

Meeting of the Camden Faculty Council

November 7, 2022 - Meeting Minutes

Zoom Meeting

Attendees: Bonnie Jerome-D’Emilia, Chair, Holly Blackford Humes, Perry Dane, Bernardo Hiraldo, Paul Jargowsky, Chris Lim, Paul More, Jr., Sam Rabinowitz, Zara Wilkinson

Absent: Bruce Garrity, M. Habib

Administration: Chancellor Antonio D. Tillis, Interim Provost Donna Nickitas, Vice Chancellor Mike Sepanic

Guests: Chief Kevin Lutz and Beth Rabinowitz, President Faculty Senate

Call to Order:

Chair Bonnie Jerome-D-Emilia called the meeting to order at 11:20 am and began with introductions.

There were no minutes to be approved (last minutes recorded were from 4/19/2021), so Bonnie moved forward. The agenda was modified to allow Chancellor Tillis and Interim Provost Nickitas to present their reports.

Administration:

- Chancellor Tillis began with a greeting, congratulated Bonnie on her appointment as Chair and thanked all committee members for their commitment to Rutgers and the Council. The Chancellor’s report followed:
 - Overall enrollment is 5966 students, compared to 6500 last year, reflecting a 9.2% decrease. The decline is similar to enrollment at RU-Newark and at state institutions nationwide.
 - Graduate enrollment has a 4.8% increase, coming from new programs in RSBC and others.
 - Work with central administration regarding CRM and financial aid systems implementation to address the packaging errors and fix the federal government glitch with FAFSA continues. These issues were all factors in the decline in enrollment.
 - Deans and department heads are working on new programs and offerings. Rutgers is actively working to strengthen our pipelines working with local community colleges developing strategic plans towards enrollment. We are also expanding into new markets in NJ, nationally and internationally. One example is the recent LaUna partnership for graduate enrollment in masters and doctoral

programs.

- Chancellor Tillis thanked Interim Provost Nickitas who is co-chairing the Provost Search with VC Jimmy Jung, for her diligence. He expressed his excitement to meet the Provost Search finalists when they visit campus in a few weeks.
- The Chancellor spoke about The Cooper Street Project which will be funded by multiple sources including the state and requires approval by the BOG. This project will allow RU-C to fulfill several significant goals;
 - 1. creation of a new space for FASC faculty, students and staff
 - 2. The ability to preserve the historic aspects of Cooper Street for our campus and community, and
 - 3. Existing spaces as part of the campus restructuring plan as we continue to grow.
- The Chancellor acknowledged that Bonnie provided the Councils' 2014 resolution encouraging faculty involvement related to building environments and capital plans. Chancellor Tillis reported that, the FASC faculty are leading the development of the interior architectural structure and overall development project. Thus, what the resolution envisions is already happening.
- The strategic planning efforts are advancing, and co-chairs Jane Siegel and Marsha Besong will engage the community in conversations in the coming weeks about ways to build on the strengths of our institution. The committee is being finalized and the members will be shared campuswide soon.

Chancellor Tillis listened to some comments and responded to some questions that followed.

- Interim Provost Nickitas thanked the Council for the invitation and congratulated Bonnie on her appointment. She expressed pride in having two nurses in key roles on our campus. Provost Nickitas thanked the Council for sharing the Bylaws and the Best Practices for integrating PTL's documents with her.
 - She shared that the EVPAA is currently exploring how the University can improve the quality of life for PTL's, and after working with the Deans to ask some specific questions, a report was provided from Camden. She added that this topic is on the radar of the President and other RU-Leadership across the campuses. They acknowledge gaps that were discovered by each Provost in areas of hiring, IT, getting NetIDs, and the redundant background check process needed if there is a lapse in service.
 - The Interim Provost reported that since beginning her tenure on June 1, Academic and Student Affairs have been her main priorities. Some accomplishments include:

