

## BEHREND FACULTY SENATE MEETING

Tuesday, Apr. 18, 2017

4:30 p.m. – Burke 180

Behrend Faculty Senate and Council Website:

<https://psbehrend.psu.edu/intranet/faculty-resources/faculty-senate-and-council>

### I. Call to Order:

- a. Sharon Gallagher (H&SS), Behrend Faculty Senate Chair, calls the meeting to order at 4:35 p.m.

### II. Approval of minutes from Feb. 21, 2017 Behrend Faculty Senate Meeting

- a. Kathryn Wolfe requested an edit on page 5: “will need to be promoted”
- b. Sharon Gallagher: Page 7 of the minutes Mary Kahl referenced English 115 while answering a question regarding the PASSS program. We’re not sure what course English 115 is? Did she mean English 015?
  - i. Kathryn: There is no English 115.
- c. Motion to approve the amended minutes by Kathryn Wolfe and seconded by Matt Swinarski.

### III. Behrend Faculty Council

- a. Sharon Gallagher (H&SS), Chair
  - i. End of the year reviews from each committee were requested and should be submitted to Sharon by the end of the semester.
  - ii. The ad hoc committee investigating promotions from associate to full professor (chaired by John Roth—Diane Parente volunteered to write the report) was due May 15, 2016. The report was not submitted by the deadline and an extension was issued for December of 2016. Sharon received an email from Diane Parente that the report had been sent to John Roth in February 2017. Sharon emailed John three times to determine the status of the report but has not received a response yet.
  - iii. Nick Jones visited on April 12<sup>th</sup>.
    1. Dr. Jones talked about implementation of the strategic plan, Greek life tragedy at University Park, LionPATH, WorkLion roll out delay, Canvas transition is going well. Lots of new hires, VRP (his office is also hit so he understands), budget prognosis, capital planning, work visas/renewals.
    2. Kathryn Wolfe: I talked to Kilic Kanat about that. There are on-going searches taking place in political science. We’re running into trouble that we’re not allowed to bring people in because they don’t have the right visa. In the past, you used to be able to get this in a week but now is taking upwards of two months. This could be a problem if we’re hiring at the end of the year for August.
    3. Bill Lasher: We’re in a search right now as well. If we get someone without a visa, they might not be able to teach classes.
    4. Eric Corty: It takes about 8 months to process a visa.
    5. Sharon: And legally we can’t ask if they already have one during the hiring process.
- b. Laurie Urraro (H&SS), Vice-Chair
  - i. The last Faculty and Student (FAS) Chat will be held next Tuesday, April 25<sup>th</sup> at 5:00 p.m. in Metzger. This Chat will feature the Organization of Latin American Students (OLAS) and the International Student Organization (ISO). Please announce the FAS Chat in your classes. An email reminder will be sent out. All faculty and students are welcome to attend.
- c. Jodie Styers (SCI), Secretary

- i. Present, no report
- d. Luciana Aronne (SCI), Past Chair
  - i. Present, no report
- e. Blair Tuttle (SCI), Parliamentarian
  - i. Not present, no report
- f. Renee Finney (SCI) and Jennifer Mangus (BUS), Part-Time Faculty Representative
  - i. Not present, no report
- g. Joshua Pannaman, Student Representative
  - i. Student government recently held elections, Nearly 1200 students voted in the election. Moustafa Elhadary was elected as president, Megan Stetz was elected as vice president, Kayla McEwen was appointed as treasurer, and Tyler Dulaney was elected as secretary. No student representative has been selected yet.

#### **IV. Behrend Faculty Council Committee Chairs:**

- a. Academic Computing: Aaron Mauro (H&SS)
  - i. Not present, no report
- b. Athletics: Terry Blakney (SCI)
  - i. Division III is looking to initiate an institutional academic misconduct rule. If departments are helping athletes (ie: faculty adding points to keep athletes academically eligible to compete) there will be consequences.
    - 1. Luciana Aronne: Is this due to coaches pressuring faculty to change grades?
    - 2. Terry: This could be part of it. At our last meeting in intercollegiate athletics, a committee member shared the results of a survey he conducted. It looked at grade distributions by sport. At the Division III level, we don't do this but they are headed in that direction.
  - ii. With new general education requirements, there is uncertainty about what to do with Kines088. This is taken by student athletes to avoid taking other gym classes while they're in season.
- c. Curricular Affairs: Matthew Swinarski (BUS)
  - i. The committee submitted a proposal for a new graduate curricular committee. How that is going to work out still needs to be decided. We do know what the committee should be and how elections will be conducted.
  - ii. The committee is working on creating a unified document for all curricular proposals. They are behind on that by about two weeks. Matt has all the information but hasn't compiled it yet.
  - iii. Curricular Affairs is the only committee that stays active throughout the summer. It won't be until the first day of the fall semester that this year's committee will turn over their responsibility to the incoming committee.
    - 1. Sharon: We discussed the graduate curricular committee at our last Faculty Council meeting. Having this be a standing committee will require changing the constitution. Right now, graduate curricular affairs will remain as an ad hoc committee.
    - 2. Kathryn: If this is a committee that works year-round, is there a possibility for compensation? At some institutions, like Allegheny College, when faculty are asked to work over the summer, they are compensated.
    - 3. Bill Lasher: No. Programs Chairs work 20 hours over the summer and they aren't compensated.
    - 4. Kathryn: There are people who are forced to work here over the summer and they don't receive compensation. Even if they are paid as an adjunct for their time, that would be better. I don't know why people don't insist on this.
    - 5. Luciana: What do you think of a course release during the academic year as compensation?

