**FACULTY ORGANIZATION MEETING**

**Monday, October 26 2015**

**4:30-5:30 pm. – Burke 180**

**Faculty Council Web site: [Link to Faculty Council Website](http://behrend.psu.edu/faculty/council/index.htm)**

I. Call to Order and Approval of minutes from Aug. 19th Faculty Organization e 4:33 pm

Motion to approve – Eric Corty, Seconded by – Sharon Gallagher

II. Updates from Behrend Committee Chairs

- Minutes posted on the website

- Rob Weissbach – Reporting from Faculty Affairs. The Committee will establish an adhoc committee to look at policies and practices with regard to promotion from associate to full professor. A request will be sent out for volunteers to serve on the committee. There seems to be a lot of faculty at the associate professor level.

III. Constitution Revisions Discussion.

- Current version and proposed revisions had been sent out via email. Changes were outlined in the email. Key changes included the procedure for promotion to Senior Lecturer within the P & T committee.

- voting will begin on Wed. Nov. 4. There will be 10 business days for voting.

- A brief discussion occurred with no formal comments for the record from those in attendance.

IV. New Business:

Ad hoc Committee for faculty grievances is being established.

- Randy Geering and faculty from all ranks and from all schools will be on the committee. There have been faculty members with grievances who have not known which direction to take. The committee will look at policies and consider alternatives. It will outline the steps to take when there is a faculty grievance.

Q: on type of grievances –

A: e.g., a faculty member maybe getting negative input from other faculty or a program chair and the normal channels aren’t working

- not everyone knows there is a faculty ombuds

- not everyone knows about Faculty Rights and Responsibilities committee

- some complaints are going to the Ethics hotline that really don’t belong there

This committee will try to clarify the procedures.

Comment: This committee isn’t working to address grievances so the committee name is a bit misleading.

V. College Update – Dawn Blasko, Bob Light, Ralph Ford

R. Ford: The Behrend webpage now reflects the new Behrend logo; a communication will be coming out noting these changes; the communicative name for our campus will be changed to “Penn State Behrend” in Erie, PA. This doesn’t change the official name or the status of the college.

Q/Comment from faculty– Ask to consider what the title appears as on other part of the world; without the word “University” some people might not know that Penn State is a university.

- A change to the Learning Resource Center has been approved. There will be creating 3 rooms. It is growing in terms of number of students served.

- Mary Behrend monument was dedicated this past weekend. It a was nice event with about 150-200 people in attendance. It followed the Honors luncheon.

- WQLN challenge is this Wednesday. If you give to QLN consider giving to this challenge.

- Active shooter incidents – we need to consider these incidents. These are terrible tragedies. They happen very quickly and so we need to consider how to handle these situations; we need to think about them in advance. There can be no single master plan given how quickly these events happen. R. Ford encourages everyone to watch the Penn State videos. Groups will be visited to discuss the topic. Situational awareness is important.

Comment: Concern over how to have class discussions on controversial topics.

- Watch for people who are isolated, acting strangely – ask them about it. We also have a behavioral threat team. They can act.

Comment: School of Science – had a recent issue with a student who had been spending too much time on campus. Concern that person couldn’t be removed. R. Ford answered: would have liked to see a quicker response on the case, but not all details were known. It is better to report it.

Comment: Is there someone from counseling on the committee? Answer: Yes.

- The text messages that come across are part of Clery Act reporting. Penn State Harrisburg is safest campus – they have been using this system.

VI. Comments and Questions

- Faculty Affairs – Eva Kuttenberg – successful committee meeting – minutes are available on the web. Some of the key items discussed at the meeting: There are high numbers of associate professors – 66. (See comment by R. Weissbach above concerning formation of adhoc committee) and improvement of student retention from the faculty perspective.

- Mary Connerty is willing to present on myths of international student at a future Faculty Organization meeting.

- The subcommittee on lecturer – is looking at promotion to Senior Lecturer. Ralph clarified that lecturers cannot be promoted to tenure track line, but can apply to tenure line positions when they are available.

VII. Upcoming Events

Green Dot Discussion Forum Monday November 9th 12:20-1:10 Metzgar Building.

Faculty Council Meeting – Monday November 16th 4:30- 5:30 Memorial Room.

Canvas Discussion Forum Wednesday December 2nd 12:20-1:10 Metzgar Building.

Faculty Organization – Tuesday December 8th 4:30- 5:30 Reed Auditorium.

The conversation turned back to the constitution – confidentiality of electronic voting; there was a motion by Tracy Halmi to change “electronic ballot” to “secure and anonymous electronic ballot.”

- After discussion, the motion was withdrawn.

VIII. Adjournment -

Motion to adjourn - Jay Amicangelo

Seconded by - Mike Campbell

Adjourned at 5:25 pm