

**Faculty Senate Minutes, Penn State Worthington Scranton
March 31, 2011**

(Note: the meeting had to be rescheduled for 3/31 since the campus was closed due to snow on 3/23, the originally planned meeting date.)

Sherbine Lounge

Meeting called to order at 12:05 pm by Dr. Gail Keating, Faculty Senate Chair

Approval of Minutes

The February 2011 minutes were approved.

Administrative Reports

1) Chancellor:

Chancellor Dr. Mary-Beth Krogh-Jespersen reported the following:

- This year the Board of Trustees meets on the Lehigh Valley campus. The Board of Trustees will convene on the Worthington Scranton campus next year. Prior to the meeting, rooms will be inspected on campus. Sometimes rooms receive an upgrade in preparation for the meeting (example: new carpet).
- On April 7, 2011 (in room D 14) there will be a town hall meeting about the Penn State Housing Study. Dr. Krogh-Jespersen will present the completed study. However, due to the current budget situation, actual feasibility studies of projects had to be put on hold.
- Regarding Pennsylvania Governor Tom Corbett's plans to cut Penn State's funding significantly, the Chancellor reminded faculty and staff that they should continue to maintain a calm and focused attitude in class and on campus. She thanked faculty and staff who were present at last weekend's Open House for answering questions pertaining to the budget cuts in a calm and positive manner. The Chancellor also asked everyone to let President Graham Spanier speak officially for the University so that there is one unified voice.
- Dr. Krogh-Jespersen has met with an aide of Senator Patrick Toomey (R-PA) to bring the current budget crisis to the Senator's attention. This meeting was important as votes affecting higher education may have consequences for Pell Grants.
- Given the looming budget cuts, this year the Chancellor asked all Directors to propose two budgets for the next fiscal year: one assuming a 2% cut, and a second assuming a 10% cut to funds. She emphasized that any assumptions and hypothetical decisions made in the process are scenarios only, but not decisions. Depending on the actual budget cut, there will be flexibility in approaching the issue, as well as opportunities for extensive discussions.
- Various suggestions have been made about possible ways to cope with smaller budgets. Again, the Chancellor emphasized that these were *suggestions* (including helpful and questionable ideas), but they were *not* plans, approved steps, or implemented decisions. The suggestions she received include the following:
 - Higher teaching loads (Dr. Krogh-Jespersen clarified that she does not have the authority to change teaching loads).
 - Instead of paying full-time faculty 8% of their salary for summer courses taught, at some campuses faculty are compensated at the adjunct rate. This approach amounts to about \$ 60,000 saved.
- The University will host retirement workshops and meetings on retirement planning.

Faculty should consider attending the workshops to make informed decisions. Regardless of how many years faculty members are away from a planned retirement date, everyone should be involved in planning his or her retirement.

- The Awards Dinner will take place the night before Commencement. Available awards are posted on the campus website, and faculty should consider them as an alternative source for money. Dr. Krogh-Jespersen would like to receive at least three nominations for each award and encouraged faculty members to submit such nominations. Interim DAA Dr. Molly Wertheimer is available to discuss ideas and suggestions.
- Additionally, two research grants should be considered as possible sources of funding since there won't be much funding for research under the expected budget cuts.

Dr. Dave Byman asked the following question: Since President Spanier was the official voice of Penn State, especially during the budget crisis, does this mean faculty should not speak out independently against the cuts? Should faculty encourage students and parents to become vocal about the issue?

Dr. Krogh-Jespersen explained that faculty are free to voice their opinions as private citizens, taking advantage of their rights as Americans (example: writing a letter to a Representative or Senator with one's private home address). However, they should refrain from claiming to speak in an official capacity or from enticing students to take specific actions. Students may be reminded to use their Constitutional rights to voice concerns. Faculty should keep in mind that students have special channels to represent their opinions, including the Student Government Association and Capital Day on April 5.

Dr. Byman asked if President Spanier's recent testimony indicated that there might be campus closures, program eliminations, and faculty termination.

Dr. Krogh-Jespersen stated that possible responses to various hypothetical scenarios have been discussed. Assuming the highly unlikely event of a branch campus's closing, possible responses included transferring students, faculty, and staff to other campuses and the retirement of faculty and staff. However, such actions would be extremely unlikely as closing a campus would cost too much money. The President and the Provost have stated that they are *not* looking at closing campuses. Any statement that campuses would be closed are merely rumors. On the Worthington Scranton campus, we should address the current challenge by expanding desirable programs and discontinuing non-viable programs.

2) Interim Director of Academic Affairs:

Dr. Molly Wertheimer reported the following:

- To illustrate the Chancellor's directive to develop two different budgets, IDAA Dr. Wertheimer stated that in the simulated budget of Academic Affairs, a cut of 1% equals roughly one person's salary.
- However, there are opportunities to save money. For example, the scheduling and course adjustment performed at the end of the last semester meant that the campus saved \$ 17,000 + in salaries for adjunct faculty. Academic Affairs is working at rendering the schedule of courses to be more efficient.

