**BEHREND FACULTY SENATE MEETING**

**Tuesday, Feb. 21, 2017**

**4:30 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)

1. Call to Order – Sharon Gallagher (H&SS), Behrend Faculty Senate Chair
2. The meeting was called to order at 4:30 p.m. by Chair, Sharon Gallagher
3. Approval of minutes from Nov. 30, 2016 Behrend Faculty Senate Meeting
4. A motion to approve the minutes was made by Jay Amicangelo seconded by Vickie Kazmerski.
5. Behrend Faculty Council:

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

Joshua Pannaman, Student Representative

Behrend Faculty Council Committee Chairs:

Academic Computing: Aaron Mauro (H&SS)

Athletics: Terry Blakney (SCI)

Curricular Affairs: Matthew Swinarski (BUS)

Faculty Affairs: Michael Rutter (SCI)

Research: Alicyn Rhoades (ENG)

Scholarship & Awards: Joshua Shaw (H&SS)

Student Life: Charlotte de Vries (ENG)

Undergraduate Studies: Joseph Previte (SCI)

University Faculty Senate & Their Committees:

Paul Barney (SCI), Student Life Mike Lobaugh (ENG), Faculty Affairs

Terry Blakney (SCI), Intercollegiate Athletics Lisa Mangel (SCI), Outreach

Dawn Blasko (H&SS), Committees & Rules Sudarshan Nelatury (ENG), Research

Bill Lasher (ENG), Intra-University Relations Rod Troester (H&SS), Curricular

Affairs

1. Reports from Officers
2. Sharon:
3. The report with the findings regarding promotion to full professor will be forthcoming soon.
4. Laurie
5. In an effort to bridge the gap between student groups and faculty members, Laurie is coordinating “FAS Chat (Faculty and Student Chat)”. These events will be supported by Andy Herrera and his office.
   1. A monthly discussion with approximately two student groups. Groups will engage with faculty, explain the purpose of their groups and communicate what they want faculty to know about them.
   2. Being that February is Black History Month, the FAS Chat will feature ABC (Association of Black Collegians) and OAS (Organization of African and Caribbean Students). The FAS Chat will take place on Tuesday, February 22nd, 2017 at 5 p.m. in the lobby of Metzgar.
   3. Groups represented this month, 2 new groups next month.
   4. Contact Laurie at [LLU106@psu.edu](mailto:LLU106@psu.edu) for more information.
6. The Gender Conference is scheduled for April 13-15th, 2017.
7. Laurie is coordinating and moderating a faculty panel on gender issues. The panel session will explore how the perceptions and realities of gender impact our student evaluations, interactions with students, and more. Participants will take anonymous and on-site questions. The panel is scheduled for Thursday, April 13th from 4-5:00 p.m.
8. Laurie has one confirmed H & SS faculty member (female), and needs more representation, ideally from each of the four schools, and with Kelly Shrout and Qi Dunsworth. E-mails sent out. Some cannot make it due to teaching schedule; some have not replied as of yet. Anyone interested or names submitted to Laurie via email.
9. Joshua Pannaman-Student Representative
10. The new add/drop period is causing concern among some students.
11. For courses that meet twice a week, this is a tight time table. You attend the first class and get the syllabus, then basically have one class period to decide whether or not to drop the course. Classes that only meet half a semester have an even shorter add/drop period.
12. Sharon will pass these concerns along.
13. Reports from Behrend Faculty Council Committee Chairs
14. See committee chairs’ brief reports attached1
15. Election Results
16. Council and Senate Officers:

Behrend Faculty Council/Senate Vice Chair – Tim Krause (BUS)

Behrend Faculty Council/Senate Secretary –Jane Ingold

Behrend Faculty Council/Senate Part-Time Faculty Representatives- Denise Divins (H&SS) and David Waples (H&SS)

1. University Senators:

Kathy Noce (BUS) and David Kahl (H&SS)

