**BEHREND FACULTY SENATE MEETING**

**Monday, Oct. 24, 2016**

**3:00 p.m. – Burke 180**

**Behrend Faculty Senate and Council Website:**

[**https://psbehrend.psu.edu/intranet/faculty-resources/faculty-senate-and-council**](https://psbehrend.psu.edu/intranet/faculty-resources/faculty-senate-and-council)

Behrend Faculty Council:

Sharon Gallagher (H&SS), Chair

Laurie Urraro (H&SS), Vice-Chair

Jodie Styers (SCI), Secretary

Luciana Aronne (SCI), Past Chair

Blair Tuttle (SCI), Parliamentarian

Renee Finnecy (SCI) and Jennifer Mangus (BUS), Part-Time Faculty Representative

Moustafa Elhadary, SGA President, Student Representative

Hansel Lobo, SGA Vice President, Student Representative

1. Call to Order
   1. Sharon Gallagher (H&SS), Behrend Faculty Senate Chair, called the meeting to order at 3:30 p.m.
2. Approval of minutes from Aug. 17, 2016 Behrend Faculty Senate Meeting
   1. A motion to approve the minutes was made by Vicki Kazmerski and seconded by Eric Corty.
3. Reports and Updates from the Faculty Council Committee Chairs
   1. Aaron Maura (H&SS), Chair of Academic Computing
      1. No updates to report.
   2. Terry Blakney (SCI), Chair of Athletics
      1. Women’s bowling and men’s wrestling are starting in 2017-2018.
      2. USA Wrestling donated the wrestling mats.
   3. Michael Rutter (SCI), Chair of Faculty Affairs
      1. The committee is meeting this week to discuss a make-up exam policy. The committee will look into how each school currently handles make-up exams and determine a policy that is both fair to students but maintains the academic integrity of the exam.
   4. Alicyn Rhoades (ENG), Chair of Research
      1. Not in attendance. No updates received.
   5. Joshua Shaw (H&SS), Chair of Scholarship and Awards
      1. Not in attendance. No updates received.
   6. Charlotte de Vries (ENG), Chair of Student Life
      1. Not in attendance. No updates received.
   7. Joseph Previte (SCI), Chair of Undergraduate Studies
      1. Not in attendance. No updates received.
   8. Matthew Swinarski (BUS), Chair of Curricular Affairs
      1. The Curricular Affairs Committee has added a new charge: Develop a guide for Behrend College's course proposal process that is consistent with the new Curriculum Review and Consultation System (CRCS).
      2. The committee is also in the process of creating a separate sub-committee to examine graduate proposals. This is the result of not everyone on the committee having graduate school status.
4. Reports from University Faculty Senate
   1. Rod Troester (H&SS), Curricular Affairs Committee
      1. General education classes will be recertified using the new format. Those that teach general education classes will want to make sure to be in contact with University Park to ensure our general education courses remain applicable to our population of students at Behrend.
         1. There was discussion as to whether University Park is aware that they are supposed to be collaborating with us on these courses. While they are, we should be proactive to make sure our voices are heard.
         2. Michael Rutter asked about a website that was supposed to contain the latest information about the progress of this project, but Rod was unaware of such a site.
      2. Integrated Studies courses are still being designed. In some cases, these are brand new classes. In other instances, these are a rebranding of one or two classes. We, at Behrend, should get involved now.
      3. CRCS is back up and running. It will be accepting general education courses as of November 1st, 2016.
   2. Terry Blakney (SCI), Intercollegiate Athletics Committee
      1. Six meetings over the course of the year is making it difficult to accomplish charges. The committee is moving toward a standing joint committee for greater involvement.
      2. University Park has identified 23 buildings to be renovated or built that will be dedicated to athletics. These efforts will be funded through philanthropic donations. Facilities include an aquatics center, indoor soccer facility, etc. The announcement regarding the 5-year plan to accomplish the goal is coming soon.
   3. Mike Lobaugh (ENG), Faculty Affairs Committee
      1. Still looking at HR21 to determine the new titles for the new tiers of fixed-term faculty. Originally, each campus was free to pick their own titles, but now the University is thinking there should be more uniformity. The committee sent out a survey to see how the titles and tiers should work. They are waiting to get the results of the surveys back.
      2. AD-88 (Code of Responsible Conduct) is being enhanced with definition and clarity. It is almost ready to go out.
      3. HR-80 (Private Consulting Practice) is being revisited as it is unclear how the policy applies to teaching. In particular, how the policy applies to a full-time university faculty member teaching part time at another institution. How much of your coursework at the university is allowed to be used at another institution?
   4. Dawn Blasko (H&SS), Committees and Rules
      1. They are changing/modifying the committee structure. Each committee is looking at by-laws and standing rules. Some of the membership has been changed. This was supposed to be approved at the last meeting, but the name of a position was changed.
      2. HR23 currently allows for separate voting tracks for tenure track and non-tenure track faculty. Committees and Rules interprets the constitution and believes that all senators need all voting rights. Senators should vote on issues whether they are fixed-term faculty or not. At the college level this will be different. There will be separate committees for each group voted on by each group.
