

**University Senate**

**Professional Studies Building, 203A rm. 3**

**MINUTES OF MEETING**

**April 16, 2018**

**ATTENDANCE:**

**Presiding:** Dr. Christopher Shamburg, University Senate President

**DEPARTMENTS PRESENT**: A. Harry Moore, Harriet Phillip; Accounting, Michael Bell; African/Afro American Studies, Jermaine McCalpin; Art, Brian Gustafson; Biology, Ethan Prosen; Chemistry, Bumjung Kim; Computer Science, Mort Aabdollah; Counseling Education, Dennis Lin; Criminal Justice, Bill Calathes; Early Childhood Ed., Basanti Chakraborty; Economics, Ivan Steinberg; Dept. of Earth & Environmental Science, Hun Bok Jung; Elementary/Secondary, Vanashri Nargund; English, Joshua Fausty; ESL, Adela Martinez; Finance, Zhimin Wang; Health Sciences, Lilliam Rosado; History, Jason Martinek; Library, Min Chou; Management, Wanda Rutledge; Marketing, Rick Lee; Mathematics, Freda Robbins; Modern Languages, Alberto Barugel; Dept. of Multicultural Ed., Donna Farina; Music, Dance & Theatre, Desamparados Fabra Crespo; Nursing, Gloria Boseman; Philosophy/Religion, Sabine Roehr; Physics, Chris Herbert; Political Science, Joseph Moskowitz; Psychology, Frank Nascimento; Sociology/Anthropology, Max Herman; Women’s & Gender Studies, Jacqueline Ellis.

**DEPARTMENTS ABSENT:** Alumni, Jane McClellan; Educational Leadership, John Melendez; Educational Technology, Christopher Carnahan; Fire Science, Patrick Boyle; Fitness, Exercise and Sports; Latin American Studies, Virginia Ochoa-Winemiller; Literacy Education, Mary McGriff; Media Arts, Jane Steuerwald; Professional Security Studies, Richard Cosgrove; Special Education, Patricia Yacobacci;

**SENATORS-AT-LARGE PRESENT:** Cindy Arrigo, Deborah Bennett, Barbara Blozen, Lorraine Chewey, Karen DeSoto, Marilyn Ettinger, Robert Prowse, Michelle Rosen, Christopher Shamburg, Rubina Vohra

**SENATORS-AT-LARGE ABSENT:** Vanessa Garcia.

**PROFESSIONAL STAFF SENATORS-AT-LARGE PRESENT:** Cynthia Vazquez.

**PROFESSIONAL STAFF SENATORS-AT-LARGE ABSENT:** Queen Gibson, Debra McClary, Denise Serpico.

**STUDENT SENATORS PRESENT:** None**.**

**STUDENT SENATORS ABSENT:** Sheyla Feliciano, Lydia Pagan, Sierra Williams, Claudia Gomez.

**STUDENT SENATORS-AT-LARGE PRESENT:** None.

**STUDENT SENATORS-AT-LARGE ABSENT:** Kajae Close, Carolina Espin, Collin Officer

**Meeting #7**

**Approved**

**University Senate Meeting**

**Monday, 16 April 2018**

**2:00 PM – Gothic Lounge (H202)**

**Minutes**

Meeting called to order by President Shamburg at 2:08 p.m.

**I.       Audience Response Voting System Test**

 Successfully completed.

**II. University Senate Meeting Agenda**

Motion (made and seconded): to approve: passed.

**III.     University Senate Meeting Minutes of the March 19,** **2018**

 Motion (made and seconded): to approve: passed.

**IV.     Announcements**

1. Final Call for Separately Budgeted Research (SBR) Reviewer Committee Members

The application deadline had been extended until Monday, April 16th at 5:00 p.m.

1. Farewell to JP Porcaro

On behalf of the Senate, I would like to bid a bittersweet farewell to JP Porcaro who is leaving the NJCU Library to become the director of the Bayonne Public Library. JP is a true innovator and thought leader in librarianship. Best of luck in your future endeavors.

1. Fighting for Reproduction Justice

Fighting for Reproduction Justice, an art exhibit sponsored by the Department of Women’s and Gender Studies, is located in the Gilligan Student Union Building Art Gallery on the 1st floor, from April 19th to 26th. For more information, please contact the Department of Women’s and Gender Studies.