6. Bill: Well for program chairs, they'll argue you're already getting that.
  7. Luciana: Right. But these people would meet over the summer. I don't know how you feel about that Matt.
  8. Matt: A lot of the reviews are done virtually, and there aren't terribly many. We probably average 5-6 proposals total over the summer. I would say that's at most a day's worth of work when you look at it cumulatively.
- d. Faculty Affairs: Michael Rutter (SCI)
    - i. Not present, emailed report
    - ii. Thank members of committee
    - iii. Faculty Affairs and Undergraduate Studies have been working with Ken Miller about the creation of a small testing center that would allow supervised make-up exams for University-approved absences to be given. The demand for such a service is high and some potential spaces have been identified. Staffing and testing center policies will still need to be addressed, but hopefully progress will be made before exams start in the fall.
  - e. Research: Alicyn Rhoades (ENG)
    - i. Not present, no report
  - f. Scholarship & Awards: Joshua Shaw (H&SS)
    - i. Not present, no report
  - g. Student Life: Charlotte de Vries (ENG)
    - i. Not present, emailed report
    - ii. Student life is looking for volunteers to help with voter registration during NSO this summer. Anyone interested should email Daniel Eaton. The table will need staffed from 8-9:00 a.m. and 12:45-1:45 p.m. during each of the nine NSO sessions.
  - h. Undergraduate Studies: Joseph Previte (SCI)
    - i. Not present, emailed report
    - ii. The committee is working on rewording the Guy Wilson Advising Award to include mentoring (including but not limited to research mentoring).
    - iii. The committee is working collaboratively with Faculty Affairs and the administration about a make-up exam testing center similar in spirit Penn State Abington's center.

## **V. University Faculty Senate & Their Committees and Senate Updates**

- a. University Senators:
  - i. Paul Barney (SCI), Student Life
  - ii. Mike Lobaugh (ENG), Faculty Affairs
  - iii. Terry Blakney (SCI), Intercollegiate Athletics
  - iv. Lisa Mangel (SCI), Outreach
  - v. Dawn Blasko (H&SS), Committees & Rules
  - vi. Jim Warren (SCI), Research
  - vii. Bill Lasher (ENG), Intra-University Relations
  - viii. Rod Troester (H&SS), Curricular Affairs
- b. University Faculty Senate Updates:
  - i. Bill Lasher: At the last meeting of the Intra-University Relations Committee, they were being pressured by the president of the senate to submit something on faculty contracts. There were questions from Madlyn Hanes' office. The report has been sent back to the committee.
  - ii. Luciana Aronne: A five-year contract, a 10 year contract, it says in the fine print you can be terminated at any time. I don't understand why this is a problem. We have people that have been here for 20+ years that have never received a five-year contract. If they're keeping you and you're not that good, shame on them.
  - iii. Bill: Nick Jones and Blannie Bowen say we should not be giving two-year contracts. I don't know what the policy will be to fix that.

