

**Minutes of the Faculty Senate Meeting**  
**January 31, 2019**  
**Albert Dorman Honors College Conference Room (211), 11:30 AM–1:30 PM**

I. Convening of the Meeting – Eliza Michalopoulou, President

The faculty meeting started at 11:30AM.

- II. Roll Call- The following voting members were present: A. Anandarajan, M. Bandelt, D. Blackmore, D. Bunker, E. Farinas, I. Gatley, H. Grebel, D. Horntrop, B. Khusid, N. Steffen-Fluhr, E. Michalopoulou, S. Pemberton, L. Potts, R. Rojas-Cessa, A. Rosato, U. Roshan, M. Saadeghvaziri, M. Schwartz, R. Sodhi, D. Sollohub, E. Thomas, Y. Perl, and A. Gerbessiotis.

The following non-voting members were present: K. Belfield, R. Lazer, R. Caudill, F. Deek, A. Dhawan, L. Hamilton, A. Hoang, M. Stanko, K. Riismandel, A. Schuman, and B. Baltzis.

The following guests were present: A. Christ, N. Rubio, G. Chottiner, B. Haggerty, M. Koskinen, B. Dimitrijevic, S. Ziavras, and L. Simon.

III. Approval of Minutes of the Faculty Senate Meeting on December 13, 2018.

The minutes of the Faculty Senate meeting on December 13, 2018 were approved unanimously.

- IV. The report of the Faculty Senate President and the other items on the agenda were postponed for the next Faculty Senate meeting, February 14, 2019.

V. President Bloom's presentation and discussion (President Bloom)

NJIT had a student mix goal of 75% undergraduate and 25% graduate students. That goal was changed to 65% UG and 35% G in order to better support research and generate additional revenue. Graduate students generate 2 1/2x greater revenue than undergraduates. Environmental factors led to a decrease in graduate applicants so the focus has shifted back to increasing the undergraduate student body. However, there are initiatives in place to address the drop in graduate students. For example, NJIT is now dedicating resources to recruiting overseas in China and domestically. To be fair, during the previous presidential administration universities were warned by embassies that foreign student applications were going to decrease. Dr. Bloom stated as supported by multiple research studies that a student's high school GPA and ACT scores are better predictors of success than the SAT but most students in the northeast take the SAT. Senators reported learning problems. Some students are not prepared for advanced courses. Some faculty members allow students to move forward without the needed knowledge. (I recommend that we do a "grade inflation" study and possibly more to move beyond anecdote.)

Since 2011, student applications have increased from 4K to 8K. The bigger applicant pool has supported our higher SAT scores. The graduate mean GRE ~ 152

Undergraduate average SAT scores include SOAR students, i.e both fall and spring cohorts. The spring cohort is important to NJIT. For example, the recent cohort of 160 students added \$2M to the budget. Every year NJIT loses ~ 5% freshmen that do not come back spring. The spring admits replace those lost students.

Most students of the spring cohort are students that were waitlisted in the fall.

These students were waitlisted because of SAT scores; their transcripts though make them admissible (we have become more selective).

Although SOAR students perform well in terms of retention, they do not do as well as regularly admitted students. Provost Deek recently completed a study on this. They do better than the APT cohort does but they do need help.

Any spring admit on waitlist must first take college courses (math and English) to improve their opportunities to succeed and graduate.

Advising has had a significant impact on retention and graduation.

Currently we are getting budget approval for a dedicated spring cohort advisor.

Retention was aided by the improved academic profile of FTFTF but also an increase in professional advisors-centralized and college advising, decentralized tutoring (math and sciences), and curriculum changes (math and sciences).

The largest increase in the graduation rate, 6 points, occurred following 5 years of FTFTF SAT scores which were basically flat, from F2007-2011, with an average combined SAT score of 1141. SAT scores for most students in not a predictor of college success.

### **US News Ranking Improvements**

Ranking – the major driver of our increased ranking was the addition of PELL recipient graduation rate. More than 1/3 of NJIT's undergraduate class is PELL supported (economically disadvantaged).

This, along with 1/10<sup>th</sup> % of improvement on “reputation” increased our ranking.

PELL = 5% of total formula now (it had been zero), measures social mobility

With an increase in the number of students, NJIT will NOT be lowering SAT scores substantially (they will not be identical but we expect them to be +/- 10 pts).

The SAT component of ranking is 4 a yr. average (2 years delayed numbers) and a 1 year change does not cause a significant change in the average (+/- 10pts.).

Dr. Bloom Q&A on presentation with senators: How much do the SAT's effect ranking? President Bloom: about 20%. Y. Perl stated, “People do not recognize how great NJIT is until they learn more. How do we inform peer groups?” President Bloom: A comprehensive branding and marketing plan, attendance at national conferences, e.g., APLU conferences, marketing the hiring of faculty as well as student & faculty awards. Publications like Chronicle of Higher Ed., bringing people to campus. If we lower SAT scores by 5 points, will it effect retention? President Bloom: We are not lowering SAT scores. [With an increased number of students, NJIT will NOT be lowering SAT scores (they won't be identical but expect them to be +/- 10 pts)] Bloom: The plan is to be at 345 faculty by 2020 or 10 new faculty a year. [This year NJIT only committed to 10 hires instead of 20. This was due to the decrease in enrollment for the 2020 Vision enrollment goal during F2016 & F2017. It's a “time out” while enrollment is analyzed.] We will need to hire 42 more faculty members to reach the 2020 Vision goal. N. Steffen Fluhr commented that “diversity data for faculty is not included in that count. Underrepresented minorities and women do not count towards that total number of “10”. [This encourages diverse hiring but it is acknowledged that

the available pool is small. C. Iyer was asked to make this a priority] D. Blackmore was told NJIT has same number of tenure and on track faculty today as it did in 2001 (301 faculty, 8k students). President Bloom: this will be researched. Dr. Bloom agreed to share the actual calculation regarding faculty separations, hires, and costs with the Faculty Senate.

