May 1, 2018  
Roster & Minutes**

Name	Department
Ackerman, Amanda	SAS Dean's Office
Alami, Myriam	French
Allender, Eric	Computer Science
Altshuler, Rosanne	Economics
Anderson, Cori	GREELL
Ashley, Gail	EPS
Aubert, Anne-Catherine	French
Baldi, Andrea	Italian
Bartynski, Robert	Physics & Astronomy
Bathory, Dennis	Political Science
Baum, Jean	SAS Dean's Office
Beals, R. Michael	Mathematics
Behrman, Nicola	GREELL
Bell, Rudy	History
Blair, Douglas	Economics/Poli Sci
Boikess, Robert	CCB
Borjian, Maryann	AMESALL
Brennan, John	Chemistry
Camacho, Jose	Spanish and Portuguese
Cevasco, Carla	American Studies
Clemens, Paul	History
Coleman, Vanessa	SAS OOAS
Cooper, Barbara	History
Cooper, Brittney	WGS/Africana
Cornilliat, Francois	French
Dallara, Nicole	OUE
De Los Santos, Jenevieve	OUE
Decena, Carlos	LCS/WGS
Eisenzweig, Uri-Aron	French
Falk, Richard	Mathematics
Feibel, Craig	Anthropology
Field, William	Political Science
Fishbein, Leslie	American Studies
Fruchtman, Diane	Religion
Gambarota, Paola	Italian
Ghertner, Asher	Geography
Gliserman, Martin	English
Goldstone, Andrew	English
Govindarajoo, Geeta	Chemistry

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Haviland, Martha	DLS
Hughes, David	Anthropology
Ianni, Chris	English
Isaac, Allen	American Studies
Israel, Paul	Edison Papers
Jager, Colin	English
Kim, Suzy	ALC
Kitzinger, Chloe	GREELL
Kolbaba, Tia	Religion
Larrun, Renee	French
Lawrence, Susan	Poli Sci/SAS Deans Office/OUE
Leichenko, Robin	Geography
Leustek, Tom	Plant Biology (SEBS)
Levin, Vadim	ERS
Mandelbaum, Jenny	SC&I
Masschaele, Jim	SAS Deans Office/History
McCrossin, Trip	Philosophy
McLean, Paul	Sociology
Miller, Lisa	Political Science
Moehling, Carolyn	Economics/SAS Deans Office/OUE
Mountain, Gregory	EPS
Naqvi, Fatima	GREELL
Neigeborn, Lenore	Academic Services
Otero-Torres, Damaris	Spanish and Portuguese
Pairet, Ana	French
Parker, Andrew	French/Comp Lit
Phillips, Julie	Sociology
Piroux, Lorraine	French
Prusa, Tom	Economics
Ransome, Ron	SAS Dean's Office
Rendsberg, Gary	Jewish Studies
Rennie, Nicholas	GREELL
Robolin, Stephane	English/CAS
Scala, Carmela	Italian
Schalow, Paul	ALC
Schroeder, Richard	SAS Deans Office/Geography
Schwartz, Marcy	Spanish and Portuguese
Scott, Kathleen	CBN
Sharp, Jane	Art History
Shaw, Mary	French
Sidlauskas, Susan	Art History
Siegel, Jonah	English
Simmons, Richard	ALC

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Smith, D. Randall	Sociology
Sopher, Barry	Economics
Spellmeyer, Kurt	English
Stephens, Michelle	SAS Dean's Office/English
Stephens, Tom	Spanish and Portuguese
Stevens, Camilla	Latino & Caribbean Studies/S&P
Stoerger, Sharon	SC&I
Stromswold, Karin	Psychology/Cog Sci
Swenson, Jimmy	French
Tamas, Jennifer	French
Thomas, Simon	Mathematics
Tikoo-Schantz, Sonia	EPS
Trigg, Mary	Women's and Gender Studies
Van Buskirk, Emily	Russian
Vettori, Alessandro	Italian
Villalba, Celines	Spanish and Portuguese
Vroom, Danielle	SAS Dean's Office
Walker, Janet	Comparative Literature
Warmuth, Ray	Chemistry
Weigert, Laura	Art History
Welch, Rhiannon	Italian
Wilder, David	Psychology
Zimmerman, Dean	Philosophy
Zipkin, Iris	AAS

**Minutes of the SAS and Affiliates Faculty Meeting, May 1, 2018**

1. Peter March called the meeting to order.
2. Acceptance of the agenda: motion raised, seconded, voted on and approved.
3. Acceptance of the minutes from the SAS Faculty Meeting of December 14, 2017. Text of minutes can be viewed at: <http://sas.rutgers.edu/for-faculty/25-faculty-a-staff/1611-sas-faculty-meeting-minutes> Motion raised, seconded, voted on and approved.
4. Report from the Curriculum Committee – Dennis Bathory, Committee Chair  
During Spring 2018 the CC reviewed 14 hybrid and on-line courses. In addition, Art History has reviewed its courses and is retiring many. A change in the course code for sports management has been approved; Biochemistry is adding the stipulation that courses added to the major must be taken within 10 years (for returning students). The Chemistry Department is adding an option in Chemistry Education. Latino and Caribbean Studies is broadening its capstone option, Faculty

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had no questions; a motion was raised to approve the report of the CC, the motion was seconded, and passed.

