**FACULTY ORGANIZATION MEETING**

**Tuesday December 8 2015**

**4:30-5:30 pm. – Reed Auditorium**

**Faculty Council Web site:** **http://psbehrend.psu.edu/intranet/faculty-resources/faculty-council**

I. Call to Order and Approval of minutes from October 26th Faculty Organization Meeting

Called to order at 4:30 pm

Courtney Nagel – motioned to approve the minutes, Eva Kuttenberg –seconded, Unanimously approved

II. Updates from Behrend Committee Chairs.

Courtney Nagle, Scholarship and Awards Committee: Nominations for university-wide awards just ended. 18 students were nominated. They will be considered for college-wide awards in the spring.

Eva Kuttenberg Faculty Affairs: The committee has addressed their first charge regarding student retention. They noted that no data are available on why students leave the campus. There is a best practices list for retention. This year about 35% of the incoming class lists UP as the first choice according to the registrar’s website.

- Their next meeting is scheduled for January.

- K. Wolfe asked that a copy of the best practices be made available to the faculty in an easy fashion. L. Aronne agreed to circulate the report.

Nicole Shoenberger, Athletics: The College is moving forward on men’s wrestling, the equipment will be donated. They are also looking into adding women’s bowling.

Matt Swinarski, Curricular Affairs: DIGIT 185 approved; In review: 4 course proposals and 5 program proposals

III. Constitution Revisions: Where do we go from here?

- Thank-you for voting

- The revisions were approved here.

- Note editorial error correction – “The Adhoc committee will…” was accidently pasted to Associate promotion and has been stricken.

- Next steps: this change was submitted. Faculty Senate – the committee on curricular changes will be voting on.

IV. New Business – Members for new ad hoc committees selected.

- Adhoc committee – looking at the process of promotion from Associate to Full: see intranet – Faculty Organization reports: https://psbehrend.psu.edu/intranet/faculty-resources/faculty-council/reports-and-meeting-minutes/investigations-for-promotion-to-full-professor; Members: Eva Kuttenberg Chair, Associate Professor (HSS), Bill Johnson, Associate Professor (BUS), Courtney Nagle, Assistant Professor (SCI), Diane Parente, Professor (BUS)

John Roth, Professor (ENG), Mike Rutter, Associate Professor (SCI), Nicole Schoenberger, Assistant Professor (HSS), Robert Weissbach, Associate Professor (ENG)

- Adhoc Committee looking at faculty concerns: John Roth, Colleen Kelly, Carol Putmam and Mike Naber.

V. College Update –Ralph Ford

- Wrestling – historical note: Turnbull barn was named after a former faculty member. His son, Craig Turnbull was a head coach of wrestling for years and has activated alumni to support wrestling. It is looking promising that it will be approved.

- Tripp Hall – a residence hall was passed by PSU Board of Trustees. We were one of three that had proposed and ours was the only one that passed. Today was the kickoff for design.

- Software Engineering – a MOU is being developed to offer the program on World Campus. They have committed to a fulltime faculty member and instructional designer.

Campus Facilities Master Planning Process – the team from UP arrived today for 3 days of meetings. They will take a 10-15 year look at the facilities. There is a steering committee comprised of chancellor’s office and from UP. There is also a Master Planning Committee for academic planning, academic spaces. The committee includes faculty, staff, a Harborcreek Township Supervisor, and members from Develop Erie and Erie County Planning committee.

Proposed Changes for Fixed Term Faculty – seeking feedback

- there was a subcommittee on fixed-term faculty who provided feedback to faculty council last year. This year the Academic Leadership team has met to discuss what changes to consider. They are looking to implement changes in Spring 2016.

Terms:

- FTM = Fixed term multi-year – hired on permanent dollars

- FT1-1 = Fixed Term one year – temporary dollars this were intended for short term hires

- FT1-2 = Fixed Term – two year – temporary dollars

Proposed changes:

- Moving long-term faculty (3 or more years) faculty on FT1-1- contracts to either FTM or FT1-2. This is in process.

- There will still be exceptions for faculty in specialty type positions (e.g., research associates)

- Promotion to senior lecturer

- we will change Behrend policy so that the ability to be promoted to senior lecturer applies to all full-time FT (FT1 and FTM) not just FTM

- The Academic Leadership Tem is reviewing school level policies/guidelines so that expectations for promotion to senior lecturer are made clear-

- Chancellor’s office is asking schools to hold annual information/mentoring sessions where expectations and processes for applying for promotions to senior lecturer are discussed.

- We will make clear that faculty seeking promotion can be put forward for consideration by either the school director or school P&T committee (University Level Policy)

FTM Faculty Contract Lengths

- 2-3 years is typical renewal

- 5 years (maximum) for senior lecturers

Discussion:

- Does this affect new hires? Yes. Typically would be a 2-3 years. Line is determined before the search begins.

- The actual contract that the lecturer sees is 2+ years.

- Senior lecturer length of contract – maximum is 5. Why go through the process of becoming a Senior Lecturer? The promotion typically comes with a raise, usually 4% and the faculty member generally get a longer contract.

- Contract states that the contract can be broken at any time. Why should the contract be limited if it can be broken? A: In times of financial crisis or program closing, a contract can be broken, but historically people have not been let go except due performance reasons.

- Concern was expressed concerning the effort involved in the preparation for renewal of the contract. R. says need a review is needed every five years, not with every renewal.

- Can you convert an FT1 to FTM without a job search? Ralph said he would need to check. The FT1-1 can be converted to FT1-2, but not FT-M without a search

- Faculty can send feedback to Luciana.

VI. Comments and Questions

- Comment from K. Wolfe: on scheduling of courses: 4-credit classes scheduling is a nightmare. There is a need for scheduling at a more reasonable hour. We cannot easily take a program from UP and blanket apply it to Behrend. UP is going to 3 days a week in person with an additional hour on-line for teaching language courses. At UP all Spanish 001 and 002 is all online. The experience of our faculty is that when students come to Behrend after taking the online courses are not well prepared. Q: how are we scheduling labs and other 4 credit courses?

- Similar problems exist for science labs. This makes it difficult to implement a common hours and is why Faculty Organization meets at 4:30.

Ralph Ford’s comment: He is not a fan of the process of UP’s scheduling mandates. Agrees that the 3 credit courses work fine, but the 4-credit courses are problematic. There are exceptions allowed for 4-credit courses. UP is getting feedback that this is not as easy as they thought it would be. There will have to be exceptions. Eric Corty commented that he thought the exceptions should be rare. But Ralph said – could be more lenient on 4 credit courses.

VII. Upcoming Events: Chancellor Candidate interviews continue December 14 and 15.

VIII. Adjournment

Motion to adjourn: Matt Swinarski; Second: Eric Corty

Adjourned at 5:23 pm