1. Dr. Etienne Wenger-Trayner

Dr. Etienne Wenger-Trayner, a globally recognized thought leader in the field of social learning and communities practice, will be presenting on Friday, April 20th from 10am – 12pm, in the Gilligan Student Union Building – Multipurpose Room A. This event is sponsored by the Department of Educational Technology.

1. Science Building Ribbon Cutting

President Sue Henderson cordially invites the Senate to join her for the ribbon-cutting ceremony for the NJCU Science Building on Monday, April 23rd at 4:00 p.m.

1. Welcome Shawn Tucker

Congratulations and welcome to Shawn Tucker, NJCU’s new associate vice president and athletic director. You can meet him on Monday, April 30th 4:00 p.m. at the John M. Moore Athletics and Fitness Center.

1. General Education Symposium

General Education Symposium will take place Wednesday, May 2, 10:00 a.m. to 4:00 p.m. in the Gothic Lounge (H-202).

1. NJCU Pedagogy Conference

The First Annual NJCU Pedagogy Conference will take place Friday, May 4th, between 9:30 a.m. to 2:00 p.m. in the Gothic Lounge (H-202).

1. Congratulations Dr. Edvige Giunta

Dr. Edvige Giunta was recently recognized for her ongoing work to honor the memories the 1911 Triangle Fire victims. Dr. Giunta received a Certificate of Appreciation from the Triangle Fire Memorial Association.

To see more interesting and exciting events our community is involved in, please see the back of the agenda and read the emails you receive entitled “NJCU in the News.”

**V.  University Senate President’s Report**

1. SACC Report

On March 28th the Senate Executive Committee (SEC) met with the Administration at a Senate and Administrative Coordinating Committee (SACC) meeting. Here is my report to the Senate on the meeting in accordance with the Senate resolution on SACC reports.

1. Policy for Granting Emeritus Status

There was a suggested addition that in exceptional cases to allow for Associate Professors to get Emeritus status, not just full professors. This was discussed but no action will be taken on this suggestion.

A clarification was made regarding item #2 on page 2 of the policy passed by the Senate. The original language read “The provost will forward, within twenty days of receipt from the SEC, a list of recommended nominees to the President for consideration.” The new language clarifies the provost’s role in making recommendations, not just forwarding the Senate’s recommendations.

1. Policy for Granting Distinguished Service Award

SACC agreed to add language about general procedures that the administration and the Senate will coordinate notification to employees near retirement and to current retirees.

1. The Riotto Award

This is a Senate award exclusively. No changes were made to the Senate’s document.

1. Transfer and Residency Requirements reduction from 128 to 120 credits

The revised requirement does not override existing articulation agreements. The SEC will write a memo memorizing this idea.

1. New Procedures for Approving Academic Degree Programs

SACC agreed to revise the language on page 3, paragraph 6, to include the Senate’s resolutions that specified deadlines are binding and that the new process applies to *new* undergraduate and graduate degree programs. SACC agreed that in special cases and, if all the parties agree, i.e., a majority of members of a specific committee and the Office of the Provost, a new program proposal could be reviewed during winter breaks. There was no change in the written policy approved by the Senate.

1. Minor in Ethics

Minor was approved as presented from the Senate. No changes made.

1. Master of Science in Business Analytics and Data Science

 Minor was approved as presented from the Senate. No changes made.

Discussion of SACC Report: Though it was discussed, Emeritus status for associate professors was not approved. The policy, as passed by the Senate, was approved by SACC.

2. Electronic Communication

 The last few weeks I sent the Senate some preliminary notes from Robert’s Rules regarding electronic communication. One of the section of those e-mails was for ‘deliberative assemblies’, such as the Senate. Senate committees are not, however, “deliberative assemblies,” and are therefore allowed more informal guidelines for communication, for example, greater use of email. For now, each Senate committee can use electronic communication at its own discretion including email. However, I do think the Senate should eventually have a resolution or a by-law about that.

Phyllis Szani and Gary Gordon have set up a Zoom account for the Senate which will allow for conference calls and video conferencing. We will have at least one workshop about Zoom for anyone who wants to learn more, as well as a quick-start guide.

3. Search Committees

I sent the Senate resolution regarding the role of faculty and administrators on search committees to the provost with the relevant sections of the Constitution. I have also requested a meeting for the SEC with the provost on this issue.