1. Student Reactions to recent U. S. Secretary of Education appointment

Moustafa Elhadary, SGA President, and Hansel Lobo, SGA Vice President

1. Students were concerned about the recent confirmation of Betsy DeVos as Secretary of Education.
   1. SGA developed a list of pros and cons about Mrs. DeVos based upon student input. Common Council wants to make a statement about DeVos.
      1. Pros: She offers an outside perspective to education, she will work hard as she needs to prove herself, devoted and serves on boards of charter and private schools
      2. Cons: She has no experience in public education (attending, teaching, administration, etc.), she is in charge of federal loan disbursement, she intends to privatize education (how would this effect Behrend?)
   2. Students aren’t sure what they can do about her confirmation as Secretary of Education.
      1. Luciana Aronne: Call local representatives and senators. Could SGA draft their own statement?
      2. Jodie Styers: Talk to the education faculty on campus. They belong to professional organizations many of which have already drafted position letters.
   3. An SGA representative will attend the Faculty Council meeting next week to share information about SRTE’s
      1. Rod Troester: At University Senate there will be a 25-page research paper on SRTE’s.
2. Introducing WorkLion – Randy Geering
3. WorkLion is separate from LionPath. Email Randy Geering with questions about WorkLion and Jane Brady with questions about LionPath.
4. WorkLion will replace ESSIC
   1. Unlike ESSIC, WorkLion will be directly linked to Payroll
   2. In February data will be inputted into the system. In March they will begin beta testing. The whole system should be live in June 2017.
   3. If you are a faculty member that oversees student research, you’ll be a supervisor-not sure if the system will recognize this
5. Questions?
   1. Mike Rutter: Will this replace the system we currently use to conduct job searches?
      1. Randy: We’re not sure how the two systems will talk. I will look into it.
   2. Kathryn Wolfe: How much of this will relate to faculty issues? There is a lot of this that is confidential information.
      1. Randy: I’m not sure if a chair is accounted for in this system. We’ll have to look at this. If you’re making decisions about scheduling or other fiscal decisions you should be able to see appointments.
      2. Kathryn: It’s hard to find information about comparative salaries.
      3. Randy: I agree. How do you find good data? National? Regional?
      4. Sharon: What would you like from faculty moving forward?
      5. Randy: There will be communication coming out; pay attention to it. Try to work through it. Then, if you have questions, ask.
6. Email Randy Geering (rrg3@psu.edu) to request a copy of the slides used during this presentation.
7. Proposal for Change to Fixed Term Titles in University Faculty Senate:
8. Next meeting: ***Tuesday, Mar. 14, 2017***
9. Mike Lobaugh
   1. The discussion regarding the titles for non-tenure track faculty are on-going. This chart2 describes the titles and credentials of each rank.
      1. The new titles are up for vote at the next University Senate meeting on March 14th.
      2. As of now, there are no changes to HR21.
      3. Bill Lasher: This is an advisory report. We would advise the President to revise HR 21 to reflect the new tiles and ranks if they pass a vote.
      4. Jay Amicangelo: this chart has changed from the one circulated in January.
      5. Mike Lobaugh: this says we’ll be introducing a new level above senior lecturer. Senior lecturers would change name to Assistant Teaching Professor. Non-terminal degrees can’t get to Teaching Professor. A senior lecturer with a terminal degree would undergo a name change to Assistant Research Professor.
      6. Kathryn: We have people doing research as if they are in a tenure line job, but they aren’t. These teaching titles don’t fit those people.
      7. Mike Lobaugh: Someone who is hired to do teaching can do research and someone hired to do research has to teach.
      8. Luciana: There are campuses where research isn’t part of the contract and there are campuses where lecturers are expected to do research with no release or support. What about these unusual cases?
      9. Mike Lobaugh: Terminal degrees will differentiate the ranks. There are certain fields where no Ph.D. exists.
      10. Kathryn: In H&SS there are people with terminal degrees in their fields. They are senior lecturers and will need promoted to assistant teaching professor. How will we form a committee to promote these people if there aren’t any such people to populate the committee?
      11. Mike Lobaugh: How did the first lecturer get promoted to senior lecturer?
      12. Kathryn: It was P&T. Many of us have seen the dossiers of those promoted to senior lecturers. If these senior lecturers end up being in the second tier, who is going to sit on the committee? You have to have somebody at a higher rank. You’re not going to have anyone at the appropriate rank.
      13. Mike Lobaugh: There are people that emeritus of this rank to sit on the committees.
