SENATE COMMITTEE ON FACULTY AFFAIRS

Minutes for Meeting #3, December 9, 2014

Members Present:
Members Present: Harold Aurand, Michael Berube, Thomas Brown, Victor Brunsden, Diane Ebken, Betty Harper, Rosemary Jolly, Kenneth Keiler, Patricia Koch (C), William Lasher, Angela Linse, Salvatore Marisco, Meg Meloy, Adam Muchmore, Brad Pinter (VC), Esther Prins, Jane Wilburne, Wanda Knight

Members Absent:
David Babb, Blannie Bowen, William Curran, Gary Gray, Lawrence Kass, Barrie Litzky, Rajen Mookerjee, Monica Nachman, Ann Ouyang, Timothy Pyatt, Andrew Schulz, Eileen Trauth

Guests:
Tim Balliett, Mary Beth Williams

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

1. Chair's Report (8:30-8:45)

   a. Review and Approval of Minutes from 10/21/2014: Vote: Minutes accepted unanimously with minor correction.

   b. Report from December 8th Officers and Chairs Meeting: Chair Koch provided brief highlights of yesterday's meeting. Of special note was mention of a CC&R document to be presented today regarding the election of a faculty member to the Board of Trustees. Faculty Affair's Rosemary Jolly will make a motion today at the Faculty Senate meeting, on behalf of the Liberal Arts caucus, to amend language to the document to improve clarity of the process.

2. Subcommittee Meetings (8:45-9:20): Continued discussion and work on the following tasks:

   a. Faculty Development (FacDev): Teaching Workload Policies (A3), Review of Emeritus Policy HR25 (B1), Review of Evaluation of Faculty Teaching (B3)

   b. Faculty Rights & Privacy Issues (FRPI): Protection of Faculty during Budgetary Contractions (A2), Review of Conflict of Commitment Policy AD77 (A4), and new charge concerning issues regarding faculty contracts as presented in the Ruiz Contact Resolution.


4. Full Committee Meeting (9:35-11:00): Full committee discussion of the following topics was held:

Brief discussion of the P-6 proposal for the discontinuation of the Associate of Science Degree in Nursing at Altoona, Erie, Fayette, Mt. Alto, & Worthington-Scranton. Discussion emphasized:

- retention/transition of faculty into the baccalaureate degree program in Nursing.
- concern with impact on General Education offerings, particularly at smaller campus locations.

An electronic vote will be taken later this week. Note: The result of this electronic vote was that there was unanimous support from the voters. See Appendix 1 for the email regarding this vote sent to the Executive Director of the Faculty Senate.

Update from FacDev subcommittee on Revisions to Emeritus policy HR25. The subcommittee found a number of areas in need of clarification, including: enumeration of the eligibility criteria; the process for initiating Emeritus Status; and benefits associated solely with Emeritus Status beyond those afforded all other academic retirees. Of particular concern is that the current policy excludes all faculty on fixed-term appointments, no matter their rank or time of service. The subcommittee presented revisions to the current policy to address the above issues. However, concern was raised about the eligibility of individuals who have never undergone any university-level review. Further discussion focused on identifying appropriate review level. Suggestions included the pros and cons of having reviews conducted by the Academic Leadership Council. It was decided that more examination of this issue was needed.

Update from FRPI subcommittee was deferred until our next meeting.

Update for PTAL subcommittee was deferred until our next meeting.

Discussion of the Draft of the General Education Faculty Support Advisory and Consultative Report was held with Mary Beth Williams, co-chair of the General Education Task Force. Discussion focused on the possibility that a newly formed General Education Institute could work with or as part of the Schreyer’s Institute for Teaching Excellence. The importance of accessibility of information and services provided by such an institute across units and campuses was highlighted.

Discussion of proposed AD47 Policy on General Standards of Professional Ethics was held with Tim Balliett, University Ethics Officer. This discussion focused on nominations of faculty members for the Revision Consultative Group. The importance of selecting individuals with knowledge of both UP and campuses, as well as IRB procedures, was emphasized. It is also important to also have a faculty member who is a liaison between the Revision Consultative Group and Faculty Affairs. To this end, the following recommendations were made:

Barrie Litzky: She is a member of the Faculty Affairs Committee and is Associate Professor of Management and Organizational Change at Great Valley. She has expertise in business ethics. Michael Berube: He is also a member of the Faculty Affairs Committee and is affiliated with the
Rock Ethics Institute.
Phil Sechler: Professor of Practice at Penn State Law who specializes in the issues being discussed in the policy.
Jonathan Marks: Associate Professor of Bioethics, Humanities, Law & Philosophy and also associated with the Rock Ethics Institute.
Barbara Grey: Professor Emeritus of Organizational Behavior, Smeal College of Business.

An electronic vote will be used to determine approval of the P-6 proposal for the creation of the School of Electrical Engineering and Computer Science through the combining of the Departments of Electrical Engineering and Computer Science & Engineering. Note: The result of this electronic vote was that there was unanimous support from the voters with one caveat as described below. See Appendix 2 for the email regarding this vote sent to the Executive Director of the Faculty Senate.

The meeting was adjourned at 11:00 am.

Respectfully submitted,
Brad Pinter

APPENDIX 1:

As we discussed in our Dec. 9th Faculty Affairs meeting, there were no objections to the discontinuation of the Associate of Science Degree in Nursing at Altoona, Erie, Fayette, Mt. Alto, & Worthington-Scranton since there is a transition plan in place to offer the Bachelor's Degree in Nursing instead. However, the Committee wanted me to emphasize that resources should be made available to the faculty involved, such as updated training, to ease their transition. Could you please pass along our concern to the appropriate administrators?

APPENDIX 2:

Following are the comments from Faculty Affairs regarding the P-6 proposal for the creation of the School of Electrical Engineering and Computer Science through the combining of the Departments of Electrical Engineering and Computer Science & Engineering. The committee was pleased to see that the following faculty issues were addressed in the proposal: 1) the faculty lines will remain in the respective departments, 2) there would be no fundamental changes in the promotion and tenure process with an expanded joint review committee, and 3) there is a plan in place for the annual reviews. There was much discussion among and feedback from both departments’ faculty regarding this proposal.

However, the proposal did not follow the "Guidelines for Review of the Establishment, Reorganization, or Discontinuation of Units" that was recently revised by the Faculty Affairs Committee and adopted by Faculty Senate Council which includes specific points (from A-G) to be included in the proposal. As the proposal was examined, most of the points could be found; however in the future it is important that proposals be written following these specific guidelines. One very important point stated in these guidelines is that "the current Unit Head shall provide to Senate Council an evaluation of a reorganized unit five years after the proposed change is
implemented. The evaluation should provide an evidence-based assessment of the impact of that change.” Based on the proposal that was submitted, 8 significant opportunities are listed that it is thought that the reorganization will take advantage of. These 8 opportunities should be revisited to see if they actually came to fruition, as well as any other evidence, should be reported to Senate Council in five years. Please let the unit know this.

With the above requirement in mind, Faculty Affairs approves the reorganization.

Minutes submitted by Patricia Koch, Committee Chair