- The IDAA referred to the Chancellor's explanation of "imagination exercises" designed to deal with hypothetical budget cuts, including the "sale" of a campus and a new pay rate for summer courses. The latter was not a good idea, according to the IDAA, because no mentioning of lower rates of payment was made before faculty signed on to teach this summer. Faculty and staff are encouraged to come forward with their ideas to save money and conserve resources and should remember that there are no bad ideas.
- Dr. Pangborn has made possible an award of \$ 3,750, to be used for student research. So far there are still \$ 1,000 left, and faculty are encouraged to apply for the funds. The IDAA also contemplated the use of existing awards to cover the student research, and to carry over the \$3750, which is almost enough to hire two adjuncts (approximately \$4200 for two three-credit courses).
- The IDAA reported some trouble with this year's Faculty Activity Reports, particularly with the input of data in the cells. Some FARs were not prepared carefully enough, making it difficult to determine which achievements belonged to which academic year. Faculty should also provide Althea Kent with copies of current research, publications, and projects.

Dr. Gail Keating added to the Chancellor's report that in her class, several students had excused themselves for next week as they were attending Capital Day.

University Faculty Senate Report:*

(Due to an accidental change to the order of reports, the UFS report wasn't formally called at this point in the meeting. However, Senators Dr. Dale Holen and Dr. Pat Hinchey had prepared a report. Dr. Holen's partial report followed at the end of the meeting and is marked "Partial UFS Report.")

University Faculty Council Report

No report at this time.

Committee Reports

Advising Committee:

Chair Dr. Russell Casey reported the following:

- The most recent two advising events had been attended by a number of faculty members.
- Since Advising Week was coming up, Dr. Casey asked faculty to remind students of the importance of advising and to encourage them to attend Advising on the Fly, an event for which they would receive a lunch voucher. It was important to push for early scheduling and to advertise the upcoming advising days. Last semester over 100 students participated in the event. Of 105 students, 90 were not aware of how to obtain and/or read their Degree Audits. This semester the advising hours have been expanded, and a finalized version of the Advising on the Fly schedule will be emailed shortly.
- The Focus Group study of advising has been approved. Organized by Dr. Janet Melnick and Dr. Casey, the study will take place the week of April 20 and include randomly selected students. The data will be compiled over the summer.
- Dr. Casey reminded everyone of the publication workshop to be held tomorrow, April 1, starting at 9:30 am in D 10.

Dr. Byman and Dr. Alan Peslak inquired about plans in the event of snow. Dr. Casey stated that if the campus was closed, the event would be canceled. (UPDATE: in an email sent out after the Faculty Senate Meeting, Dr. Casey stated that the workshop would take place even if classes had been canceled.)

Dr. Keating referred to Dr. Casey's discussion of Degree Audits and shared a recent in-class experience: of her students, none could explain what a humanities class was, and one was able to name an example of a social and behavioral sciences class. Dr. Keating emphasized that faculty must continue to raise awareness among students of what various general education requirements meant.

Dr. Peslak asked if students were able to search for general education classes (e.g., GH, GS). Dr. Keating said they were.

New Business:

Assistant Director of Athletics Jeff Mallas thanked the faculty for responding to the email he sent yesterday, asking for feedback on the academic performance of student athletes. On May 25, there will be a dinner to benefit athletic scholarships.

Dr. Peslak asked if we needed to have an election for the University College Faculty Council. Dr. Byman stated that we could have an election if we wanted to. Dr. Peslak stated that according to the Constitution, we need a Council Representative and a Council Representative Elect.

Dr. Keating declared that nominations for Faculty Council would be made by the next Faculty Senate Meeting. The new Council member would take over in the fall.

Dr. Byman reported that the Curricular Affairs Committee had met regarding a suggested attendance policy and will hopefully present a version by mid-April. Some cases were more challenging than others, for example, consecutive laboratory classes that built on each other. Anyone with specific problems or solutions should contact Dr. Byman.

Other Business:

Director of Student Enrollment and Services Bill Bryan thanked the faculty for advertising the ongoing NSSE survey. Today was the last day of an incentive event to complete the NSSE. Worthington Scranton was leading all campuses, including University Park, by percentage of students who completed the survey. In June the survey results will be incorporated into the retention plan.

Dr. Philip Mosley asked if the Chancellor was able to provide an update regarding the DAA search. Dr. Krogh-Jespersen stated that a decision had been made. Currently she was waiting on the results of the Penn State Accelerated Promotion and Tenure Review. Announcing a decision prior to the completion of the review would be unwise.

Dr. Dale Holen asked if candidates had to be tenurable. Dr. Krogh-Jespersen confirmed.

Dr. Mosley asked if the candidate under review was the candidate recommended by the hiring committee. Dr. Krogh-Jespersen confirmed.

*A partial University Faculty Senate report followed here:

Dr. Dale Holen reported the following:

- A caucus meeting was held Monday evening during which the University Faculty Senate was informed that in spite of a change from Democratic to Republican control in the Pennsylvania House and Senate, Penn State University Park had received numerous calls from legislators who expressed their support of Penn State.

Adjournment

The meeting adjourned at 12:50 pm.

Next Meeting

The next Faculty Senate Meeting will take place on Thursday, April 21, at noon in the Sherbine Lounge.

Respectfully submitted,

Éva Tettenborn
Faculty Senate Secretary