For further details see <https://sasoue.rutgers.edu/sas-curriculum/archive-of-faculty-reports/2-uncategorised/170-may-1-2018>

#### 5. Report from the Core Requirements Committee – Kathleen Scott, Committee Chair

During the Spring 2018 semester, the CRC reviewed 24 proposals for courses to be certified for the Core Curriculum. The CRC recommends that 19 be added to the Core: 5 courses were placed on hold, waiting to hear back from departments with revisions. The list of approved courses has been posted. Motion to approve the report was raised, seconded, passed. In addition CRC recommended that two new minors sponsored by the Bloustein School of Planning and Public Policy be approved: a new minor in public administration and management and a new minor in urban studies (to be open to SAS students). Motion raised to approve the report, seconded, voted on and approved. For the Report of the CRC see:

<https://sasoue.rutgers.edu/docman-docs/curriculum/854-crc-report-to-the-spring-2018-faculty-meeting/file>

#### 6. Core Evaluation Committee (CEC) Proposal to Revise the Core Curriculum – Carolyn Moehling, Associate Dean for Undergraduate Education and Kathleen Scott, Committee Chair

Curriculum Committee and CRC reports have been posted on the SAS OUE website at:

<http://sasoue.rutgers.edu/sas-curriculum/archive-of-faculty-reports/2-uncategorised/170-may-1-2018>

This proposal changes the student facing part of the Core; (in spring 2017 the faculty facing part of the core was changed). The proposal includes four elements:

- 1) It will modify the Contemporary Challenges section of the Core Curriculum to recognize issues of diversity and social justice. This will ensure that students will take at least one course dealing with these contemporary challenges during their academic career. Student and faculty committees took up the topic, reviewed other Big Ten universities: the purpose is to help students learn about our diverse world and why there are social inequalities. Faculty raised questions that included: why contemporary challenges and why only one course? Several reasons: students expressed concern about the complexity of scheduling at Rutgers; the more required courses there are, the more difficult it is to fit everything into their schedules.
- 2) It will eliminate the current Information and Technology Research (ITR) as a Core Curriculum requirement. This has been a problematic requirement for some time. Little development of courses, a hodgepodge (public speaking to multivariate calculus). The goal of accessing and evaluating information is covered in the Writing in the Disciplines goal and in required “methods” or “research” courses in majors. Many students fill this requirement several times over by taking required courses (in majors and minors). The CRC does not anticipate that departments will experience significant decreases in demand if ITR is eliminated.
- 3) It will limit the number of goals for which a course may be certified: core courses will not be certified for goals in more than two student facing categories.

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The 20 learning goals currently included in the Core Curriculum are distributed in 7 categories, each of which requires students to take 1 to 3 courses that meet 1 or more of the goals in that category. Students try to take courses which meet goals in more than one category, and those courses that are certified for goals in three or more categories are particularly sought after. This revision will reduce the gaming of the system by students, and encourage course choice on other basis.

- 4) It will require that core courses be offered on a regular schedule: i.e., courses certified for the Core must be offered at least every other year.

This revision would allow students to plan their schedules in advance, both in their majors and in the Core. The CRC anticipates that the regular offering of courses will result in more stable enrollment numbers in departments and will better enable them to plan teaching loads.

Faculty then raised a number of questions and points of discussion, including a concern that historically grounded courses do not fit into the Contemporary Challenges category, and a question as to why the two goals under the Diversities and Social Inequalities area are listed together under Contemporary Challenges rather than listed separately. Carolyn Moehling stated that the challenges we face today have their origin in our past.

At last year's faculty meeting, the faculty decided that the goals as written allowed for historical courses to be included in the Contemporary Challenges category.

