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


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
  o 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
  o 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