

2022-2023 Academic Standards, Regulations and Admissions Committee

Senator	Constituency
Lucille Foster, Co-Chair	Newark Staff
Robert Schwartz, Co-Chair	New Jersey Medical School, Faculty

ASRAC Committee report and updates-

Current Charges:

S-2111-1	Late Course Add/Drop Policies	Due 8/30/2023
S-2310	Equitable and Transparent Policies for Grading Appeals	Due 2/21/2024

Regarding the Charge S-2111-1-

Title	Late Course Add/Drop Policies
Description	Investigate current practices for approval of late course add/drop policies and determine best practices for their approval and adjudication when they are not approved. Consider best practices used by peers to guide approval of late course add/drop requests and whether an appeal process (or an alternative mechanism) would be appropriate for evaluating, approving and adjudicating late add/drop requests. As appropriate, propose such a process, including procedures, factors to be considered in adjudication, and appropriate levels of discretion to be exercised by deans, advisors, instructors, and other.

Committees Being Charged [Student Affairs Committee](#)

Charge Status	Pending
Due Date	August 30, 2023

After careful review and joint committee discussion, SAC committee Chairs decided on handling this Charge and prepare the writeup. A follow-up email was sent to SAC committee to inquire about the next steps and was confirmed they have this prepared for submission.

Charge Number	S-2310
Title	Equitable and Transparent Policies for Grading Appeals
Description	The Academic Standards, Regulations, and Admissions Committee, in conjunction with the Student Affairs Committee, should investigate the state of grading appeals, looking

at various policies across campuses and schools to determine better possibilities for standardization as well as a more uniform and fair approach to grade appeals.

Committees

Being Charged [Academic Standards, Regulations and Admissions Committee](#)

Charge Status Pending

Due Date February 21, 2024

The committee discussed this Charge with the guidance of Dean of Students (NB, Newark, and Camden) and the University Registrar and Ombudsperson Dean Sybil James. The committee members felt satisfied that the policies in place are sufficient regarding a fair and equitable appeals process with clearly defined guidelines. We ask for this to be discharged.

Charge Number S-2306- Investigate Admissions Policy Across Campuses and Review Proposed Changes. Review how undergraduate admissions policies across all Rutgers campuses affect each other and investigate current admissions policies related to enrollment trends Study the proposed Spring 2023 admissions plan for New Brunswick and report possible consequences for Camden and Newark campuses, Report on the rationale for proposed changes and offer possible recommendations concerning changes to admissions policy.

In response to this Charge, ASRAC invited Assistant Vice Chancellor Marco Dinovelli to outline the proposed plan for recruitment admissions policy changes forecasted for New Brunswick campus. This plan is not in place yet, with a possible projected start date of Spring 2027. We request that some members of ASRAC, especially those who serve the Newark and Camden campuses as admission experts, become members of the proposed recruitment policy committee so as to inform the New Brunswick members as to probable impact from any proposed changes to the other campuses. This Charge was discharged, as it is missing formalized plans outlined with definitive rollout dates.

ASRAC spent much of its efforts over spring semester conducting holistic reviews in admission for both undergraduate and graduate schools. A detailed review was undertaken investigating the use of GRE, LSAT and GMAT standardized testing with each campus admission teams, Deans and students. ASRAC was encouraged to learn that all three campuses are following a holistic approach encompassing many data points towards a formal review of each candidate. Amid concerns about diversity, inclusion, and the predictive value of standardized tests, ASRAC contacted several universities who were reevaluating their GRE and GMAT requirements. Rutgers Graduate Admissions on each of the campuses are allowing for the GRE to be optional in many of their program offerings.

Investigative research-

In response to this post pandemic policy change, ASRAC examined the current practices among leading national institutions, reviewed the formal literature that examines the correlation between GMAT and LSAT scores and success in graduate school performance and retention. Among the overriding concerns is the cost-and-benefit analysis of taking the GRE and LSAT exams, putting barriers for underrepresented groups, and the examination’s failure to predict graduate school completion. Upon examining a growing number of programs in the process of either eliminating or modifying the use of the

GRE & GMAT as an application requirement and deliberating the implementation of a holistic review process, the committee was satisfied that Rutgers was prepared to offer alternative methods of review for student applicants. ASRAC Co-Chairs scheduled meetings with Camden, Newark and New Brunswick Deans and Graduate admissions personnel and PTLs to outline their student applicant review. Invited guests to discuss graduate admission with optional use of GMAT included Camden Admissions-Jeannine Cusick, Senior Program Coordinator of Recruitment; Ronald Kwan, Assistant Dean RBS-NB and Newark; Dean Monica Adya; Rachel Tomlinson, PTL; Christine Ebner, PTL & Snehamay Banerjee, Associate Dean of Camden.

