

# **Penn State Berks Senate**

**Monday, April 22, 2013**

**1:00-2:30 PM**

**Multi-Purpose Room, Perkins Student Center**

## **Agenda**

- **Call to Order**
- **Additions, Corrections, and Approval of Minutes of the March 18, 2013 meeting**
- **Announcements and Reports by the Chair**
  - Introduction and Address by State Senator Schwank
  - Introduction of Incoming Officers
  - Introduction of Incoming University Faculty Senators
- **Reports of Officers and University Senators**
  - Vice Chair Bowers
  - Secretary and Senator Zambanini
  - Senator and Parliamentarian Aynardi
  - Senator Snyder
  - Student Senator Anthony A. Khoury
  - SGA President Darryl Blakey
- **Comments and Announcements by Administrators**
  - Chancellor Hillkirk
  - Associate Dean Esqueda
- **Unfinished Business**

- **Motions from Committees**
  - Report on Faculty Salaries, 2012, Strategic Planning and Budget Committee (**Appendix A**)
  - Legislative Report on Reporting SRTEs, Faculty Affairs Committee (**Appendix B**)
- **Informational Reports**
- **Committee Reports**
  - Academic Affairs, Committee Chair Bowers
  - Faculty Affairs, Committee Chair Gamberg
  - Intercollegiate Athletics, Committee Chair Shaffer
  - Strategic Planning and Budget, Committee Chair Newnham
  - Physical Facilities and Safety, Committee Chair Arnold
  - Student Life, Committee Chair Jastrzebski
- **New Legislative Business**
- **Forensic Business**
- **Comments for the Good of the Order**
- **Adjournment**

**Penn State Berks Senate**  
**March 18, 2013**  
**1:00-2:30 PM, Multi-Purpose Room**

Attendees: Mohamad Ansari, Martha Aynardi, Mike Bartolacci, David Bender, William Bowers, Mike Briggs, Tricia Clark, Ruth Daly, Bob Forrey, Leonard Gamberg, Zohra Guisse, Bruce Hale, Helen Hartman, Ryan Hassler, Jui-Chi Huang, Ben Infantolino, Mahsa Kazempour, Abdullah Konak, Wah-Kwan Ku, Sadan Kulturel, Dan Litvin, Lauren Martin, Mike Moyer, Edwin Murillo, Mahdi Nasereddin, Randall Newnham, JoAnne Pumariega, Jianbing Qi, Malika Richards, Toby Rider, Jeanne Marie Rose, Sue Samson, Dave Sanford, Jessica Schocker, Kirk Shaffer, Alice Shaparenko, Steve Snyder, Keshia Morant Williams, Bob Zambanini (Faculty); Marie Smith (Staff); Pradip Bandyopadhyay, Paul Esqueda, Walt Fullam, Keith Hillkirk, Janelle Larson, Belen Rodriguez Mourelo, Lisa Weidman (Administration); Darryl Blakey, Devin Heckman, Ryanna Hellams, Anthony Khoury, Amanda Gonzales-Ortiz, Kunal Sharma (Students)

- 1. Call to Order**
- 2. Additions, Corrections, and Approval of Minutes of the February 4, 2013** – The Chair commented that correction needed to be made to the last sentence of the meeting minutes; it should have read: *“The Chair stated that in the interest of time, we would table recommendations 6, 7 and 9, they will be presented to the floor and voted on at the March 18 Senate meeting.”* The Chair called for additional corrections, additions to the minutes; hearing none, a vote was called to approve the minutes as corrected; *the minutes were approved.*
- 3. Announcements and Reports by the Chair – None**
- 4. Reports of Officers and University Senators**
  - **Vice-Chair Bowers – No Report**
  - **Secretary and Senator Zambanini** – Progress is being made concerning the issue of duplicate minors. Most of the exceptions that were suggested were approved concerning the 5-year drop request. The update to policy 42-23 was revised at a previous meeting but additional updates are currently on hold due to concerns with state regulations. There is a proposal to add a statement concerning the minimum number of credits for programs; the committee is currently looking into modifying policy 82-20. A FAQ page will be added to the Curricular Affairs web page in order to reference as a guide when writing course proposals.
  - **Senator and Parliamentarian Aynardi** – A new strategic plan has been put forth in lieu of the new Affordable Care Act (ObamaCare). One of the changes discussed concerned additional steps that are being taken to further simplify the indexing model (to include putting into place a fixed contribution rate for individuals who do not wish to participate in wellness or preventative care); individuals who do not comply will see an increase of \$1,200 annually. Additional changes include: smokers’ insurance rates will increase by \$900 per year; increased rates for employees covering a spouse who may be able to be covered by health insurance at their workplace; and a choice of tiers of coverage that would include decreased premiums with higher deductibles for younger and/or healthier employees. Additional details pertaining to all of the changes will be forthcoming. The costs for long term care insurance will largely increase in the future. It is estimated that the costs will increase by 50% in 2015, primarily due to increased costs of coverage.
  - **Senator Snyder** – This is no report from the committee; however, faculty are strongly encouraged to take a look at the Senate web site to review the report submitted on the Trustees. This report was overwhelmingly endorsed by the full Senate body due to its importance.
  - **Student Senator Anthony Khoury** – Discussions continue to take place pertaining to the syllabus and the add/drop policies within the University. Several concerns were brought forward to the Undergraduate Education Committee. There is also an effort currently underway to look into closing loopholes with regard to credit by examination.