- Improved Lunch & Learns based on topics faculty are interested in. This has resulted in increased attendance at these events
- Created a Faculty Leadership Development Program that includes capacity building workshops for faculty interested in administrative roles e.g. Chair, Department Chair, Associate Dean or Area head. A critical piece includes providing letters of appointment created so faculty do not lose their faculty roles while in Administrative roles for percentages of time less than 50%. Sixteen applicants responded to the call to be considered for this program.
- In terms of Student Affairs, Provost Nickitas and VC's Mary Beth Daisey and Marsha Besong created "The Art of Academic Advising" to build greater capacity around academic advisors, to assist making them more student centric, understand their advocacy and develop action plans and accountability.
- The Provost asked Hanover to provide a report comparing RU-Camden's Office of the Provost to similar sized public institutions because we have had an "untraditional" Provost Office, that is short staffed. Given the results of the report, a recommendation was made to Chancellor Tillis to build capacity in this office. This will be studied especially as we entertain the addition of a new Provost to the campus.
- There are 19 members of the Provost Search Committee, with representation from TT, NTT and PTL faculty that have been fully engaged since the summer. The committee will interview a full cadre of candidates over 2 days, to determine the finalists.
- Beginning Spring 2023, RU-C will participate for the first time (NB participated a year ago) in a "Job Satisfaction Survey" administered by the Collaborative on Academic Careers in Higher Education (COACHE) sponsored by Harvard University. A campaign will inform faculty of the launch of the survey sometime in February 2023 through April 2023. The Provost added that she participated in this survey at her former institution, and stressed the importance of faculty participation so faculty voices can be heard, and this will help determine and prioritize what is important to our faculty.
- The Provost created a sub-committee to look at enrollment management in regard to Continuous Quality Improvement (CQI). They looked at Salesforce and learned that many users had difficulty accessing the admissions portal. If anyone needs assistance with Salesforce training

please reach out to Jackie Roscoe. The Committee will assist in identifying gaps and will work to continue resolving the issues.

- Provost Nickitas has been working with VC Piccoli to create a new efficient and more effective campuswide research collaborative. This project aims to ensure faculty awards are acknowledged in a timely form and gives all faculty the opportunity to share their programs of research. The goal is to have a more formalized mechanism for this by spring 2023.

Guests:

- Chief Kevin Lutz thanked Chair Jerome-D’Emilia for the introduction. He introduced Sgt. Jason Rocca who heads up the community policing division. Chief Lutz addressed two issues brought to his attention by the Council chair.
 - Chief Lutz reported that RUPD currently has 17 sworn Police officers including the Chief. He is currently conducting interviews and expects to be fully staffed by the end of the year, for the first time as the RUPD Camden division. There are 40 security guards including supervisors. The Chief added that maintaining security staff is difficult, and the rumors of layoffs are unfounded. RUPD will maintain this security division and as a result of restructuring, services have increased.
 - The Chief has served for over 20 years with Camden police departments focused on training, culture and use of force reform. He expects to highlight and expand on the efforts of the division to make the community feel safe. Chief Lutz spoke of the perception of the campus being unsafe, and assured the Council that Camden now is a very different place than it was over a decade ago, and safety is not a concern.
 - The Chief shared that RUPD is well situated for an active shooter incident based on training, equipment, etc., and upon his arrival he worked to develop the relationship with surrounding jurisdictions who would assist RUPD should we have this type of incident.

Chief Lutz explained that due to ongoing interviews he had to leave sooner than expected, but answered a question about active shooter drills for the campus, that may occur in a few months.

Interim Provost Nickitas listened to some feedback and also responded to a question regarding PTL hiring.

New Business:

Due to the modification of the agenda, Beth Rabinowitz had to leave for a prior commitment before addressing the Council. She plans to try to attend the next meeting in December 2022.

Bonnie indicated that Beth will be discussing changing the bylaws to have a formal relationship between the Senate and Council, to ensure issues are being addressed and transparency is occurring.

Adjournment – The meeting adjourned at 12:24 PM

Minutes prepared and submitted by Sharlene Joseph-Brown, Secretary to the Camden Faculty Council (CFC).

Next Meeting:

Monday, December 12 from 11:20am – 12:15pm