      14. Terry Blakney: Ralph (Ford) seems to indicate that all current senior lecturers would jump to associate teaching professor. This is an all or nothing. The University feels like they’ve invested too much time into this issue. So, it’s a take it or leave it.
      15. Sharon: My understanding is that we’ll get the names, we have to follow the University policy, and there will be a fair amount left up to the units. It’s not as simple as the simple chart makes it appear. How you define a terminal degree on campus is a big deal.
      16. Dipo Onipede: This is a distinction between people who hold terminal degrees and those who don’t, yet they’re doing the same job.
      17. Mike Rutter: Is the chance at getting a third level for promotion worth the headache of all these titles?
      18. Dipo: I think this will be an encouragement in hiring.
      19. Sharon: Our senators are very good at listening. Give them feedback to take to University Senate meetings. This will help them out. We want to make sure we’re talking to our senators. Encourage your colleagues to do this too, whether they’re tenured or not.
10. Updates from the Chancellor’s Office
11. Mary Kahl-Senior Associate Academic Dean
12. Announcement that we have a new honors director, Mike Brown, from School of Business.
    1. Mike Brown will work with an Honors Advisory Board to determine how the Honor’s Program will move forward.
       1. The Advisory Board will consist of one member from each of the four schools.
13. Pathways to Student Success Summer Start (PASSS) Program
    1. Coming to Behrend for the first time during summer 2017 during second summer session.
    2. The program can accommodate up to 40 students
       1. These students are selected on the following criteria: first generation, low income students (targeted), and under-represented ethnic minority
       2. Mary Ellen Madigan has completed the first pass of eligible students. Roughly 400 students are eligible based on the criteria and 4 students have already indicated they want to do the program.
       3. As part of the program, students must participate in a math academy. Mike Rutter is working on this.
       4. We’re offering two courses (funding by University Park) during second summer session. We’ve added courses to the schedule to accommodate the increased demand. We’ve reserved seats in these classes specifically for PASSS students.
       5. Students can work up to 10 hours per week on campus (funded by University Park).
       6. Students will have peer mentors, New Student Orientation, Ruth Pflueger is going to make sure tutoring is available, residential programs (dorms available but not required) including RA, food services etc.
       7. If there are questions or concerns, please contact Mary directly
          1. Jay Amicangelo: “These are accepted students that are starting early? To get a head start?”
             1. Mary: We are taking students that are Behrend first students.
             2. Jay: Is the idea behind the program to get ahead?
             3. Mary: Yes. It’s not billed to parents or students as a remedial program. Predicated on research that students coming from one of these three groups of people find it most difficult to succeed as they transition to college. During summer of the second year, students can take up to 9 credits and will work as mentors to first year students. The goal is to complete the degree in 4 years.
          2. Laurie Urraro: What courses will they be taking over the summer?
             1. Mary: Some campuses offer courses that are specific to PASSS students. The students then don’t branch out; they form bonds within their groups. We’re offering interpersonal communication, English115, and a Mythology course. We’re reserving 15-15-10 seats, respectively. We’re looking at the rest of the summer schedule and we’ll suggest a list of up to four summer courses for them to select a second course to take.
          3. Kathryn: Are these courses that are going to be geared to them? Or will they also include courses that have exams that aren’t just multiple choice? They have to be organized, take notes, study, and pass exams. They should be taking courses that prepare them.
             1. Mary: Your point is well taken. I wouldn’t want to infringe on anyone’s course plan. As I go through and talk to people that are teaching these courses, it’s a question I can ask. Another component of the PASSS program is a mandatory math academy. Mike Rutter has taken this on. If students score into Calculus (or whatever course is required for their major), they don’t have to do the math academy. There is money from University Park for the math academy. Other students beyond PASSS can use this resource.
             2. Mike: At this point, the math academy is to prepare them to retake ALEKS.
             3. Mary: It’s ad hoc math instruction, but it’s not tied to a course.
          4. Mustafa: Are there plans for outside the classroom?
             1. Mary: Yes. We know that’s important. The experiences of other campus is that the students will form two cliques; one that lives on campus, and one that commutes. One of the things we can do to facilitate the blending of these two groups is social events (such as outdoor cookouts).
14. 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

