University Senate Meeting Minutes
Campus Center Ballroom A – 10:00 am – 12:00 pm
February 22, 2024


- Approval of the 12/11/23 University Senate minutes
  - Minutes approved 10:15am

- Report of Standing Committees
  - Facilities (Andrew Christ)
    - Demo completed on Tiernan 208 lab
    - GITC 2nd and 5th floor renovation progressing nicely re: data suite
    - 105 Lock St.: nearing completion
    - Relocation of DoS office completed
    - New initiative: space needs analysis for entire campus; space needs will need to be codified in a different way to be more aligned with NJIT Strategic Plan; hiring consultant to assist
    - Benchmarking: Took a look at capital spending; making decent progress and relatively aligned with peers
    - Doing very well from an energy perspective in relation to our peers
    - Sustainability: Climate Action Plan progress; sub committee working on roadmap to getting NJIT to carbon neutrality
  - Committee on Inclusive Excellence (David Jones)
    - January Meeting:
      - Discussion related to KPIs for Black student enrollment, enrollment rate, retention, financial aid accessibility, faculty diversity, campus climate mentorship program participation, and grad rates.
    - Feb Meeting:
      - Summary of MLK Day of Service, BHM & ERG Interest Meeting
      - Dr. Kevin McDonald, VP of DEI & Community Partnerships visit to Committee on Inclusive Excellence
        - Led 30-minute conversation on strategies to increase Black undergraduate student enrollment
    - Preferred Name Statement
      - Working with Ed Wozencroft to create an easier way for students, faculty, and staff to self-identify
      - Working with Dr. Wesley to create trainings to assist faculty and staff
  - Strategic Planning Steering Committee (John Pelesko)
    - Plan was well received by BoT
    - Haven't asked BoT to endorse yet; more input to be added
● 3/20 Town Hall - 2:30-4pm
  ■ 4/4 - will ask BoT to endorse the plan
  ○ Committee on HR (Joe Wilson)
    ■ Career Path & Compensation Study
    ■ Executive Leadership Searches
      ● YWCC Dean
      ● HCAD Dean
      ● VPHR
      ● General Counsel/VP Legal Affairs
    ■ Employee Resource Groups
      ● 1/31 - Interest Meeting; 40 attendees
      ● New ERG: New & Expectant Parents
      ● In the Pipeline: Active Duty/Veteran/Military
    ■ Summer Schedule
      ● Memorial Day - observed Monday, May 27, 2024
      ● Juneteenth - observed Friday, June 21, 2024
      ● Independence Day - Observed Thursday July 4 & Friday 5, 2024
      ● Summer Fridays is officially implemented (May 24 - August 16)
    ■ Bring your child to work day
      ● 4/25
    ■ Open Mic & Mingle
      ● 2/29
  ■ Socializing Union Contracts
    ● Stakeholder Meetings
    ● Virtual Live Sessions - March (Dates TBD)
    ● Manager Training - Spring 2024
    ● Web Enhancements
  ■ Discussion on retention/competitive pay re: loss of an advisor in YWCC for a position at RU for more $$ and less case load
  ○ Committee on Information Systems and Digital Transformation (Ed Wozencroft)
    ■ Overview of IST org updates
    ■ Significant change within organization
    ■ ERP Project
      ● Steering committee created
      ● Developing Nexus
        ○ Adding in services for finance and legal re: contracts
        ○ Adding in REDCO to service now from School Dude
      ● Security
        ○ Increased phishing attacks against the University within the past month
        ○ If you see something, say something
        ○ abuse@njit.edu
● Will be happy to have trainings for different student and employee populations who are victims of these attacks
● Multi-factor authorization will be added to research functions of University in coming days/weeks
● Trainings need to be done; charge to complete trainings

○ **Committee on Student Life (Marybeth Boger)**
  ■ Thanks to Andrew and team for new space
  ■ Met on 2/12:
    ● Campus wide wellness program
    ● Center for Peer Wellness Coaching is open (behind Smashburger)
      ○ Hired 2 key personnel in peer wellness for students and employees
    ● Campus Wellness Steering Committee
      ○ Better You app to assist with wellness goals
      ○ 50 employees have signed up
    ● Campus Wide Smoking Survey
      ○ ~3000 ppl took survey
      ○ 41% want a smoke free campus
      ○ Designated smoke areas first and then move to a smoke free campus
    ● Officially bringing health center, CityMD, back to campus in August
      ○ Will be outfitted below Maple Hall
  ○ Food for thought
    ○ Restructuring the Faculty Dining space

○ **University Senate President's Report (John Pelesko)**
  ■ Executive Committee met:
    ● Members: John Pelesko, Marybeth Boger, Joe Wilson, Dan Bunker, Ken Alexo, Dan Mottern
  ■ Discussed 3 topics:
    ● Length of meetings; moving forward meetings will be 1.5 hours
    ● Reports of standing committees; make sure you have written reports, bring things to this group that need discussion
    ● Reviewed constitution & bylaws:
      ○ Titles of members need to be corrected
      ○ Strategic Planning Steering Committee: need to be aligned with Strategic Plan Committee
        ■ Should also be steering committee for middle states accreditation
      ○ Add another standing committee:
        ■ Standing Committee on Institutional Policies

Meeting adjourned at 11:14