   5. Paul Barney (SCI), Student Life Committee
      1. Not in attendance. No updates.
   6. Lisa Mangel (SCI), Outreach Committee
      1. Not in attendance. Outreach Committee Priority Form submitted.
   7. Sudarshan Nelatury (ENG), Research Committee
      1. Not in attendance. No updates.
   8. Bill Lasher (ENG), Intra-University Relations Committee
      1. A meeting of Behrend College senators was held to discuss how they’re disseminating information once it hits the senate floor. Committees are given a committee priority form to identify which charges and issues they’re going to discuss. There may be other items people are interested in. There are so many of these so how do we efficiently get through them?
         1. They are looking at disciplinary communities. The creation of the communities was passed but no one is overseeing their creation. Although 80-20 has passed, the Intra-University Committee is looking it again to make sure people agree on the 80%. There are several programs at University Park saying they are not going to accept courses taught at Commonwealth Campuses which is illegal. A report will be review in December and is due to senate due by January.
         2. The committee is also working with the Faculty Affairs committee on fixed-term faculty titles and guidelines for multiyear contracts. If anyone has comments send them to Bill Lasher.
         3. Behrend does not have a representative on the Faculty Benefits Committee. We’re looking at healthcare providers for western Pennsylvania. Send comments to Bill Lasher.
            1. Dawn Blasko: They have made changes that make PPO Blue Plan more expensive and the Health Savings Account less expensive. Go to website and play with cases, particularly with prescription drug use. They are trying to incentivize the Health Savings Plan.
            2. Vicki Kazmerski: Have they talked about medical benefits and how they transfer into retirement benefits?
            3. Bill Lasher: They haven’t talked about that. I asked that question. You get to pick one of the two plans until you get to Medicare age. You can make the election at retirement. You can also change during November.
            4. Mike Lobaugh: In terms of finding a health care provider on this side of the state, how does University Park view that?
            5. Bill Lasher: I think there are enough campuses on this half of the state that they will listen to us. We have a special deal with UPMC Hamot. It’s more of a Pittsburgh issue than anything.
            6. Dawn Blasko: Jamie Myers is the chair of the committee. He said that it’s a mandate of the new plan. If they don’t come up with some way of co-operating we’ll be doing something different. The consent decree holds us until 2018. We’ll see if Highmark gets replaced or if they work it out. We have the power to create our own management deal.
         4. Sharon Gallagher: The new titles for fixed-term faculty are supposed to be happening for the fall but we haven’t heard anything.
            1. Bill Lasher: Our campuses are looking into this, too.
            2. Ralph Ford: We’ve been holding off because we’ve been told the Senate will come up with something by January. He’d like centralization before Behrend jumps.
            3. Dawn Blasko: All of that goes to Michael Bérubé, Chair of the Senate Committee of Faculty Affairs. Currently, the most popular proposed titles are Assistant Professor of Teaching and Associate Professor of Teaching toe fixed-term faculty mirrored by Assistant Professor of Research and Associate Professor of Research for tenure-track faculty.
            4. Mike Lobaugh: There has been talk of using the title of master if you have terminal master’s degree and professor if you have a Ph.D.
            5. Michael Rutter: Would that imply that senior lecturers would stay senior lecturers?
            6. Mike Lobaugh: The intention is to slip the new rank in between lecturer and senior lecturer.
            7. Kathryn: So some of our senior lecturers with Ph.D’s would have a change of title?
            8. Mike Lobaugh: Yes.
         5. KathrynWolfe: How does the 80-20 rule work with the evaluation of transfer courses? Some syllabi say a lot but others no so much. How is that going to work? We have to look at more than just credits (Four 3-credit courses versus three 4-credit courses). If it’s not going to be better than this it’s going to be a disaster. We’re talking about experienced professors teaching a course here, versus being the same course being taught by a graduate student at University Park.
            1. Bill: LionPath is supposed to allow you to take in 3 different courses and put them into three different places. You do run the risk of University Park not counting our course if it’s not 80% similar. There has to be a way to reconcile that.
            2. Matt Swinarksi: In the current system, one of the last efforts if you have a course number and a list of faculty for consultation, you would at least have the last step that someone has to be informed.
            3. Mike Lobaugh: What happens in 10 years when new faculty members come in and emphasize different things?
            4. Matthew Swinarski: You have to put a responsible person on it so that doesn’t happen. We can do this through Faculty Council. It’s not a problem for Curricular Affairs to do this. We could plug this in.
            5. Bill Lasher: We talked about this. At the current point, there is no periodic review of courses. We need a more well-defined mechanism for developing the list.