In terms of implementation, the changes proposed would go into effect for students entering in Fall 2019 (class of 2023). Continuing students would follow the current version of the Core, although they could switch to the new version on request. Faculty questions about implementation centered on what faculty should do that are currently teaching core courses (nothing at the moment); what will happen to courses that meet three goals now (they will now meet two); and whether courses will actually be eliminated if they are not taught every two years (there will be exceptions, but departments must communicate this to the CRC). A motion was then raised to vote on the report, which was seconded. The vote was one opposed, one abstention, and the rest in favor. The proposal passed. Peter March closed this portion of the meeting by acknowledging the complexity of the issue and the tremendous amount of work that the CRC has done.

#### 7. Language Requirement Task Force Update – François Cornilliat, Chair

Link to reports: <http://sas.rutgers.edu/for-faculty/25-faculty-a-staff/1611-sas>

<http://sas.rutgers.edu/documents/meetings-schedules-documents-and-minutes/faculty-meeting-minutes/890-language-requirement-task-force-may-2018-resolution/file>

Francois Cornilliat described and submitted a Resolution prepared by the Language Requirement Task Force that proposes that the Schools of Rutgers-NB authorize the development of one-credit language modules that would become part of a proposed language requirement if a language requirement is approved at a future date. Such one-credit modules have been proposed by the Task Force in order to: 1) promote the study of world languages; 2) foster awareness of the benefits and processes of second-language learning and multilingualism; and 3) encourage RU-NB students to activate and nurture their own linguistic heritage and competencies.

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He prefaced the vote by some retracing of the history of the initiative over the past year, and reviewing some of the issues that schools have been discussing. He noted that this is an innovative concept, designed to develop the presence of languages in connection with interdisciplinary links, and with our own students' abilities. The first part includes language activity for our students (1 credit): this includes language mentoring, students doing tutoring for credit; language exchanges—meaning conversations between students speaking different languages; language service—outreach to communities involving languages.

Francois then reviewed the resolution we will be voting upon. If approved, an advisory committee will be created to review and approve the courses and activities in question. The faculty of SAS, working with the School's leadership and language departments and programs, will dedicate two academic years to developing content to fulfill the future one-credit requirement.

One question from the faculty centered on assessment; Francois responded that protocol will be developed in terms of goals and assessment. Another asked whether there would be a clearinghouse of information to utilize in creating these one-credit requirements. The Language Center will serve this function. Humanities Dean Michelle Stephens and Social Sciences Dean Rick Shroeder stated their support. Peter March called for a vote on the resolution: it was unanimous in favor.

**8. Interim Report of Staff Realignment Committee—Simon Thomas, Chair**

The final report is not yet completed. At a January 2018 meeting, it was decided to invite colleagues—faculty, staff, and SAS administrators—to speak to the committee. The committee has spoken with area deans, human resources representatives, as well as contract offices of NSF, and chairs of various departments in the CIC. The committee is still working on their recommendations and findings. They hope to have the final report completed by the end of the month, and will pass it on to Peter March, who will make it available to all SAS faculty.

**9. Request to Provide Information about Contract Negotiations—Carlos DeCena and David Hughes**

David Hughes provided background about the current contract negotiations of Rutgers AAUP-AFT. He noted that all contracts will lapse on June 30<sup>th</sup>. He described the decrease in tenure-track faculty members that has occurred over time at Rutgers, along with an increase in students, and dramatic growth in the number of part-time lecturers. The union is asking the university to add 90 new faculty lines over three years. The union is also fighting for more funding for graduate students, including five year funding packages, and six year funding packages for graduates of EOF—who are mostly students of color. The union wants to increase the pipeline for these students.

Carlos DeCena spoke about the need to address diversity and equity. He noted that in the negotiation and collective bargaining process that “bread and butter issues” are issues of equity. Presenting a race and gender equity argument is part and process of what we call bargaining for

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the common good. He stated that the union wants the institution to commit to equity: the question of diversity must never be divorced from equity and justice.

He described three prongs to this campaign: (1) The creation of a faculty committee on race and gender equity—NB, Newark, Camden; (2) A one-time correction in gender equity; (3) attention to the disproportionate hiring of NTT women faculty. The union is also proposing a relook at the ways the promotion process from associate to full professor is currently articulated. They are proposing a process in which the guidelines for promotion are articulated in writing. This is to prevent individual chairs and deans from making judgments about whether or not a person should go up for promotion. David Hughes added that the union is also working to create a bridge fund upon which research faculty could draw if they suffer from a funding shortfall or gap that causes hardship (modeled on the University of Michigan). He noted that the union is also calling for a tuition freeze and \$15 minimum wage across campus.

10 Dean's Report and New Business--Peter March stated said that since the meeting had run its allotted time and the award ceremony for undergraduate education was scheduled to begin, he would not give a report or call for new business and the meeting adjourned at 12 noon.

Respectfully submitted,  
Mary Trigg, Secretary of SAS