4. Ad Hoc Committee on Administrative Evaluation

The Senate received five nominations/volunteers in response to the Senate’s announcement about the reboot of the Ad Hoc Committee on Administrative Evaluation:

Donna Farina, Multicultural Studies, College of Education (COE)

Marilyn Ettinger, Finance, School of Business (SOB)

Joel Katz, Media Arts, College of Arts and Sciences (CAS)

Joseph Moskowitz, Political Science, College of Arts and Sciences (CAS)

Laura Wadenpfuhl, English, College of Arts and Sciences (CAS)

Openings remain for a member from the College of Professional Studies (CPS) and a member from the professional staff or a librarian.

Motion (made and seconded): to approve the five volunteers to serve on the Ad Hoc Committee on Administrative Evaluation.

Motion: passed.

5. Ad Hoc Committee on Constitutional Amendments

One person volunteered for this committee from the CAS. More volunteers will be sought from the other colleges/school before we go forward with this committee. If you have an interest in serving, please contact the Senate office.

6. General Education Exemption

The General Education Program as approved by the SACC included an exception for the nursing program which is not currently being implemented. The SEC has discussed this topic and I will contact the administration about this situation.

7. Opening on Planning, Budget, and Development (PB&D) Committee

There is an opening on the PB&D Committee. The SEC would like to nominate Mince John. This appointment will be for membership on the committee until next month’s reorganization meeting. I thank Mince for volunteering for this brief but important job.

Motion (made and seconded): to appoint Mince John’s to the Planning, Development, and Budget Committee until the May reorganization meeting.

Motion: passed.

8. The Senate Reorganization Meeting May 7th.

 A list of outgoing and remaining members of all committees will be distributed shortly. Please consider nominating yourself to serve on a Senate Standing Committee.

9. Senators-at-Large Elections

The election will take place on April 23rd and 24th. The elections committee will give a brief overview of the voting procedures today.

Discussion of Senate President’s Report: The Ad Hoc Committee on Administrative Evaluation will be charged with its current membership and can begin working. Zoom cannot be used for our monthly Senate meetings as a deliberative body, but we could discuss a by-law about this. For now, it can be considered for use by committees.

**VI.      President Henderson’s Remarks** (See Attachment #1)

 President addresses the Senate at least once a year and is trying to expand communications on campus through, for example, the “NJCU in the News” e-mails. Using a PowerPoint presentation she described a wide array of building projects and their funding including: Science Building Addition and Renovation, Nursing Education Center, School of Business, Claremont Construction, KKF University Enterprises, West Campus LLC Residence Hall, Performing Arts Center, and University Place Road Infrastructure. Other endeavors include: Student Success, Frontier Set, Athletics, Gilman Scholars, Fulbright Recipients, Campus Compact, Faculty Fellows, Center for Community Service and Volunteerism, Food Pantry, Alternative Spring Breaks, International Trips, Active Shooter Training, Fidelity-Specialized MBA program, Student-Faculty Research and External Events. The PowerPoint describing each of these endeavors will appear on the Senate’s website and additional details are available on the administration’s websites.

The Governor’s Office is expected to be on campus this Wednesday.

In Fall 2018, all classrooms will have booklets that describe actions to take in various emergency situations.

Comments: The ability to lock classroom doors will be looked into.

**VII.     University Senate Standing Committee Reports:**

**1*.* Curriculum & Instruction Committee** -Dr. Cindy Arrigo, Professor Elizabeth

Galetz, Co-Chairs

Curriculum & Instruction Committee

April 6, 2018 Report

Dr. Cindy Arrigo, Co-Chair

Professor Elizabeth Ann Galetz, Co-Chair

Dr. Adrian Martin

Dr. Michelle Rosen

Dr. Wanda Rutledge

Ms. Kimberly Aguilar, Student Rep.

The committee is in the process of reviewing 34 requests for changes and/or new course proposals.

