

Penn State Behrend Faculty Council
Monday, April 17, 2017
4:30 p.m. in Reed 113

In Attendance: Jane Ingold, Jodie Styers, Luciana Aronne, Laurie Urraro, Joseph Previte, Michael Rutter, Ralph Ford, Sharon Gallagher, Mary Kahl, Rod Troester, Bob Light

I. Call to order by Chair

A. Meeting was called to order at 4:35 p.m. by Sharon Gallagher

II. Approval of Minutes

A. Edits and Amendments:

- a. Mike Rutter would like the request for cheesecake removed from his report
- b. Laurie Urraro noted a missing 't' in the minutes

B. Motion to approve amended minutes made by Mike Rutter and seconded by Mary Kahl

III. Reports of Officers and Standing Committees

A. Officers

1. Sharon Gallagher, Chair

- a. End of the year reports are due to Laurie by Friday, May 12, 2017. Accountability Reports are due to Sharon.
- b. Update on the report regarding the promotion from associate to full professor report:
 - i. The report still has not been submitted.
 - ii. Diane Parente said she emailed it to John Roth, chair of the committee, sometime between Feb 22 and March 22.
 - iii. Three follow up emails reminding the committee of the deadlines were sent out.
- c. Nick Jones visited Behrend on Wednesday, April 12. Good attendance. Talked about implementation of the strategic plan, Greek life tragedy at University Park, LionPATH, WorkLion roll out delayed, Canvas transition is going well. Lots of new hires, VRP (his office is also hit so he understands), budget prognosis, and capital planning.
 - i. Rod Troester: Did the Voluntary Retirement Plan (VRP) accomplish what they intended it to?

- ii. Ralph Ford: They will not know until it's all said and done because you won't know what the replacement costs are. It will take another year or two to work itself out.
 - iii. Sharon Gallagher: 587 (according to notes from Nick Jones' presentation) took the VRP option. Where will the money go?
 - iv. Ralph: Salary savings are taken centrally.
 - v. Sharon: The budget prognosis is looking better.
 - vi. Ralph: No increase. It looks like we'll get the same budget from the state.
 - vii. Sharon: Will New York State tuition incentives affect us?
 - viii. Mary Kahl: I don't think so. There were a lot of conditions.
- d. Update on Benefits:
- i. Rod Troester: The contract with Highmark is up next year. We now have someone from Behrend that will serve on the benefits committee.
- e. Non-Tenure Track Titles
- i. Sharon: NTT titles that were passed at University Senate. No timeline on when they will be signed but confident they will go through. No one should feel crunched to get things done over the summer for the upcoming year.
- f. Updates on I-Grants:
- i. Sharon: How many I-grants did we get? How many were accepted?
 - ii. Mary Kahl: We agreed that we would have two last fall and two this spring. However, only one was funded last fall, so three were funded this spring. Approximately eight proposals were submitted this spring. We're unsure if people who received I-grant money at the campus level went back to submit for an additional sum of money at University Park.
 - iii. Sharon: Do we have any for this fall?
 - iv. Mary: Yes. There will be a call sent out early next fall. We're going to continue it.
 - v. Rod Troester: That will be the local money?
 - vi. Mary: Yes. Bob (Light) had set aside enough that we could do four over the course of the academic year.
- g. Election Results and Feedback:
- i. There were concerns about the unopposed seats and a large amount of concern expressed about both ombudspersons being faculty from the School of

Business. If you have an issue and you're a faculty in business, that leaves you with no options.

- ii. Ralph Ford: The Nominating Committee selected a slate of four potential candidates. One did not agree to run.
 - iii. Mary Kahl: I guess another said no as well.
 - iv. Sharon: We'll need to go back to the constitution and re-write that so we don't end up in the same position again in the future. We need to make sure all the schools get in on this.
 - v. Ralph: The other concern was making sure that we had one male and one female should gender issues arise.
 - vi. Luciana: Don't we have those female representatives in each school who could do that?
 - vii. Ralph: We have that, too.
 - viii. Luciana: Next election, maybe we could list the school of each candidate, because people didn't have this information when they were voting. The website was being transitioned over during the election, so they couldn't look it up, either.
 - ix. Ralph: There is a tie for the chair of the Student Life committee between Omar Ashour and Jeff Coy. According to the constitution, we will do a coin flip to determine the outcome of the election.
 - x. Sharon: Omar will be heads, Jeff will be tails. (The coin is flipped. It lands on heads.) Omar is elected.
2. Laurie Urraro, Vice Chair
 - a. We want to thank Sarah Whitney for the great job she did putting together the Gender Conference. The events all went very well and were very well done.
 - b. The last Faculty and Student (FAS) chat next Tuesday, April 25 at 5 p.m. in Metzger. This chat will feature the Organization of Latin American Students (OLAS) and the International Student Organization (ISO). FAS Chats will continue in the fall semester.
 3. Jodie Styers, Secretary
 - a. No updates
 4. Luciana Aronne, Past Chair
 - a. No updates