5. Updates from Chancellor Ralph Ford
   1. The search committees to find directors for the School of Humanities and Social Sciences and the School of Business have been selected and charged. The advertisements for the positions will be out shortly. The goal is to have both search completed by mid-spring.
   2. About 27 faculty and staff opted into the Voluntary Retirement Plan (VRP), which was about 50% of those eligible. Roughly 10-12 of those were faculty. Staff may retire in either December or June. Faculty will retire in June 2017. To fill those positions, we will have to show savings to the University. We’re putting together a plan, going through position by position with Madlyn Haynes and Nick Jones, which will take several weeks. We will also lose 3 leadership positions: Bob Light (Senior Associate Dean for Research and Outreach), Margie Taylor (Director of Development), and Rick Hart (Director of the Library).
      1. Rod Troester: How were Chancellors briefed about this ahead of time? When we did this last time it felt like there were lots of surprises.
      2. Ralph Ford: We were aware. If you were forced to make cuts, you’d do so strategically but when there is a voluntary initiative, you don’t get that choice. There is a contingency at University Park that feels there should be 0% tuition increase. That’s what we’re up against. What has helped us get a raise this last year was we’re finally seeing restoration of state funding and we’re hoping that continues. In the next budget we have proposed the 0% tuition increase that the trustees want pending a healthy increase from the state. President Barron feels raises are important.
      3. Diane Parente: Last time there was a voluntary retirement offered the western campuses were hard hit. There were differential issues. For example, Hershey had a different age limit. Do you have any idea how those decisions were made?
      4. Ralph Ford: They were presented as the same to me. Sometimes Hershey does operate different. Everyone outside the medical school had the same offer. Anytime you get into a differential, you get into equity.
      5. There is some conversation among those in attendance and it is eventually determined that units outside the medical school had different ages. The Chancellor looked into this and did confirm that some units had a higher retirement age.
      6. Kathryn Wolfe: The last time the University offered a retirement incentive, the letter says it was one time only….but three years later here is the offer again.
      7. Ralph Ford: My sense is there won’t be another one for a while. Why now? I think there was a sense after the budget issues of last year that there was a view of long term salary savings. If you look demographically, a big percentage of baby boomers’ are now eligible and we are now further away from the recession of 2008 which means people’s portfolios have recovered allowing them to consider retirement.
      8. Kathryn Wolfe: The retirement incentives don’t do much for faculty morale. If you sign it, you lose state and federal protection afforded to you by the University.
   3. We are working on a version of the Campus Master Plan public release. The two areas of greatest need are student spaces and faculty offices, in that order. We are trying to get funding for a new student recreation center; an expansion of Erie Hall by the year 2020. We currently have$4-5 million in student facility fees, which could be put toward the rec center. The Fasenmeyer Building and an expansion of Kochel or stand-alone office buildings are next two priorities.
   4. Final fall census: 4,589 students on campus (near a record). 601 students in online programs. Target size for next year is flat. Parking situation and facilities indicate we should hold where we’re at.
   5. Fixed-term faculty issue: The third level of title will be set by the Senate and we’ll hear about that by January. That will be better than each college doing their own titles. The new level of promotion was supposed to be implemented during the 2016-2017 year. Now, this will be done next year. For promotion, fixed-term faculty will go through the School Committee, School Director, College P&T Committee, then to the Chancellor.
      1. Kathryn: Do we have enough senior lecturers to do this?
      2. Ralph Ford: I’ve suggested that Faculty Council make a suggestion that each school vote for one person, the Chancellor selects one, and then we have 5 (rather than the 9).
   6. Bill Lasher: What about the budget?
      1. Ralph Ford: They did change the budget formula last year. It is now based on student credit hour production. There are some details behind the formula. We get more for upper division and graduate production and other variables. It smooths out the fluctuations on either the up side or the down side. We got better temporary dollars this year but I still think we deserved more. We’re in a reasonable position. We’re hoping to come out ahead this year. Behrend College used to have strong reserves. We need these for when cuts come or when we need money to match funds for a building and right now we’re limited.
      2. Matt Swinarski: Does that budget change mean that faculty hires will be made based on credit hours?
      3. Ralph Ford: We’ll look at enrollment trends in school and major and make decisions regarding service based position. I don’t think it will reduce to a simple formula based on student credit production. We also need a new director of finance on board which I hope will happen in the next two weeks. Strategically, we have to ask ourselves what we won’t do as well as what we will do with resources.

