

University Senate Meeting Minutes
Campus Center Ballroom A – 10:00 am – 12:00 pm
December 11, 2023

In Attendance: J. Pelesko, J. Wilson, E. Hou, M. Boger, A. Cruz, G. Esperdy, J. Grasman, D. Bunker, D. Mottern, S. Kent, K. Clark, S. Ziavras, E. Wozencroft, V. Parlac, C. Brennan, A. Christ, K. Belfield, A. Garretson, K. Alexo, H. Stern, K. Hageman, D. Jones

Election of Elections Committee: Voted on and approved. The committee is comprised of:

1. John Pelesko
2. Kevin Belfield
3. Gabrielle Esperdy

Vote on the Resolution Establishing The Committee On Inclusive Excellence As A Standing Committee Of The University Senate:

- Amendment of 2.71 and 2.72 of the University Senate Bylaws
- Chief diversity officer shall serve as chair of the standing committee.
- Oya Co-chair
- 20 Approve
- Motion passed

HR Committee Updates:

- Career Path & Compensation Committee
 - Completed: Focus Groups, Total Compensation Philosophy (Draft), Comparison Market Update, Position Description Questionnaire
 - In Progress: Updated Job Descriptions, Job Architecture
 - Immediate Next Steps: Advisory committees and Market assessment
- Best Places to Work Survey Result
 - NJIT dropped a few percentage points from 2021 to 2023
 - Engagement and employee satisfaction is also down regionally & nationally
- Employee Resource Groups (ERGs)
 - Timeline of ERG initiative at NJIT
 - Special interest meeting - Feb '23
 - Faculty/staff indicated more guidance and clarity is needed regarding ERG initiative and leaders of ERGs
 - Planning began for relaunch of ERGs
- Executive Searches Updates
 - Dean Ying Wu College of Computing
 - Dean Hillier College of Architecture & Design
 - VP of HR

Committee on Information Systems and Digital Transformation

- Committees being formed for ERP process
- Doing workshops behind the scenes with functional departments
- RFP for software will be released end of spring / early summer
- RFP for strategic long-term partner for HR/Finance/IT
- Service-Now roadmap
 - Next Offices
 - Contract Management
 - Dean of Students
 - Finance
 - Facilities/Redco
 - School Dude
 - Student facing orgs

Committee of Facilities

- Subcommittee met 12/5 - 8 people in attendance
- Discussed:
 - Revised C-Centered Proposal
 - Renovation of Tiernan Hall to make them more conducive to the research and teaching that goes on there
 - Released '23 Sustainability Report - in response to Times Higher Ed ranking
 - Capital Projects
 - CKB 208 Teaching lab in construction
 - 24 seat teaching lab for bio and biomedical eng.
 - By end of summer
 - Tiernan Hall room 208
 - GITC 2nd floor data science suite
 - Extra Item:
 - Finalized a space needs analysis
 - Procurement in January; steering committee being formed
 - Intent is to award in some time in the spring
 - Need to analyze how well or not we are using our existing spaces to develop a new facilities master plan by FY '25
 - Looking for committee members

Committee on Student Life

- Thanks to Andrew & Team
 - Veteran's student lounge in the process of being renovated
 - Lactation pods are up
 - Located on 2nd floor Campus Center and peer wellness center (near Smashburger)
 - Dept. of Student Life is moving to CKB
 - Office of Inclusive Excellence is moving to 2nd floor Campus Center

University Senate President's Report

- Strategic Plan Update
 - Thanks to all subcommittee chairs and members
 - All work from subcommittees has been passed to steering committee
 - Hoping that work will be done by end of calendar year to discuss a draft of preliminary draft to Board of Trustees and during March Town Hall meeting
- Faculty Senate Meeting
 - Agenda Items
 - Presentation on the status of the Albert Dorman Honors College
 - Promotion and tenure committee update
 - Ad-hoc committee on university lecturers update
 - Academic calendar will be updated soon
 - Delay due to request of additional wellness day by Student Senate