- iv. Luciana: What's the difference between 3 and 5?
- v. Terry Blakney: I think it's where the money comes from. A one year is temporary money while a three-year is permanent funds.
- vi. Luciana: But what's the difference between a 3 and a 5? They're both permanent money.
- vii. Matt Swinarski: It might have to do with the review.
- viii. Sharon Gallagher: Then it would make more sense for the five-year. We have five-year reviews and those could coincide with five-year contracts.
- ix. Luciana: But a 5 year review is meant to be developmental.
- x. Matt: As a tenured faculty, you can lose your job during your review process for tenure.
- xi. Luciana: Right, but after year six you're safe. You can't be fired if your SRTEs stink.
- xii. Kathryn Wolfe: This is why we need to fight to keep as many tenure track jobs as we can. To avoid putting people in the situation you all experience. When Jack Burke was here, he said that the FTM positions were the safest positions you could be in. But we've seen people, good people, lose their jobs.
- xiii. Bill: When we finished the meeting, the report really wasn't ready, the chair took the report and asked if we could send it forward. He would have rather worked out the differences, but they wanted to get it out this year. We've been working on it all year and it's frustrating it's not finished yet.
- c. Sharon Gallagher: One issue that was brought up at council last night was that University Senate working on a common place to house all the syllabus requirements.
  - i. Kathryn: We are getting yelled at for using too many pages. What happens if you don't put the University required statements on your syllabus?
  - ii. Eric Corty: You won't be fired, but it's to your advantage to have that for your classes.
  - iii. Laurie Urraro: We tried to get in touch with individuals from the Title IX office. I sent emails out in September and didn't hear back until January. They were interested in Behrend piloting a program but when I responded I never heard back.
  - iv. Matt Swinarski: Could we create a page on a Canvas that students could visit to read this information?
  - v. Josh Pannaman: When is the termination date for Angel supposed to happen?
  - vi. Luciana Aronne: It was extended through the end of this year.
  - vii. Tim Krause: At my previous institution, we were allowed to just include a link rather than all the paragraphs. I don't know if that's allowed here?
  - viii. Terry: No, that's not allowed here. Students have to be able to read it. If you're teaching large classes, you're talking about two extra pages per syllabus, which adds up. It's all in the student handbook anyway.
  - ix. Eric: Half a loaf is better than none. Put the statements you have together out so people can use them now.
  - x. Luciana: The plan was to put all the statements on the faculty website.
  - xi. Terry: Should we handle this through ICUC? This would make everything consistent and make everything in compliance.
  - xii. Luciana: Do we have to provide a hard copy? Some faculty just post the syllabus on Angel?
  - xiii. Laurie: I believe we are required to distribute an actual hard copy of the syllabus the first day of the semester.
  - xiv. Bill: We just revised policy on that last year. All it was is that you had to have a syllabus in electronic form.
  - xv. Luciana: We could cut the cost and ask students to look at the syllabus electronically during class.
  - xvi. Sharon: I require my students print it out. Do students actually use the paper copy?

- xvii. Josh: Most people use the electronic copy
- xviii. Kathryn: Not in my class. Everything is paper. It encourages them to come to class.
- d. Mike Lobaugh: We are still waiting on the name change for NTT titles to be signed.

**VI. Reports from Behrend Faculty Council Committee Chairs**

- a. Committee chairs will be filing their end of year reports by **Friday, May 12, 2017**. Reports will be available to read on Behrend's Faculty Senate and Council page <http://behrend.psu.edu/for-faculty-staff/committees/faculty-senate-and-council> shortly thereafter.

**VII. Election Results for 2017 – 2018 Behrend Faculty Council Committee Chairs and Ombudsperson**

- a. Robin Panda (ENG), Academic Computing
- b. Carol Wilson (H&SS), Athletics
- c. Gary Smith (ENG), Curricular Affairs
- d. Ozgun Caliskan-Demirag (BUS), Curricular Affairs
- e. Alicyn Rhoades (ENG), Research
- f. Sarah Whitney (H&SS), Scholarship and Awards
- g. Omar Ashour (ENG), Student Life
- h. Joseph Previte (SCI), Undergraduate Studies
- i. Nicole Shoenberger (H&SS), Institutional Education and Diversity
- j. Denise Divins (H&SS) and David Waples (H&SS), Part-time Faculty Representatives
- k. Mary Beth Pinto (BUS), Ombudsperson, Ash Deshmukh (BUS), Alternate Ombudsperson
- l. David Kahl (H&SS) and Kathy Noce (BUC) are incoming University Senators

**VIII. Dr. Ralph Ford, Chancellor**

- a. The Associate Dean for Research and Graduate Studies search is on-going. Interviews with two candidates are completed and the final interview is scheduled for next week. One survey is being emailed after each candidate interview and there will also be a final survey emailed to compare all three candidates
  - i. Luciana: Rhonda sent the email out the week before and there was no reminder. Could we send a reminder?
  - ii. Ralph: We can do something. I noticed that less people participated.
  - iii. Kathryn: Is there some reason that these are being scheduled during a time of day where a high percentage of classes are taking place?
  - iv. Luciana: Right. There is no alternating between MWF and TR. All three interviews are also scheduled at the same time so if you can't make one you can't make any of them.
  - v. Kathryn: It makes some of us feel left out.
- b. The undergraduate research conference (Sigma Xi) is this weekend. Science is taking the lead on organizing the conference this year.
- c. Graduation is scheduled for Friday, May 5<sup>th</sup>.
- d. Nick Jones visited Behrend on April 12<sup>th</sup>. The attendance was good and the talk included several key issues.
- e. There is not much we can do regarding the H1V1 issue. President Trump has suspended the expedited processing. We have used this with hiring, particularly with tenure track faculty. The hope is this will level the field. So many people were using expedited that non-expedited candidates weren't being considered. This morning on the news, I heard they're reviewing the whole H1V1 process. In the past, we've encountered situations in which we hired a faculty member and until the visa comes through we have to put someone else in the classroom. Every university is in the same position we are. The only thing that maybe could happen is that universities are not the abusers of the H1V1 program.