VI. Announcement from Women’s Advocacy Group

Soledad Traverso, Pamela Silver, and Diane Parente

1. Pam Silver: The Women’s Advocacy Group was announced several years ago is now up and running. It is an Ad Hoc Committee comprised of three, female, full professors appointed by the Chancellor to promote the academic success of women on campus. The committee operates at an advisory level only. The committee will make an attempt to resolve the issue through channels (School Director, Ombudsperson) failing that the committee (with the faculty consent) would take the issue to Chancellor. Support and guidance to women. This part of our faculty needs extra support.
   1. Sharon Gallagher: Any faculty could email any of the committee members?
   2. Pam: You could probably one of us find based on school but any one of the three of us could be helpful as we function as a group.
   3. Michael Rutter: Is this information on the web?
   4. Pam Silver: We hope it’s going there.
   5. Ralph Ford: I was going to send an announcement out to faculty.

VII. Important dates to note on your calendar:

**Faculty Discussion Forums**

Do you have an idea for a forum? Please contact Sharon at smg16@psu,edu

October Faculty Discussion Forum – Incorporating International Travel in Your Curriculum

Tuesday, Oct. 25, 2016 from 12:00 – 1:00 p.m. in Reed 114

Lunch will be served. Please RSVP with Margie Sargent, [mgs5305@psu.edu](mailto:mgs5305@psu.edu)

**Behrend Faculty Council Meetings**

Curious about what happens at Council meetings? You are always welcome to attend!

Thursday, Nov. 17 at 4:30 p.m. in Reed 112

Wednesday, Dec. 7 at 3:30 p.m. in Reed 112

**Behrend Faculty Senate Meetings**

Contact Sharon at [smg16@psu.edu](mailto:smg16@psu.edu) to add items to the agenda

Wednesday, Nov. 30 at 4:00 p.m. in Science 101

**University Senate Meetings**

Contact your Senators so they can share your concerns at UP

Tuesday, Dec. 6, 2016

Tuesday, Jan. 24, 2017

Tuesday, Mar. 14, 2017

Tuesday, Apr. 25, 2017

VIII. Final Announcements and Comments

1. Ed Evans chair ceremony for 25 years of service is today.

IX. Adjournment

1. Motion to adjourn made my Bill Lasher and seconded by Matt Swinarski.