April 26, 2014

**To; Matt Swinarsky, Chair of Faculty Organization**

**From: John Champagne. Chair of Faculty Affairs Committee RE: Annual Report**

**Members:** Aronne, Luciana; (Science) Baker, Hilary (H & SS); Becker, Paul (Science); Bicen, Pelin (Business) ; Champagne, John (H & SS); Causgrove, David (Business); Sprang, Ralph (Engineering); Wu, Alissa Yi (Engineering).

**Overview:** The Committee proposed a number of policies and procedures that responded to concerns around equity, transparency, and the maintenance of faculty rights. It continues to be concerned about these issues, identified in the climate survey of several years ago. The Committee hopes that the future will bring continued efforts to respond to these concerns.

**Charge 1**: Fixed Term and Fixed Term Multi-Year faculty concerns

**Background**: ongoing work of the committee, identified by previous climate survey

**Who assigned the charge:** self-charged, ongoing

**Status:** Motion to form a committee to investigate policies and procedures across the four Schools concerning annual review and renewal of contracts for so-called contingent faculty (FT1 and FTM). (See attached) This committee will then compile a list of best practices and suggest appropriate college-wide policies to insure transparency and equity across the college around both contractual and annual reviews. **Accomplishments**: see above

**Future Actions**: next year's Faculty Affairs committee must appoint this subcommittee, including its chair, and present regular reports to Faculty Council/Organization concerning its progress.

**Charge 2**: Faculty new roles and workload adjustments

**Background**: The increasing role faculty are being asked to play in student recruitment and pretension has raised issues concerning how faculty might best serve the recruitment and retention process, how faculty should be compensated for this additional work, lack of clear shared goals between all the various stakeholders (faculty, marketing, admissions, administration), and lack of equivalent resources.

**Who assigned charge**: Chair of Committee in consultation with committee members and Chair of Faculty Council

**Status**: ongoing

**Accomplishments**: Invited Bill Gonda and Mary Ellen Madigan to meet with Faculty Organization. Identified tensions between the expectations of marketing, admissions, faculty and administrators around the issue of the role of faculty in the recruitment process. Identified “mixed signals” we seem to be getting from University Park around pursuing new, highly targeted majors specific to Penn State Erie.

**Future Actions**: Work with the four Schools to determine efficacy of current marketing and recruitment strategies. Investigate how faculty will be compensated for their additional efforts. Work with the administration to insure that all four Schools are provided with equivalent resources to pursue recruitment and retention. Work with administrators, faculty, and staff to insure a coherent and effective message and strategy for recruitment and retention.

**Charge 3**: 2013 School-Level Practices memo

**Background**: several faculty raised concerns about the memo, from the way it seemed to implicitly put the blame on faculty for the tightening budget and fall in enrollment minus any evidence that they were

responsible or in a position to remedy either. (See above). Concern was also expressed that the memo suggested actions that might violate college and university policies.

**Who assigned charge**: Chair of Faculty Council and Committee in consultation with committee members and Chair of Faculty Affairs Committee

**Status**: completed

**Accomplishments**: written response, presented at April 16 Faculty Council meeting. Distributed by Chair of Faculty Council to School Directors

**Future Actions:** waiting for response from the administration

**Charge 4**: Yearly report on salary differentials

**Background**: several years ago, the committee received a report from Dr. Light concerning attempts to rectify some of the largest inequities between faculty salaries across the four Schools. Dr. Light presented a report comparing PSU salaries to other universities and detailing progress that had been made since a previous meeting, held several years earlier, between Dr. Light, then Chancellor Jack Burke, and several H & SS faculty members.

**Who assigned charge:** Committee self-charged

What is important about the charge: while faculty assume that market concerns will necessarily inflect salaries, the margin of difference between faculty salaries between Schools is far greater than at other PSU locations.

**Status**: Dr. Light felt that, given that little progress had been made, it would be better to postpone such a meeting until next October.

**Accomplishments**: tabled until next year

**Future Actions**: Next year's Chair should invite Dr. Light to the committee's October meeting, the results of which should be made available to all faculty as soon as possible. This should become a standing charge.

**Charge 5**: Inform faculty how to manage their SRTEs

**Who assigned the charge**: from last year's Faculty Affairs report

**Background**: a visit from the Schreyer's institute on teaching during the course of which faculty were encouraged to take control of their own SRTEs prompted the committee to investigate strategies to do so. **Status:** completed

**Accomplishments**: presented relevant information at a Faculty Organization meeting, distributed by email information to faculty

**Future actions**: Faculty should continually be reminded of strategies to take control of their SRTEs – primarily, to develop a climate of shared feedback. They should also be reminded of the resources at Penn State Erie available to pursue this goal. Committee should investigate potential abuses of the use of SRTEs in hiring and firing decisions. The Schreyer's Institute, for example, insists that the SRTEs ever never intended to be use as the single measurement of teaching success, yet apparently they are used in some instances in this way.

**Charge 6**: Improve faculty engagement and reduce barriers to shared governance

**Who assigned the Charge**: Committee self-charged.

**Background**: the Jerry Sandusky sex crimes cover-up, the Take Care of your Health insurance debacle, and information gathered anecdotally from individual faculty members suggests a system-wide climate of secrecy and lack of accountability, a conclusion offered also by the Freeh report and the recent report of the Task Force called in response to the Health Matters issue. During the course of its work at Penn State Erie, the Committee discovered several recent instances wherein Faculty were completely cut out of the consultation process in terms of matters such as curricular reform and administrative policies. Our

Constitution clearly establishes the role the Faculty Organization is to play in these matters. President Erickson recently issued new guidelines concerning consultation – proving that there is in fact a system- wide problem.

**Status:** ongoing

**Accomplishments**: the committee continually raised the issue of lack of transparency, accountability, consultation, and cooperation on the part of the administration, and identified a long-standing pattern of what can be described as a paternalistic culture at Penn State. It referred potential abuses of the P-3 process to the appropriate senators and Faculty Council committees.

**Future Actions**. The committee must continue to be vigilant in its identification of barriers to shared governance and to propose appropriate remedies for past abuses. Changing climate is a long, arduous process, but the committee feels such work is vital to the health, current and future, of the institution.

Respectfully submitted, John Champagne

Professor of English and Chair of Faculty Affairs Committee, 2013-14