FACULTY AFFAIRS COMMITTEE MEETING
MINUTES
OCTOBER 22, 2013

Members Present: John Bagby, Michael Bérubé, Kimberly Blockett, Blannie Bowen, Victor Brunsden, Darlene Clark, Betty Harper, Kathryn Jablokow, Lawrence Kass, Kenneth Keiler, Ellen Knodt, Patricia Koch (Chair), Richard Kubina, Gretchen Kuldauf, William Lasher, Angela Linse, Salvatore Marsico, Margaret Meloy, Adam Muchmore, Brad Pinter (Vice Chair), Timothy Pyatt, Hampton Shirer, Stephen Snyder, Alexandra Staub, Robin Veder

Members Not Present: Krishna Jayaker, Ann Ouyang, Venkataraman Shankar

Meeting was called to order by Chair Koch at 8:30 am.

1. Chair's Report (8:30-9:00)
   a. Review and Approval of Minutes from 9/10/2013: Minutes accepted unanimously without correction.

   b. Report from October 21 Officers and Chairs Meeting: Faculty Benefits reported that soon HR will put into place a monitoring system for assessing workloads related to teaching. This development is a response to the Affordable Care Act provisions that will go into effect January 2014. Committee discussion highlighted need for FA involvement on this issue. A PowerPoint presentation from HR on this issue will soon be posted on the Faculty Senate website for faculty feedback.

   c. Updates on General Education and Engaged Scholarship Task Forces: Betty Harper noted that the timeline for the implementation of changes in General Education was extended to 2016 and that seven new subcommittees to address various issues (i.e., Themes, Faculty, Logistics, Communication and Transparency, Budget, Student Opportunities and Constraints, and Assessment) are currently being formed.

      Also, Chair Koch and Senator Veder presented updates on Engaged Scholarship. The committee briefly discussed the formulation of a definition of engaged scholarship and the importance of efficiency (i.e., not reinventing the wheel) in the process since many other schools have already integrated engaged scholarship into their curricula, as noted in the new document from the Engaged Scholarship Task Force.

2. Subcommittee Meetings (9:00-9:55): Continued work on the following tasks:

   a. Faculty Development (FacDev): Discussion of subcommittee charges on the issues of teaching workload policies (A4), guidelines for unit status/naming changes (B1), and tenure flow (C1).

   b. Faculty Rights & Privacy Issues (FRPI): Discussion of subcommittee charges on the issues of elimination of loyalty assertion (A2) and Protection of Faculty during budgetary contractions (HR 70, 23, & 76; P3 and 6).

   c. Promotion, Tenure, Absences, & Leaves (PTAL): Discussion of subcommittee charges to the issues of administrative communication & transparency: best practices for AD-14 (A1), promotion, tenure, & retention: gender & leave of absence issues (A5),
and engaged scholarship: expectations for standing and fixed-term faculty (A6)

3. Break (9:55-10:05)

4. Full Committee Meeting (10:05-10:40): Subcommittees gave progress reports.

a. **FacDev** will examine teaching workload policies across units with a goal to summarize current practices and permit future consideration of workload policies, including online teaching for which little is known. Noting that the policy has not been examined in some time, FacDev will also evaluate the guidelines for unit status/naming changes. The goal will be to improve the usefulness of the guidelines and aid Faculty Affairs when asked to make decisions regarding status and name change proposals. Finally, FacDev will begin work on the annual tenure flow report, which is due in the spring.

b. **FRPI** brought before the full committee an advisory and consultative report to repeal policy HR30. The full committee voted unanimously to bring the report before the full Senate at the December meeting. FRPI also plans to examine recent cases of program closure due to budgetary contraction. The goal is to evaluate the application of policy in these instances. The subcommittee plans to consider ways to improve the process, including increasing objectivity in decision-making and possibly developing a pre-decision appeals process. This latter suggestion came from concern that the first opportunity for displaced faculty to appeal a decision comes too late in the academic year.

c. **PTAL** plans to assess the degree of faculty input in the annual evaluations of administrators who report to a dean or chancellor. Their goal is to revise policy to promote stronger faculty voice, transparency, and feedback. PTAL will also review policies and scholarship related to faculty absences and leaves. The goal is to assess the degree of gender equity in policy and practice. Finally, PTAL will continue to consider implications for faculty and the P&T process of the University’s Engaged Scholarship initiative.

5. **Senator Erica Smithwick to discuss Senate Motion regarding Child Care 10:40-11:00**: Senator Smithwick emphasized several points related to the motion made to the full Senate, including that child care should be considered part of the "core mission" of the University given its relation to research, training, and outreach of centers in addition to child care services; that Penn State must “recommit” (not just commit) to child care given the long history of childhood education at Penn State; and that the motion is meant to address child care across Penn State campuses, not just at University Park.

The meeting was adjourned at 11:00 am.

Respectfully submitted,

Brad Pinter