5. Blair Tuttle, Parliamentarian
 - a. Not present, no updates

B. Committees

1. Aaron Mauro, Chair of Academic Computing
 - a. Not present, no updates
2. Terry Blakney, Chair of Athletics
 - a. Not present, emailed updates
 - b. As mentioned last time, CC&R rejected the request for moving Athletics to a standing committee where members would be appointed for four-year terms. CC&R is forming a subcommittee to address the issues that drove the push to change the current Faculty Senate Committee, mainly, that Athletics is a year-round pursuit where decisions need to be made in the summer and also with most faculty senators having a zero knowledge base of athletics once appointed.
 - c. On local level, Division III is considering legislation to strengthen academic misconduct rules for the institution rather than focusing totally on the student misconduct. D1 and D2 have enacted rules about how coaches or a particular instructor can be considered “student- friendly” where the athlete gets preferential “points” to increase their grades keeping them athletically eligible.
 - d. The committee is looking at KINES 088 credits in the upcoming recommendations of the new General Education requirements to see how our athletes can get their health and physical education requirements counted for their participation on athletics teams. Currently, a varsity player enrolls in the Kines 088 which grants that participant 2 credits.
3. Matthew Swinarski, Chair of Curricular Affairs
 - a. Not present, no updates
4. Michael Rutter, Chair of Faculty Affairs
 - a. Received an email from Ken Miller regarding a test center stating he has located a few possible rooms for us to use for the testing center. The one thing that we don’t have taken care of is staffing to schedule and proctor exams.
 - i. Joe Previte: At Abington, the staff is part time and is a split position with e-learning initiative staff assistant We don’t want students in this role. We also don’t want coaches in this role.

- ii. Mike Rutter: Would a grad student be a possibility? The two committees are more than happy to work together to create policies and procedures.
 - iii. Bob Light: This would help for a grad student because they're not on a contract.
 - iv. Mary Kahl: Abington doesn't have the space constraints that we do. We'll see what we can do.
 - v. Luciana Aronne: Is Erie Hall a possibility?
 - vi. Bob Light: There are a lot of classes in Erie Hall during the day.
5. Alicyn Rhoades, Chair of Research
- a. Not present
 - b. Bob Light: They are still working on the survey.
6. Joshua Shaw, Chair of Scholarship & Awards
- a. Not present, no updates
7. Charlotte de Vries, Chair of Student Life
- a. Not present, emailed updates
 - b. The student life committee is looking for volunteers to assist with voter registration at New Student Orientation (NSO) this summer. If you are interested in helping out for an hour or two, please contact Daniel Eaton (dme21@psu.edu). The Voter Registration table will need to be staffed from 8:00 – 9:00 a.m. and 12:45 – 1:45 p.m. on NSO days, which are: #1) Monday, June 26, 2017; #2) Wednesday, June 28, 2017; #3) Friday, June 30, 2017; #4) Friday, July 7, 2017; #5) Tuesday, July 11, 2017; #6) Thursday, July 13, 2017; #7) Monday, July 17, 2017; #8) Wednesday, July 19, 2017; and #9) Friday, July 21, 2017
8. Joseph Previte, Chair of Undergraduate Studies
- a. The committee worked on how to assign the Guy Wilson advising award. They don't know where to house research advisors. On the online form it asks about research advisor as an option. The committee is looking into whether we need a separate mentoring award.
 - i. Sharon Gallagher: Are you considering expanding the criteria?
 - ii. Joe: If there is some student that wants to honor his/her research advisor, this is probably the award to do it. Maybe this could be our charge for next year.
 - iii. Mary Kahl: Maybe this is a naïve question, but if you look at all four schools, is there an equal opportunity across schools to be given this award?

- iv. Joe: We're trying to keep it equitable across the board, which is why we're not suggesting a separate research award.
- v. Ralph Ford: Traditionally, the award has gone to someone that has given really good advice in getting a student through a program.
- vi. Joe: We would like to broaden the advising award to encompass all types of advising.
- vii. Bob Light: Sigma Xi gives a research award for faculty research advising. We tweaked research and outreach a couple time over the last few years.
- viii. Jodie Styers: When will the award recipients be announced?
- ix. Joe: They have been sent to Glenhill and should be announced soon.

C. Representatives

- 1. Renee Finnecey and Jennifer Mangus, Part-Time Faculty Representatives
 - a. Not present, no updates
- 2. Rod Troester, University Senate Faculty Representative
 - a. During the next meeting, we will work on clarifying the policy on minors; specifically, does 6 credits to earn a minor mean 6 credits in addition to those required for the major/degree.
 - b. We are still working on getting all the required syllabus elements in one place.
 - c. A special joint committee is looking at first year student well-being. Alcohol is a problem, which often leads to other problems. The committee is considering education on issues surrounding alcohol, sexual abuse, and financial literacy. Is this part of first year seminar? Or is it another course?
 - d. We are recognizing a framework for engaged scholarship.
 - e. Intra-University relations has sorted out contract language for fixed term contracts. They are trying to figure out how to transition to someone that has been on several multi-year contracts to one in accordance with this new contract length.
 - i. Ralph Ford: My guess is President Barron will accept the new titles. I'm hoping they have mapped these titles. If you're currently a senior lecturer, where will you go in this new title scheme?
 - ii. Rod: They wanted to be sure that the administration had a chance to look at the titles.