Graduate Programs in business utilize the **GMAT (Graduate Management Admission Test)**. It is a computer adaptive examination intended to assess certain analytical, writing, quantitative, verbal, and reading skills in written English for use in admission to a graduate management program, as a (MBA) program. Answering the test questions requires knowledge of English grammatical rules, reading comprehension, and mathematical skills such as arithmetic, algebra, and geometry. The Graduate Management Admission Council (GMAC) owns and operates the test, and states that the GMAT assesses analytical writing and problem-solving abilities while also addressing data sufficiency, logic, and critical reasoning skills that it believes to be vital to real-world business and management success. It can be taken up to five times a year, but no more than eight times total. Attempts must be at least 16 days apart.

Questions explored –

- What specifically are the programs hoping to achieve with the changes in testing requirements? Presumably there are at least goals aimed at diversity/inclusion, but maybe not.
- How is your graduate admissions team measuring whether they are meeting these goals?

- Can you provide any demographic data before and after the change?
- Any change in student success? This might be measured by grades (although this is tough, particularly at the graduate level), perhaps measures of employment?
- How long does it take to graduate with test score submitted vs not submitted – mean and median rate? IE if in the past the average rate to complete their program has been 5 years with GMAT has there been any changes?
- Can we get demographic data breakdown between GMAT with graduation rate and non GMAT / graduation rate? Does it have an impact on graduation rates, with exclusion of health or medical emergencies.
- Which degree programs are GMAT optional and what are the additional criteria used for review?
- What is used regarding criteria with GMAT and without GMAT?

- What are the challenges applicants are faced with test prep, which demographic would be most impacted and what are the resources provided by unit? you using GMAT as red flags?
- High GPA and Low GMAT vs a high GMAT and low GPA- which one would you take?
- Is there a correlation between those who scored well & persisted in program?
- Would you consider your approach to be Holistic Review? If yes, can you outline what elements of assessment items you utilized without reliance on the GMAT?
- Do you have a different review process for Fulltime /accelerated degree programs vs. Part-time enrollment?

- Are there specific component(s) of the GMAT you weigh more heavily?

Lessons learned:

The GMAT exam is only one factor in the graduate admission process at Rutgers. It does not measure every discipline-related skill necessary for graduate academic work, nor does it measure subjective factors important for graduate academic progress. Cutoff scores should only be used when clear empirical evidence

shows that a large proportion of students with scores in that range were less successful in the curriculum. Schools must also demonstrate that the use of cutoff scores does not result in discrimination based on sex, age, ethnicity, or any other characteristic not proven to indicate their competence or predict a graduate applicant's success. GMAT quantitative scores are still considered as part of the applicant's overall application in specified graduate programs. Regarding educationally disadvantaged test takers, scores may, under those circumstances, reflect the extent of educational damage resulting from unequal opportunity, rather than potential to succeed academically in the first year of a graduate management program. Rutgers Graduate Admissions is moving towards test blind and a holistic application review with many of its programs.

LSAT Law School Admission Test:

Background-

The LSAT is an integral part of law school admission. The purpose of the LSAT is to test the skills necessary for success in the first year of law school. Those skills include reading comprehension, reasoning, and writing. The results of this test helps admission decision makers and candidates alike gain valuable insight as to law school readiness. LSAT scores are used as a predictor of first-year law school performance, correlating even better than undergraduate grade-point average. The Law School Admission Council (LASC) advises that the LSAT should be utilized as only one of several criteria for evaluation and should not be given undue weight solely because its use is convenient. Those who set admission policies and criteria should always keep in mind the fact that the LSAT does not measure every discipline-related skill necessary for academic work, nor does it measure other factors important to academic success.