The committee approved the following courses:

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| Course Initiator | Dr. Andrew Bossie |
| Originating Department | Economics |
| Course Title | **Economic History of the United States** |
| Catalog Description | The course surveys the economic development of the United States from the colonial settlement of the North American continent to the Great Depression. It covers the development of the United States through two major industrial revolutions. Emphasis is given to the quantitative, institutional, and spatial dimensions of economic growth, and the relationship between changes in the structure of the economy and the size and scope of the government sector. |
| Credits | 3 cr. |
| Course Level | 300  |
| Prerequisites | Econ 207: Principles of Economics: Macroeconomics |
| Degree Requirements | This class will fulfill the major and minor elective requirement for the BA degree in economics. |
| Enrollment | This course will be offered once every two years. Enrollment will be capped at 25. |

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| --- | --- |
| Course Initiator | Professor Marilyn Ettinger |
| Originating Department | Finance |
| Course Title | **Foundations of Finance for Business and Life** |
| Catalog Description | This course provides an introduction to the three foundations of finance – the financial system, investments, and business finance. With an integrated perspectiveon these three areas, the course stands alone as a survey of the financial environment, and forms a balanced platform for further study in business and finance. |
| Credits | 3 cr. |
| Course Level | 200  |
| Prerequisites | AUR Math  |
| Degree Requirements | This course is a required course for the minor in Business, a program specifically for non-Business majors (i.e., the Business minor may be taken by Economics majors and all majors outside the School of Business). The course will not satisfy degree requirements for Business majors, but may be taken as a free elective. |
| Enrollment | This course will be offered at least once per year, withappropriate accommodation for enrollment growth in the Business minor. The maximum class size is 25 |

II. The committee approved the following requests for course change:

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| Course Change Initiator | Dr. Yi-Yu Chen  |
| Originating Department | Management |
| Requested Change(s) | Course Title  |
| Former Course Title | MGMT 321 **Ethics, Responsibility, and Global Issues**  |
| Approved Change of Course Title | MGMT 321 **Ethics and Corporate Social Responsibility** |
| Rationale for Change | The Management Department of the NJCU School of Business has updated course offerings and curriculum requirements for the Management major. Following program review and recommendation from departmental Curriculum & Assessment Committee, a number of new courses are developed while existing courses are being evaluated as well. MGMT321 Ethics, Responsibility, and Global Issues, originally is designed for the old business administration program. With a course title change, this course intends to shift its focus to contemporary issues on ethics and corporate social responsibility and serve as an appropriate offering for the Management major. To better align with our revised curriculum for Management major, the Management Department is requesting a course title change. |

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| Course Change Initiator | Dr. Yi-Yu Chen |
| Originating Department | Management |
| Requested Change(s) | Course Title and Course Level |
| Former Course Title | **MGMT 511 Seminar: Management Science** |
| Approved Change of Course Title | **MGMT 4XX Management Analytics** |
| Rationale for Change | The Management Department of the NJCU School of Business has updated course offerings and curriculum requirements for the Management major. Following program review and recommendation from departmental Curriculum & Assessment Committee, a number of new courses are developed while existing courses are being evaluated as well. MGMT 511, Seminar: Management Science, originally is a capstone course in the Management Program. However, when updating curriculum for Management major and the content of MGMT 511, we found that the course is more appropriate to be a required course rather than a capstone for the Management major. Additionally, a new seminar course at 500 level is being proposed and is pending for approval. As a result, the Management Department is requesting a course title change for this course as well as a level change from 500 level to 400 level to better align with our revised curriculum for Management major. |

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| Course Change Initiator | Dr. Yi-Yu Chen  |
| Originating Department | Management |
| Requested Change(s) | Course Title, Course Level, Course Prerequisites |
| Former Course Title | **MGMT 421 Leadership in A Global Business Environment** |
| Approved Change of Course Title | **MGMT 5XX Seminar: Applied Leadership** |
| Approved Prerequisites | **MGMT 211 and MGMT 311** |
| Rationale for Change | The Management Department of the NJCU School of Business has updated course offerings and curriculum requirements for the Management major. Following program review and recommendation from departmental Curriculum & Assessment Committee, a number of new courses are developed while existing courses are being evaluated as well. MGMT 421 Leadership in A Global Business Environment, originally is designed for the old business administration program. With a course title and level change, this course serves well as an appropriate capstone offering for the Management major to offer comprehensive theory review and implications on contemporary leadership issues. The change of course level also facilitates the utilization of this capstone course for Program Assessment. To better align with our revised curriculum for Management major, the Management Department is requesting a course title and level change. |

**2. Election Committee** – Dr. Christopher Carnahan, Dr. Mingshan Zhang, Co-Chairs

Senator-at-large elections will take place starting 9:00 a.m. on Monday April 23rd through to 5:00 p.m. on Wednesday, April 25th. There are three vacancies for professional staff members and three vacancies for full-time faculty members. E-mails with instructions will be sent out soon.