Thursday, Feb. 23 in Reed 114 from 12:30-1:30 p.m.

* Let’s Make the SRTEs Work for Us – Discussion with SGA student representatives and faculty
* Please RSVP with Margie Sargent at mgs5305@psu.edu

**FAS Chat** – Faculty and Student Chat Series

This monthly series is an opportunity for faculty to get to know Multi-Cultural Council campus groups. Would you like more information about FAS Chat? Contact Laurie Urraro for details at [llu106@psu.edu](mailto:llu106@psu.edu)

**Behrend Faculty Council Meetings**

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

Tuesday, February 28 in Reed 112 beginning at 9:00 a.m.

Tuesday, March 28 in Reed 112 beginning at 3:30 p.m.

Monday, April 17 in Reed 113 beginning at 4:30 p.m.

**Behrend Faculty Senate Meetings**

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

Tuesday, April 18, in Burke 180 beginning at 4:30 p.m.

**University Senate Meetings**

Contact your Senators so they can share your concerns at UP

Tuesday, Mar. 14, 2017 and Tuesday, Apr. 25, 2017

1. Final Announcements and Comments?
2. Kathryn: Any push back on President Barron’s comments about Commonwealth Campuses taking a hit?
   1. Terry Blakney: LionPath greatly affected this. There is nothing to compare attendance with since we’ve only used LionPath once. Models are screwy because fewer than 20% declined their offers. Also, football team success always increases attendance.
   2. Mike Rutter: Admissions at Behrend is cognizant of this. They’ve been planning for this. We’re aware of this.
   3. Jay Amicangelo: Jack Burke showed us a graph of this years ago. High school students aren’t coming. We had to do different things to balance this.
   4. Terry: We offset this with international students and recruiting. Now with Trump, we’re concerned about this population but the football team did well so…
3. Motion to adjourn
4. Motion to adjourn made by Luciana Aronne and seconded by Jodie Styers

1-Behrend Faculty Council Reports

**Academic Computing** – Chair, Aaron Mauro

We are currently working to collect qualitative feedback from the schools to determine specific needs and concerns. We've collected information from the School of Business and the School of Humanities and Social Science. We are awaiting results from the School of Engineering and the School of Science. We have also had detailed discussions with both the CMC and CTLI about technical needs on campus. This information has yet to be synthesized into a final report, but the raw interviews and information are available on our Yammer site. A copy of the committee’s minutes is available upon request for anyone seeking further details.

**Athletics** – Chair, Terry Blakney

Behrend along with 240 other schools voted down a rule that would have allowed graduate students with remaining eligibility to play anywhere. The reasoning is that some of these graduate students could have been scholarship athletes at the Division 1 level and if they come to a lower division school, they might bump a student who had been in the program for three years and that student would not get to play due to a new arrival.  There would be potential for D3 athletes to lose interest.

Wrestling and women's bowling slated to start fall 2017. Water polo has asked to remain in mountain pacific athletics conference playing with west coast schools since it was a great experience for our student athletes participating against Olympic athletes. The conference membership is reviewing options including inviting Bucknell to also join.

**Curricular Affairs** – Chair, Matthew Swinarski

The CA continues to review all curricular proposals. The committee continues to work on developing a guide for Behrend College's course proposal process that is consistent with the new Curriculum Review and Consultation System (CRCS). A sub-committee to handle graduate curricular proposals has been established.

**Faculty Affairs** – Chair, Michael Rutter

The Faculty Affairs committee last met on Friday, February 3rd.

Working in conjunction with Undergraduate Studies, we discussed the possibility of creating a small make-up testing center similar to what Penn State Abington currently has. Abington has a small center (9 seats) that administers make-up exams, extended time exams for disability services, and world campus exams. This is not a computer based testing center, although computers are available. Between Faculty Affairs and Undergraduate Studies, there is strong support for the testing center concept. We are currently exploring the feasibility of such a testing center at Behrend with administration. A testing center would solve many of the issues of dealing with University mandated make-up exams: inappropriate testing spaces, finding exam times, and proper supervision during the test.

The committee also started looking at the faculty workload based on the 2010 Faculty Affairs report. We have been charged with looking specifically at Tenure-line faculty, and are currently reviewing available information.

**Research** – Chair, Alicyn Rhoades

The research committee has met this semester to begin the development of the Behrend Faculty Research Survey.  This survey is intended to assess the faculty’s desire to accomplish research on campus and their impression of the feasibility of being a research-active faculty at Behrend.  We hope to uncover any roadblocks to successful research endeavors, the faculty’s impression of the availability of resources, departmental and school support for, and other needs with respect to fostering an active research community at Behrend.  The survey instrument is being developed based on examples of faculty surveys obtained from other universities combined with feedback from the research office at University Park, as well as input from Behrend leadership.  The committee hopes to finalize the survey by the end of March, 2017.

**Scholarship & Awards** – Chair, Joshua Shaw

No report.

**Student Life** – Chair, Charlotte de Vries

No report.

**Undergraduate Studies** – Chair, Joseph Previte

No report.

**2- Proposed Change to Fixed Term Titles**

Simplified from titles proposed at University Senate on Tuesday, Jan. 24, 2017

| **Non-Terminal Degree** | **Teaching** | **Clinical** | **Research** | **Terminal Degree** |
| --- | --- | --- | --- | --- |
| 1 | Lecturer | Clinical Lecturer | Researcher | NA |
| 2 | Assistant *Teaching* Professor | Assistant *Research* Professor | Assistant *Research* Professor | 1 |
| 3 | Associate *Teaching* Professor | Associate *Research* Professor | Associate *Research* Professor | 2 |
| NA | *Teaching* Professor | *Clinical* Professor | *Research* Professor | 3 |

* Deans can petition exceptions for unusual cases person by person
* Lecturer and Instructor are interchangeable
* Terminal degree description up to each campus by school
* Changes to title to occur over next 5 years, usually as contracts expire and are renewed