Questions explored-

- To assist in assuring that there is a demonstrated relationship between quantitative data used in the selection process and actual performance in Rutgers Law School, is this data evaluated regularly so that Rutgers uses LSAT scores and other information more effectively?
- Does the Rutgers Law School admission team use LSAT as a predictor of first year law school success? Can you provide empirical data in support of its value?
- Since the Law School Admission Council annually offers to conduct correlation studies for member schools at no charge, has Rutgers law School ever participated?
- Does Rutgers Law School conduct comparative correlative studies to ensure all applicants are given thoughtful consideration?
- Cut-off scores may have a greater adverse impact upon applicants from minority groups than upon the general applicant population. Does Rutgers Law School admission process allow for an applicant's LSAT score combined with the undergraduate grade-point average before any determination is made of the applicant's probability of success in law school?
- What does Rutgers Law School Admission application process include for consideration as demonstrating mastery of the skills necessary for success in Rutgers Law School?
- Does Rutgers assist applicants with tools for navigating the journey from admission to a career in the law profession?
- In addressing inclusion and belonging, does Rutgers provide support networks to assist students throughout their legal education journey?
- Has the law school admissions team reviewed retention rates in correlation to LSAT scores?
- Does Rutgers Law school admission team accept the GRE in place of the LSAT?

Lessons learned from meetings with Dean of Law School Admissions:

There are 198 accredited law schools in the country with admission standards in all controlled by the Law School Admission Council (LSAC), which also administers the LSAT. The LSAT is offered 8-9 times a year and has been remotely administered since the pandemic.

- The average age of entrants: 25 years
- There are five admission standards to law school admission at Rutgers and in other law schools:
 - a. Admission test - it is a requirement of the American Bar Association (ABA) and cannot be changed unless the ABA changes. Out of the 198 law schools, 114 accept GRE but most students take the LSAT. Rutgers will start accepting the GRE starting fall 2024.
 - b. Letter of recommendations
 - c. A personal statement (2-4 pages long)
 - d. Transcripts
 - e. Work & life experience
- No particular weight is given to any one of these five standards.
- Measures of central tendency at RU:
 - a. Median LSAT for fall 22 entrants = 158 (LSAT ranges from 120-180)
 - b. Range for fall 22: 140-173
 - c. GPA range: 1.98-4.0; the person with the 1.98 had years of experience and had a high LSAT score and went to complete a master's degree program at Rutgers Law.
- Who reviews the law school applications?
 - a. The typical number of applications is 2,300-3,500 per cycle and faculty reviews 1/5th of them.
 - b. There are about 40 faculty members; the RU faculty admission committee consists of 8 faculty members. This committee gets about 20% of the total applications to review, which equals about 600 applications!
 - c. The admission committee is comprised of faculty members, administrators, and staff. As mentioned above, faculty reviews about 20% of the applicants, which seemed too many given how small the committee is and how many applications they need to review.
- There was a huge increase in applications due to pent up demand during the pandemic, as students were hesitant to experience a "zoom school of law".
- RU-Newark gets many more applications than Camden, mainly due to its proximity to NYC.
- Applicants get to choose between Newark, Camden, and No Choice. Those who are not from the region/area, typically choose "No choice" as they don't know much about Newark or Camden area markets.
- Entry class of fall 2022 at RU: 38% people of color; 48% female.
- LSAT as a predictor of success:
 - a. Retention rate is 96-98% at RU (so the attrition rate is very small)
 - b. The LSAT correlation study shows that together both LSAT & GPA are a better predictor than either alone but still not a perfect predictor of success and retention.
- LSAT components: there are four (4) parts, but law schools do not get the breakdown for each. These parts are logical reasoning, analytic reasoning, reading comprehension, and a writing sample section. There is also an experimental section.
- Law School Minority Student Program (MSP):
 - a. It was established in 1967 after the Newark student riots and in 2016 in Camden.
 - b. Since 1999, MSP is a post-admission program.
 - c. MSP provides structured guidance to those admitted into the program.
 - d. Applicants are reviewed by an assistant dean of admission at each campus. Those who apply are required to write an essay.
 - e. Admission to the MSP is not controlled by the Law School Admissions office at RU.

ASRAC was surprised to learn that, while many law schools do not require first year applicants to submit an LSAT score as stipulated by the American Bar Association, Rutgers admissions testing requirement will allow another standardized test such as the GRE, SAT, ACT or GMAT.

Some members of ASRAC (R. Boikess, L. Foster, & R. Schwartz served on the Ad Hoc Review Proposal for Merger of the Medical Schools (January- February 2023); Review of and Review of GRE Efficacy (May-Nov. 2022) Committees.

All attendance records have been recorded after each meeting through 2022-2023.