**3. Faculty & Professional Staff Affairs (FPSA)** – Mr. Ira Thor – Chair

Mr. Ira Thor (chair), Professional Staff

Dr. Donna Farina, Multicultural Education, COE

Ms. Debra McClary, Business, SOB

Dr. Joseph Moskowitz, Political Science, CAS

Ms. Denise Nash, Nursing, CPS

Carolina Espin, Student Representative

March 13, 2018 Report

For January 1, 2018 - March 12, 2018

● The FPSA met twice—February 26 and March 12—to reorganize upon the departure of two members of the committee, including its previous chair, and deal with a number of matters.

● On February 26th, Mr. Ira Thor was elected unanimously as chairperson of the Faculty and Professional Staff Affairs Committee. Dr. Joseph Moskowitz was elected unanimously as vice-chairperson.

● The FPSA added two new members—Ms. Debra McClary, from the School of Business and Ms. Denise Nash from the College of Professional Studies. They replace Lee Ann Halbert, previous chair) and Jeanette Ramos-Alexander.

● The FPSA has two more regularly scheduled meetings this semester—March 26th (12:30 p.m. to 2:00 p.m.) and April 30th (12:30 p.m.to 2:00 p.m.), in the 6th floor Karnoutsos Conference Room.

● At its February 26th meeting, the FPSA reviewed the applications for Professor Emeritus/Emerita status. After discussion of all applications and review of required materials, the committee unanimously recommended Professor Emeritus/Emerita status to bestowed upon four individuals.

● At its March 12th meeting, the FPSA approved a revised document, proposed for the Emeritus Advisory Council policy. That document has been forwarded to the Senate Executive Committee.

● At its March 12th meeting, the FPS discussed the proposed Courtesy Titles policy.

● The FPSA completed its evaluation of all 13 sabbatical applications and forwarded recommendations to the Provost on March 13th, 2018.

April 6, 2018 Report

For March 13, 2018 - April 6, 2018

● The FPSA met twice in March.

● The FPSA is still awaiting a response to the inquiry made by chairperson Ira Thor regarding the status of mini-grants and career development funds The FPSA asks the Senate Executive Committee to assist and get a response from the administration.

● The FPSA discussed and updated its draft of the courtesy policy proposal, which is attached (See Attachment #2).

● The FPSA requests the SEC address two questions regarding the courtesy title policy proposal with the provost:

a. What is the overall purpose of implementing the courtesy title policy?

b. What are the current job titles, e.g., administrative positions, would this policy potentially apply to?

● The FPSA previously sent to the SEC its recommendations about the proposed Emeritus Council policy and is asking the SEC to place that policy on the agenda for the next Senate meeting. (See Attachment #3)

● The next FPSA meeting was tentatively changed from Monday April 30th to Monday, April 23rd at 12:30 p.m. It is the final regularly scheduled meeting of the Spring 2018 semester.

In addition to the written reports we submitted, the FPSA committee wishes to report that many of our sabbatical recommendations were not followed by the administration including recommendations about applications that were very strong. The committee read all the applications very thoroughly and carefully. We would like to know why the administration did not follow them.

The FPSA committee would also like clarification from the administration about the status of the Emeritus Council proposal and the proposed Faculty Courtesy Title policy which the FPSA was asked to review. Have those policies, in the form in which the provost sent them to the Senate, already been forwarded to any members of the Board of Trustees?

Discussion: How did the committee review the proposals? The FPSA divided the applications into three categories, based on whether the proposals met the published criteria and whether they were complete. Can applicants know how the committee evaluated the proposals? Are there rubrics? The committee used the published guidelines only. Can the FPSA say how many applications were in each of its three categories? We can say our recommendations were not followed. Thirteen applications were received.

The Courtesy Titles and the Emeritus Council policies need to be remembered in the discussion. Where are they in the review process? What criteria did the administration use to decide upon the sabbaticals? This is a shared governance issue.

How can the FPSA find out the administration’s reasoning about sabbatical decisions? The Constitution provides that sabbaticals do not go through the SEC thus the FPSA can meet with the provost and ask for answers.