- iii. Ralph: So if you're hired as a teaching faculty without terminal degree, and you're currently a senior lecturer, you'll be an associate teaching professor. The criteria for promotion is something we'll have to go back and look at.
- iv. Bob Light: A terminal degree doesn't have to be a Ph.D. in certain disciplines.
- v. Mary Kahl: Is anyone talking timetable?
- vi. Rod: Everything should happen within 5 years. That way, as contracts come up, they would be renewed for the longer period of time. We had talked about doing it in a short period of time.
- vii. Ralph: We could do this over the summer in theory. We would then have to determine the criteria. Why would we wait 5 years to get the new title?!
- viii. Mary: There probably wouldn't be very many this first go-round, right? We would have to have standards in place by the time contracts came up for renewal.
- ix. Ralph: My preference would be to convert as much of this as possible over the summer.
- x. Sharon: With the title change, it was Terry who brought that up. He's on the first year of his contract as a senior lecturer. Does this mean that he stays on this contract for the next 5 years?
- xi. Joe Previte: So no one goes into the highest level?
- xii. Rod: I don't know that.
- xiii. Luciana Aronne: Who looks and decides that next year level?
- xiv. Rod: We already have those committees.
- xv. Luciana: No. No one is at associate, so who decides who gets to associate?
- xvi. Ralph: Good point. There is no one to populate those committees.
- xvii. Bob: We have a few assistant professors that because of how they were hired that could populate this committee.
- xviii. Mike Rutter: Maybe it was James Sellers that mentioned that the movement from tier one to tier two could be based on time.
- xix. Joe: Doesn't that depend on the school?
- xx. Sharon: You have to be in for 5 years before you apply for the next tier.
- xxi. Jodie Styers: What about people who are working on promotion to senior lecturer as we phase in these new titles. We've given them a moving target.

xxii. Ralph: I think that there needs to be a mechanism for promotion to the highest tier.

f. Informational reports on high school students enrolled in degree and non-degree courses.

g. I-courses are starting to move through the process. It's good that those are being supported locally.

3. Joshua Pannaman, Student/Senate Representatives

a. Not present, no updates

IV. Dr. Ralph Ford, Chancellor

A. Thanks for participation in interviews for Dean position. Two more candidates will interview over the next week.

B. There is a meeting to discuss the future of Fasenmyer next week.

C. President Trump eliminated the expedited visa processing we use to hire faculty. We continue to work with incoming faculty to obtain H1V1 status. We may end up with situations where we have a faculty member that is awaiting their visa, in which case we are unable to put them in the classroom. There are no easy answers.

i. Bob Light: There are a few people on our staff that are in this category.

ii. Mary Kahl: This applies to people that are up for renewal as well. This could take up to 15 months. This would keep the instructor out of the classroom.

iii. Mike Rutter: Does this mean that when we're hiring over the next few years, that visa status is something we should be aware of?

iv. Ralph: I don't think that we should change our approach.

v. Bob: Some universities won't even look at you if you don't have the right visa.

vi. Ralph: Iraq is the one that concerns me. We've had a lot of great faculty from that area.

vii. Mary: It is illegal to ask anything regarding ethnicity. So anything we might ask in an attempt to be proactive about this could be illegal.

V. Old Business

1. Revisions to the Faculty Excellence in Outreach Award and Faculty Research Award information are posted online. Last year, Jay was chair of the research committee. They had proposed some changes that are not currently on the awards page. Sharon contacted Rhonda Steg

regarding the changes. Rhonda can't change anything that requires a vote by council and senate to be changed. The changes were discussed on March 16, 2016 but never voted on.

- a. Luciana Aronne: There were no objections
- b. Bob Light: Send me an email. I'll talk to Rhonda
- c. Mary Kahl: Wouldn't that require a vote by council and fellows?
- d. Bob: No. They just give us the cash and we do it.

VI. New Business

1. College Curricular Affairs Committee Proposal

- a. The committee needs/wants to establish a Graduate Curricular Affairs Committee. The proposal was submitted to chair, via email on April 6, 2017 by Matt Swinarski, Chair of Curricular Affairs. If this is going to be an actual standing committee, we're going to have to change the constitution. We're going to end up adding more of these proposals, not less so we need it. We could make this ad hoc for time being until it becomes standing.
 - i. Laurie Urraro: How long can we do ad hoc committees?
 - ii. Ralph Ford: As long as we want.
 - iii. Sharon: We could do ad hoc for now, and then when we change the constitution for the NTT stuff, we could revise the constitution and make it a standing committee.

2. Laurie thanks Jane Ingold for coming, and Sharon for her service as chair.

VII. Announcements

A. Faculty Senate Meetings for Spring 2017 – Faculty Committee Updates from Chairs Requested

- Tuesday, Apr. 18 at 4:30 p.m. in Burke 180

B. University Senate Meetings – Spring 2017

- Tuesday, Apr. 25, 2017

VIII. Adjournment

- A. Motion to adjourn made by Luciana Aronne and seconded by Mike Rutter. Meeting adjourned at 5:15 p.m.