2022-2023 Budget and Finance Committee

CHARGE	STATUS	DUE
S-2002-1 Challenges Related to Parking and Transportation	BFC met with VP Henry Velez and Professor Robert Kopp, Co-Director of the University Office of Climate Action to gather information for S-2002-1, S-2206, S-2207 and S-2208. Given how these four charges are related, we have created a broad context for our data collection process and look forward to continuing this inquiry with additional guests planned for attendance at fall semester committee meetings.	11/22/23
S-2206 Socially Responsible Investment		10/25/23
S-2207 Office of Climate Action		10/25/23
S-2208 Divestment of Retirement Funds from Fossil Fuels		9/27/23
S-2302 Budgetary Considerations Underlying Potential Merger of the RBHS Subunits Robert Wood Johnson Medical School and New Jersey Medical School into One Medical School	BFC has attempted to gather information regarding the budgetary considerations of the potential merger, including Q & A Sessions with Rutgers CFO Mike Gower and it is clear that there is a lack of specificity regarding the costs/potential costs of the medical school merger. While BFC has not yet issued a response for S-2302, it is likely that our response will be similar to the Ad Hoc Committee S-2303 response, in that more detailed information, specifically to fiscal costs and benefits, are needed before an educated response can be provided.	5/24/23
S-2307 RCM Detailed Recommendations	BFC is currently completing the editing and approval process and will send this report to the EC by the May 24 2023 deadline for docketing for the September senate meeting.	11/22/23
S-2308 Conflict of Interest Declarations	BFC is currently in the beginning stages of data gathering but has already made significant progress drafting a response. Multiple OPRA requests have been submitted, with some responses already having been received and compiled into a draft report.	1/31/24

2022-2023 Faculty and Personnel Affairs Committee

During the 2022-23 Senate term, FPAC experienced a transition in leadership caused by the retirement of co-chair Joseph Markert and the resignation from the Senate of co-chair Farid Alizadeh. Anna Haley and Paul Boxer took over as co-chairs in December 2022. This followed an active fall semester during which FPAC deliberated on responses to the president regarding charges related to equal pay for equal work for lecturers and the execution of searches for high-ranking leadership positions. Throughout the year FPAC worked on several other charges, which were granted extensions due to the leadership changes. At present FPAC holds 5 open charges. As some of these may be impacted by terms negotiated during the recent AAUP-AFT contract bargaining process, we plan in September to review all charges thoroughly before continuing our work.

2022-2023 Information Technology Committee

The Senate IT Committee (ITC) completed two (2) charges this year (2022-2023)

Charge	Title	Status
S-2109	Communication Mechanisms Regarding Major Changes in IT Applications	Presented and approved Oct 21, 2022
S-2201	Approved Electronic Notebook Programs	Informational presentation March 24, 2023

- Recommendations for future committee charges:
 - *Explore the need for and possibility of dedicated Testing Centers*
 - *Proctoring: Information distribution and updates*

Attendance records can be found here: [ITC Attendance Sheet 2022-2023.xlsx](#)

Submitted 5/18/2023

Katie Anderson and Adrienne Esposito

Co-Chairs, Information Technology Committee

2022-2023 Instruction, Curricula and Advising Committee

December 9, 2022 University Senate Meeting

The Instruction, Curricula and Advising Committee presented their response to Charge S-2106 on the Office of Disability Services; how their work has been affected by the pandemic; and any issues impacting their services as we transition back to face to face instruction. The report includes comparative data on staffing, caseloads, and responsibilities of ODS on each campus. The full report and recommendations adopted by the Senate can be found at: <https://senate.rutgers.edu/report/s-2106-office-of-disability-services/>

On that date, the Instruction, Curricula and Advising Committee also heard a report from the Rutgers Microcredentials Steering Committee on the implementation of Digital Badges at Rutgers. The impetus for this implementation was an ICA report, adopted by the Senate, S-1805: Complementary Credentialing and Digital Badges for Rutgers University. <https://senate.rutgers.edu/report/response-to-charge-s-1805-on-complementary-credentialing-and-digital-badges-for-rutgers-university/>

In February, ICA met with the Research, and Graduate and Professional Education Committee (RGPEC) for a presentation and initial discussion relating to our joint charge S-2301: **Science Communication Efforts at Rutgers University**. A joint subcommittee was formed; the Committee had its first meeting on May 2nd.

In February, EC also charged ICA with S-2304: **Common Hour Exams**: Review the experiences of students, faculty, and staff with common hour exams at Rutgers University. While the formal charge was not issued until February, ICA had previously had some discussions on the topic since one of our student members was on the Rutgers University Student Assembly (RUSA) group that was looking at this issue. The RUSA report was finalized and received at the end of March. This is a joint charge with the Student Affairs Committee. We hope to meet with them to begin discussion of the topic in the Fall.

At our February meeting ICA also began a discussion of S-2305: **Auditing at Rutgers**. A subcommittee, chaired by Rajita Bhavaraju, was formed.