- f. We are up in international student applications. Many of these applications were received before the visa concern. We are down 1-2% in yield. There is some evidence of lower yield rate for international students.
- g. The budget is better than last year in that we have funding from the state and they'll agree on a budget. There will be no increase for the state appropriation for the University. We're not getting any adjustment of inflation from the state. While there are members on the Board of Trustees that feel we should not increase tuition at all, we will increase tuition by 2%. There will be raises this year, GSI, probably in the order of 1.8-2%. No one is happy with the 2% or less average raise that we're getting. As a result of good discussion on the process of raises the GSI and merit based raise components will be included in individual letters this year.
  - i. Kathryn Wolfe: Is there any way that the way salaries are arrived at could be more transparent? I sat on the annual review committee this year and found out that there were some years where some people did not get raises. I thought everyone got at least a small raise. In my 31 years, there has been 1 year where I didn't get a raise; it's the year that NONE of us got raises.
  - ii. Ralph Ford: There are some cases where no one gets raises. In the letters this year, we're going to break it down to GSI and merit based raises rather than just say here is your overall raise. There are opportunities where we do equity raises for people who have fallen behind in salaries in their field. This year the letters will indicate that as well. We used to do that and then it was stopped. School directors will know what the raise is and you can talk to them about it. They can't share the salary information of others, but you can consult them to discuss your own raise.
- h. We're all waiting to hear about the non-tenure track (NTT) titles. The feeling is that President Barron will accept and sign the proposal. There is no timeline for implementation but, if approved, Behrend would have five years to transition the changes in. There is no reason that we have to wait. Unless the University says otherwise, Ralph would like to make those transitions as of this year, July 1<sup>st</sup>. Title changes we can do here. They're not tied to promotions.
  - i. Tim Krause: Is this title change thing going to mandatory?
  - ii. Ralph: It will be for non-tenured track faculty, or lecturers, not tenured faculty.
- i. Laurie Urraro is introduced as the incoming chair for 2017-2018 chair.
  - i. Laurie would like to recognize efforts of the current (outgoing) officers.

IX. University Senate Meeting – Tuesday, Apr. 25, 2017

- a. Contact your Senators so they can share your concerns at UP

**X. Final Announcements and Comments**

- a. A discussion regarding attendance:
  - i. Kathryn Wolfe: There should be more people here. Everyone here is an administrator or a chair. I'm your audience.
  - ii. Laurie Urraro: Unfortunately, when we have these meetings, people who don't show are the first to complain. We can attempt to get as many people as we can.
  - iii. Kathryn: If more people felt like Faculty Senate got things done, if we were more successful in working with the big administration and people felt we were making a difference, they would come.
  - iv. Laurie: I think we're lucky to have Ralph in the position he is because he's been very amenable to working with us, which hasn't historically been the case.
  - v. Ralph Ford: We have a really great group of people. I feel like we've done a lot over the last few years. Maybe we need to rethink the committee structure. Maybe we need to look at that? We put a lot of effort into that. A lot of the committee charges are very big. Maybe we should pick an issue or two. I thought the discussion about the gender

issues in the classroom we had at the conference last week was really productive and those issues are very real. At these meetings, maybe make them a little more topical focused. If you have a vote or discussion, people are more likely to come.

- vi. Kathy Noce: Could we have a common time? I know other places have that and then we'd all be free and maybe more people could come.
  - vii. Luciana: The problem with that is space. We're bursting at the seams. Darren Williams tried for a common time when he was chair. He suggested Friday 3:30-4:30 and on free. That upset a lot of people because it was Friday and faculty didn't want to do it.
  - viii. Laurie: Moving forward, I would be open to discussing options that could improve attendance.
- b. A discussion on Maximo, the new online scheduler
- i. Kathryn Wolfe: What about the computer program these people that schedule our classes are stuck having to deal with? We have abnormal class times and need certain rooms. Is there anything that can be done about that?
  - ii. Eric Corty: We are planning to go rogue a little bit.
  - iii. Ralph Ford: We had one and then the university had one and we had to use theirs.
  - iv. Laurie Urraro: We teach 4 days a week for 50 minutes, often in different buildings, which isn't an issue, but if we're across campus for consecutive classes.
  - v. Luciana: Even reserving a room on campus is a pain. Now you have to answer a million questions. Ohio State has had 'LionPath' for over 10 years now and they're getting rid of it.

## **XI. Adjournment**

- a. Motion to adjourn made by Bill Lasher and seconded by Sharon Gallagher. The meeting adjourned at 5:44 p.m.