The Senate needs to discuss the FPSA’s recommendations about the Courtesy Titles proposal. What is the purpose of this policy, since, as proposed, there are no specific benefits for receipts or for the university? At other universities, there are varying definitions, responsibilities and rights associated with courtesy titles. The FPSA has posed questions, in our report, in which it asks the SEC to get answered by the provost. If there will be such a policy, one senator asked for the title “Her Royal Highness.” Some NJCU administrators have on their business cards faculty titles even though they do not have faculty appointments. This topic was discussed at least five times at the provost’s chairs meetings. The SEC will ask the provost for the “why?” of this proposal. People with courtesy titles would not, based on the proposal, have any teaching or voting rights in a department. The courtesy policy has not been sent to SACC. President Henderson said she believes the policies [Courtesy Title and Emeritus Council] are not in the Board book for the upcoming (BOT) meeting. President Henderson also said, if they are in the Board book, she will remove them. Would holders of courtesy titles have departmental seniority?

Motion (made and seconded): In the spirit of shared governance, the FPSA emphasizes the need of the administration to consult with the Senate on all policies prior to their dissemination to administrative or Board of Trustees committees.

Discussion: The motion is very broad. It should only be about academic policies.

Motion to amend (made and seconded): to change “all policies” to “all academic policies.”

Discussion on the amendment: Is the intention of this amendment to reinforce what is in the Senate Constitution? What does “emphasize the need” mean? Shared governance means we need to emphasize the Senate’s role. This resolution and the amendment means that proposed policies (and changes) should be sent to the Senate for its input rather than the Senate needing to continually search to determine whether policies are being changed. The provost’s Friday department chairs meetings are not part of the official shared governance structure of the university. This resolution means the administration needs to send proposed policies and/or changes to the Senate and thus emphasizes the role of the Senate in the early stages of the policy making process. This motion is not a change to the Senate constitution.

Motion to call the question: passed.

Motion as amended: passed (yes: 30, no: 8).

Motion (made and seconded): to approve the Emeritus Council policy as revised by the FPSA.

Discussion: Is this a new policy? Does voting “no” mean an existing policy remains, or does it mean there would not be a policy? A negative vote would probably mean the proposal, as it was received from the provost, would probably go forward as is. Is it possible for the administration to forward a policy to the BOT without Senate approval? If this proposal is not passed, an alternative could be offered. If the Senate passes this motion, the policy as presented by the FPSA would still need to be sent to SACC.

Motion: passed (yes: 26; no: 8).

President Shamburg announced he was extending the meeting until 4:30 p.m.

**VIII.   General Education – Report on General Education Assessment Results**

Dr. Joshua Fausty, Director - (See Attachment #4)

The results of the Gen Ed assessment have been distributed electronically. They are the main purpose of the upcoming Gen Ed Retreat on May 21st. The first annual General Education symposium is May 2; five student panels will be presented. Fifty Gen Ed Learning Community blocks are scheduled for fall 2018. Student will take them as cohorts. The Gen Ed end of semester procedures has been sent to faculty. Requests for syllabi and signature assignment instructions for Gen Ed courses have also gone out in anticipation of the program’s review.

Motion (made and seconded): to table next three items on the agenda (i.e., Applied Learning; State of NJCU Athletics; Scientific Undergraduate Research Institute –SURI)to next month’s meeting.

Motion to amend motion (made and seconded): add “and to place them toward the beginning of the May meeting agenda.

Discussion: If this motion passes, the agenda for next month’s Senate agenda could still be amended at that meeting.

Motion as amended: passed.

**IX**.   **New Business**

NJCU is opening a new campus at Fort Monmouth. Getting to the new campus can tack 3 hours for some faculty. It is immoral to require faculty to travel that far, and especially wrong to require faculty members who would not feel they could object. Senate was asked to investigate this as a moral issue. Is this a condition of employment? It was agreed to refer the topic to the SEC.

**X**.   **Adjournment**

Motion to adjourned (made and seconded)

Motion passed.

 Meeting adjourned 4:18 p.m.

Respectfully submitted by,

Joseph H. Moskowitz, Ph.D.

Secretary of the University Senate

Attachment #1: President Henderson’s PowerPoint Presentation

Attachment #2: FPSA Courtesy Policy Proposal

Attachment #3: FPSA Emeritus Council Proposal

Attachment #4: General Education Assessment Results