

FACULTY SENATE MEETING
Friday, October 16, 2020
11:00 AM via Zoom

Faculty Council Web site: <http://behrend.psu.edu/for-faculty-staff/committees/faculty-senate-and-council>

- I. Call to Order – Emily Cassano, Faculty Senate Chair
- II. Approval of minutes from August Faculty Senate Meeting
 - a. Luciana Aronne and Inkyu Kang
- III. Discussion of a resolution to be taken to the University
 - a. Two separate resolution documents were presented
 - i. Resolution 1 from the Behrend faculty
 - ii. Resolution 2 from faculty at another Commonwealth campus
 - iii. Both versions are attached to these minutes
 - b. (Resolution 1) A motion was made by Lisa Eliot and seconded by Luciana Aronne to put into motion for discussion and vote, the submission of the first resolution.
 - c. A question was asked about alternative evaluations for faculty. There are 3 committees working on it. Dr. Silver referenced AC-23 Appendix M. She said that the faculty are strongly discouraged from using the Spring 2020 SRTE's and are urged to use them in their narrative statements to show how they were used to achieve goals. For the fall semester the decision has not been made yet.
 - d. A question was asked if the alternative assessment system for student grades is being considered for this fall. Dr. Silver replied that it is being considered.
 - e. The vote was taken verbally. Motion passed. Resolution 1 will be taken to the university.
 - f. (Resolution 2) A motion was made by Luciana Aronne and seconded by Molly Monahan Lang to put into motion for discussion and vote, the submission of the second resolution.
 - g. Discussion ensued about removing part of #4 from the new contract language, "to make salaries commensurate with their education and the value of their contribution to the essential educational mission of the University", for the reason of concern for the NTT faculty.
 - h. A motion was made by Lena Surzkho-Harned to put into motion a vote amending the second resolution to remove that part of #4.

 - i. The vote was taken verbally. Motion passed. Resolution 2 will be amended.
 - j. A question was raised as to whether the language was included in Behrend faculty contracts. Chancellor Ford confirmed that contract language is standard across the University. The Behrend contracts for this year do not have the language, but it could be in the new contracts.
 - k. Discussion followed about the difference between the 2 resolutions concerning the calendar year versus the school year. There was concern that if we send both and only one passes, it may affect the Spring 2021 semester. Ed Evans pointed out that the first one may not be relevant outside of Behrend.
 - l. A motion was made by Luciana Aronne and seconded by Lisa Elliot to put to a vote the submission of the second resolution.
 - m. The vote was taken verbally. Motion passed. The amended resolution 2 will be taken to the University.
- IV. Ralph Ford, Chancellor
 - a. We are completing week 8 of our residential experience and doing well.
 - b. Covid positivity rate of 2.1% with 25 cases so far.

- c. Thank you to faculty, staff, and students for their efforts
 - d. 5 weeks to go until the break
 - e. Covid cases in the US and PA are rising. We must keep our guard up.
- V. Pam Silver, Associate Dean of Academic Affairs
- a. Please read the weekly digest from Kathy Ishke's office
 - b. We need to begin to prepare ourselves and our students for remote work. Information is coming on the keep teaching and keep learning website about planning for the transition.
 - c. Significant work is being done on SRTE's and annual reviews.
 - d. If you are planning to change your teaching mode for next semester, please tell Jane Brady by October 29.
- VI. Research, Ivor Knight, Associate Dean for Research and Graduate Studies
- a. We have 34 investigators conducting research with 81 students and safety plans are in place.
 - b. Efficiency levels are being evaluated.
 - c. Continuing the seed grant program.
- VII. Matt Swinarski
- a. Senate Covid19 resolution came out October 10
 - i. Release contact tracing info, but keep medical info private
 - ii. Make sure testing is available to all who need it at no cost
 - iii. Reveal the case threshold for going remote
 - iv. Increase random surveillance
 - v. Test everyone upon arrival to campus this spring
 - vi. Closer communication with faculty governance
- VIII. Old Business
- a. Emily Cassano put into the chat a link to survey regarding wellness days for spring semester https://pennstate.qualtrics.com/jfe/form/SV_bd3Z4TVT2kIRd0F
- IX. Jodie Styers was concerned about textbook ordering because of schedule uncertainty. Dr. Silver will contact the school directors about finishing the schedule. In the meantime, she recommends sending an email to Heidi.
- X. Motion to adjourn
- a. Elisa Beshero-Bondar and Luciana Aronne

Version 1 – Penn State Erie Resolution

Whereas the COVID-19 pandemic has required faculty, typically on nine and ten-month contracts, to spend their summers planning for their fall semesters to a degree well beyond what is normally warranted, including training in online and hybrid modes of instruction; anticipating disruptions, due to the health of their students, loved ones, and selves, to whatever mode in which they plan to teach; developing contingency plans for such disruptions; educating themselves on COVID-19 and the university's plans to insure the safety of faculty, staff, and students as they return to campus; advising students concerning their options for fall course delivery;

Whereas summer is usually reserved for faculty to engage in their own research, progress towards which must be demonstrated at annual review and promotion and tenure;