Natalie Borisovets
Taryn Cooper
Co-Chairs, Senate Instruction, Curricula, and Advising Committee

2022-2023 Research and Graduate & Professional Education Committee

S-2020-1	Investigation of Changes to the Rutgers University Patent Policy Our draft response is almost final. We plan to finalize at our September meeting and then submit to the EC, with the goal to have a presentation to the full Senate in October.	Due 11/22/2023
S-2201-1	Approved Electronic Notebooks We discussed a first draft for our response but will need to gather additional information. This charge will be worked on in our upcoming September meeting.	Due 11/22/2023
S-2301	Science Communication Efforts at Rutgers University This charge is worked on in collaboration with the Instruction, Curricula and Advising Committee (ICAC). We have formed a joint subcommittee, which will work on this charge over this summer.	Due 10/25/2023

2022-2023 Student Affairs Committee

Co-Chairs: Senators Emanuel Meshoyrer, Madai Poole and Michael Van Stine

Brief Summary of Charges (*sorted chronologically by due date*):

S-2111-1 (*Late Course Add/Drop Policies*) - Pending

This charge is also proposed by Senator Michael Van Stine which is due **August 30, 2023**.

Proposed charge: *Investigate current practices for approval of late course add/drop policies and determine best practices for their approval and adjudication when they are not approved. Consider best practices used by peers to guide approval of late course add/drop requests and whether an appeal process (or an alternative mechanism) would be appropriate for evaluating, approving and adjudicating late add/drop requests. As appropriate, propose such a process, including procedures, factors to be considered in adjudication, and appropriate levels of discretion to be exercised by deans, advisors, instructors, and other.*

Working Group Volunteers: Senators Amibola Oladimeji, Emanuel Meshoyrer and Michael Van Stine

- Committee to resume working on this charge in new academic year.

S-2305 (*Auditing Courses at Rutgers*) - Led by Instruction, Curricula, and Advising Committee

This charge was proposed by Senator Fauzan Amjad. Response is requested by **October 2023** for November 2023 Executive Committee agenda.

Proposed charge: *Students can attend class without being registered. Many students do not know that this option is available to them. Committee is asked to investigate how to make more students aware of this benefit.*

Working Group Volunteers: Senators Geza Kiss, Ralph Giraud, and Michael Van Stine

- Committee to work on this charge in new academic year.

S-2304 (*Common Hour Exams*) - Shared with Instruction, Curricula, and Advising Committee

This charge is also proposed by Senator Amjad with response requested by **October 2023** for November 2023 Executive Committee agenda.

Proposed charge: *Review the experiences of students, faculty, and staff with common hour exams at Rutgers University. Make any appropriate recommendations.*

Working Group Volunteers: Senators Jeff Broggi and Ralph Giraud

- Committee to resume working on this charge in new academic year.

S-2204 (*CourseAtlas*)

This charge was reissued as **S-2204-1**, with a new deadline of **December 2023**.

Proposed charge: *Explore the impact of CourseAtlas to benchmark institutional goals of the system, on academic units and departments, on faculty work-life balance, and make recommendations as appropriate. Specifically, (i) investigate to what degree CourseAtlas has achieved the goals it was designed and implemented to achieve, (ii) explore the impact of CourseAtlas on academic units and departments' ability to manage their own programs, (iii) assess the impact of CourseAtlas on the work-life balance of faculty, and (iv) propose feedback mechanisms which allow timely and meaningful faculty input on scheduling changes.*

Working Group Volunteers: Senators Amibola Oladimeji, Emanuel Meshoyrer and Michael Van Stine

- Committee to resume working on this charge in new academic year.

S-2310 (*Equitable and Transparent Policies for Grading Appeals*) - Shared with Academic Standards, Regulations and Admissions Committee. This pending charge is due **February 2024**.

Proposed charge: *The Academic Standards, Regulations, and Admissions Committee, in conjunction with the Student Affairs Committee, should investigate the state of grading appeals, looking at various policies across campuses and schools to determine better possibilities for standardization as well as a more uniform and fair approach to grade appeals.*

- Committee to begin work on this charge in new academic year.

S-2115 (*Academic Freedom*) - Shared with Faculty and Personnel Affairs Committee

This charge was reissued as **S-2115-1**, with a new deadline of **March 2024**.

Proposed Charge: *Identify and investigate recent attacks on the academic freedom of our faculty and students with a particular focus on the University's response to these attacks.*

- Committee to resume collaborating on this charge in new academic year.

2022-2023 University Structure and Governance Committee

None submitted.