Dr. Bloom expressed his support for moving senior lectures to TT, also supports adding a third tier lecturer position. However, the role of T/TT faculty can't be underestimated as we are a research university after all.

## **Capital Repair and Replacement**

CRR had been neglected for over a decade. In 2011 it was funded at \$3.3M, today it is funded at \$14.8M, a 350% increase, with well over 2/3, rightfully so, being spent on academics and academic support.

We are currently working on "accelerating CRR."

Inroads have been made with some buildings but others have had to wait. For example, Kupfrian Hall won't be touched until it is decided should it be taken down. Previously, it was the university library, converted to a not very good classroom building.

We need to increase the CRR budget by \$8M per year for the next three years in order to accelerate to spending \$31M/year with a focus on teaching and learning spaces.

T. Schuman asked a question regarding where capital funding comes from. Dr. Bloom: CRR money is from the university operating budget. New building money is from either the state (\$150M), university bonds, e.g., Events Center and New Parking Deck (\$117M) or donors, e.g., Naimoli Center. However, there will NOT be a new building once the Mueller property is acquired until at least 2025 and from external funds only. I. Gatley commented that NJIT is in a constant state of construction. No alarms were triggered at recent incident in FMH, which could lead to a serious accident/emergency. A. Christ noted that proper training will be needed. FMH has heat detectors not smoke detectors, developers had control of the incident, and that the fire alarm was used incorrectly. Y. Perl commented about lack of janitors/building custodians. A. Christ will look into janitor schedule and it will be monitored.

One major issue is the need for more swing space to support accelerated CRR (how do we take rooms/labs/buildings offline?). We may have to fully load Monday through Saturday classes (this is just the beginning of the discussion). It includes faculty, teaching, labs, etc. A. Saadeghvaziri commented that FS should lead the way for a survey regarding Friday/Saturday classes.

Regarding housing, there are currently two discussions going on – new UG hall with 3<sup>rd</sup> party (Warren St school) and Gateway for graduate students (400 beds).

Dr. Bloom will return to an FS meeting once all the data and funds are secured (I am not sure what this means.) Senators asked about the advantage of outsourcing IT. They stated that faculty should be included in determining the advantages and disadvantages of outsourcing. Too many complaints were raised about the lack of assistance from the help desk. [It was mentioned that there is a morale problem among current employees. They should be invited to a face-to-face discussion. Provost Deek and (Interim) CIO Gregg Chottiner pledged to do this.] Dr. Bloom confirmed that staff, students, and faculty

will be surveyed and have input. Dr. Bloom also confirmed that the faculty would need to give consent before implementation. U. Roshan stated concerns about resources being taken away and stated that external resources will cost more money. Dr. Bloom reiterated that the change will not be due to cost: NJIT is looking for quality IT infrastructure only. Dr. Bloom also stated not to engage with rumors on campus and asked senators to reach out to him for clarity (concerns of the administration regarding too much electricity from IT services is not true and there will be NO interruption of services). Dr. Deek confirmed this statement as well and added that there will be an assessment about where NJIT is within IT outsourcing (issues w/ hardware, infrastructure, etc.). [NJIT needs substantial investment but currently doesn't have the expertise on campus to assess what is needed. A full top to bottom assessment will be done. NJIT will spend ~\$200,000 on assessment, currently interviewing perspective contractors – findings will be presented to stakeholder communities] There is no current timeline for outsourcing or faculty to give consent. [It is a concern of the BoT and others that NJIT's IT improvement is not progressing as quickly as hoped.]

### **Budget Growth and Development**

Since 2011 there has been an 82% increase in the operating budget. This includes restricted programs (research grants), operations (new money from NJII), and other sources (endowment and residence halls).

Tuition and fees make up 70% of the operating budget. NJIT loses this money when students are not retained because more money has to be spent to attract replacement students. Financially, it makes sense to attract the right students and work with them to make them succeed.

Money for equipment, upkeep, etc. is part of the operating budget.

NJIT has done a good job holding tuition increases below 3% for the past 5 years, increasing credit ratings (saving money on debt service) and building cash reserves.

Dr. Bloom stated that the administration is proud of its improved debt ratings, increased cash reserves, new and repaired/replaced facilities, and holding the tuition amount below 3% increase per year, as well as the work of those in the room for: faculty hires, increased research, and improved national reputation. [Dr. Bloom reminded all that each decision about spending university funds is always reviewed with multiple inputs and an in-depth review of multiple "competing priorities" in order to deliver its four-part mission].

VI. The meeting adjourned at 2:10PM