Whereas, while faculty on the tenure-track have the opportunity to stop the tenure clock, no provisions currently exist for tenured and non-tenured faculty to mitigate the deleterious effects of the COVID-19 pandemic on their yearly performance as teachers, scholars, and citizens of the PSU Erie community;

Whereas faculty and Program Chairs seeking to engage with and assist Penn State in plans for the “Back to State” reopening plan have seen increased service obligations that sometimes are equal to or exceed their usual semester-level service load;

Whereas Penn State Erie typically encourages faculty to spend a year preparing an online or hybrid course;

Whereas a limited pool of Instructional Designers—the same number hired for a typical, COVID-free school year—are available to assist faculty in the transition to fully online and hybrid modes of instruction;

Whereas faculty who have limited experience in online instruction will be required this fall to do a certain amount of experimenting with, and fine-tuning of, their pedagogy;

Therefore, let it be resolved

1. THAT School Directors be asked to work in a transparent and collaborative manner with faculty to adjust workload expectations in the areas of research, teaching, and service for the 2020 calendar year;
2. THAT these adjusted expectations be made clear to both individual faculty and Annual Review committees;
3. THAT SRTE scores not be used to measure teaching effectiveness but be replaced by other forms of evaluation to be determined by School Directors in consultation with faculty.

Version 2 – Resolution from another commonwealth campus

Whereas the COVID-19 pandemic has required faculty engaged in teaching, typically on nine and ten-month contracts, to spend their summers planning for their fall semesters to a degree well beyond what is normally warranted, including training in online and hybrid modes of instruction; anticipating disruptions, due to the health of their students, loved ones, and selves, to whatever mode in which they plan to teach; developing contingency plans for such disruptions; educating themselves on COVID-19 and the university's plans to ensure the safety of faculty, staff, and students as they return to campus; advising students concerning their options for fall course delivery;

Whereas summer is usually reserved for faculty to engage in their own scholarship or creative endeavors, progress towards which must be demonstrated at annual review and promotion and tenure;

Whereas Penn State typically encourages faculty to spend significant time preparing an online or hybrid course;

Whereas new language has been introduced into fixed term faculty contracts that increases concern about the tenuousness of non-tenured faculty's employment and uncertainty about job expectations and personal finances;

Whereas the University, simultaneous with the addition of this language, expressed increased expectations for the planning and implementation of quality course materials over unpaid time in the summer;

Whereas faculty engaged in teaching undertook this labor in good faith, for the good of students and for the good of the institution, and without compensation;

Whereas faculty who have limited experience in online instruction will be required this fall to do a certain amount of experimenting with, and fine-tuning of, their pedagogy;

Whereas faculty and Program Chairs seeking to engage with and assist Penn State in plans for the "Back to State" reopening plan have seen increased service obligations that sometimes are equal to or exceed their usual semester-level service load;

Whereas the pool of Instructional Designers—who are available to assist faculty in the transition to fully online and hybrid modes of instruction has not been increased commensurately with the workload imposed by circumstances related to COVID-19;

Whereas provisions have been made for tenure-track faculty coping with the effects of the pandemic on their research program, labor, and career trajectories (i.e. stopping the tenure clock);

Whereas no provisions have been made to adjust teaching and service expectations for faculty to mitigate the deleterious effects of the COVID-19 pandemic on their yearly performance reviews as teachers and citizens of the Penn State community;

Therefore, let it be resolved

1. THAT in light of the labor already undertaken by FT faculty, the University remove the language in fixed-term faculty contracts that states:

“This appointment can also be terminated on twelve-weeks notice in the event of serious budget or enrollment challenges, all of which shall be determined by the University at its sole discretion. The University shall also have the right to institute pay reduction(s) and furloughs during the term of this appointment, which can be implemented without notice and shall be determined by the University at its sole discretion.”

and suspend pay reductions, furloughs, and 12-week terminations for the 2020-2021 academic year.

2. THAT the University publicly address questions about new contract language for FT faculty and create a transparent process for making such changes.

3. THAT in consideration given for the unusual demands and additional teaching responsibilities attendant to creating quality materials that can be delivered flexibly and equitably according to the variety of student needs in remote, mixed-mode, and in-person classes during the COVID pandemic, the University direct administrators and Annual Review Committees to adjust workload expectations in the areas of research, teaching, and service for the 2020-2021 academic year for all faculty,

4. THAT the unpaid work that faculty have completed during the summer be acknowledged in the form of a written commitment to security and a plan to raise the salaries of the lowest-paid FT faculty, and not decrease salaries of others, to make FT faculty salaries commensurate with their education and the value of their contribution to the essential educational mission of the University. Thus, FT faculty salaries must be made commensurate to the salaries of colleagues within their disciplines, across the University. Tenure track faculty salaries must also be made commensurate with colleagues in their disciplines, across the University.

5. THAT SRTE scores not be used for evaluative purposes for the 2020-2021 academic year, or until further notice, but be replaced by other forms of evaluation to be determined by faculty in consultation with administrators.