- **SGA President** – Prior to the SGA President’s report, the Chair noted, corrected and apologized for the misspelling of the SGA President’s last name on the agenda. The following items were reported: the election process is underway pertaining to next year’s leadership; game room renovations are nearing completion; the program “International Day Against Racism” will be held on campus this Thursday; preparations are underway for Capital Day in April; the process to elect new leadership to the CCSG for next year is underway; and Council recently passed extension legislation pertaining to the drop/add policy.

## 5. Comments and Announcements by Administrators

### • **Chancellor Hillkirk**

- Enrollment figures were down slightly compared to last year; however, comparatively speaking, Berks fared better than originally anticipated. There will be another Open House this Saturday for students offered admission of the Fall of 2013. Currently, enrollment figures for Fall, 2013 are down slightly from Fall, 2012. It is felt that the addition of the 4-year Mechanical Engineering degree as well as the 4-year HRIM degree (the draft P3 Proposal of which is currently underway) will greatly assist with our enrollment figures going forward. In addition to the effort being put forth from faculty and staff, there is much effort currently underway within the Enrollment Management Council to assist in this regard as well. All efforts are greatly appreciated.
- An article that was recently shared titled “10 Things That Matter When Picking a College and 10 Things That Don’t” was discussed. Several ideas put forth in the article were ideas that are already being done at Penn State Berks, such as the importance of attending a college where faculty care about their teaching and are accessible to students outside the classroom. The article also highlighted on the importance enthusiasm plays among student population; being engaged within the campus community; and most important, attending a place that is the right fit for your personality. Another item that was mentioned – one that Penn State Berks is working on currently – is connections for jobs and internship opportunities. An inventory of internships at Berks is currently being reviewed. There is clear data that supports the importance of internships and how they play a key role in assisting the student’s ability to find a job after graduation. Currently at Penn State Berks, two-thirds of all internships lead to job offers and 85% of those offers are accepted by the graduate. Once it is completed, the inventory will be used as imaginatively and creatively as possible to get the word out about what is available to students when they attend Penn State Berks.
- University Relations is currently working on three videos highlighting Berks, one of which will be in Spanish. Planning is underway to host a Latino Student Visit Day next September where 50 area high school juniors and seniors will be invited to spend the day at Penn State Berks.
- There are several community meetings currently taking place, some of which concern student scholarships. The Office of Development is working very hard on several endowments for students scholarships in order to provide opportunities for intercity students to attend Penn State Berks.

### • **Associate Dean Esqueda**

- The Undergraduate Research Conference will take place on April 27 at Kutztown University.
- The Academic Awards Ceremony will be held on April 28. Several changes were made to accommodate guests better and to have better representation of groups receiving awards. Tickets will be required, so it is important for faculty to RSVP for this event.
- The Celebrating Teaching Colloquium will be held on Friday, May 3. The topic will dwell on trends in higher education, as we currently are seeing many changes in this area that are affecting the classroom experience. A representative from University Park will present along with several Berks faculty.
- Spring commencement will be held on Saturday, May 4 at 10:00 a.m.; weather permitting, it will be an outdoor event. Faculty awards will be presented, as well as announcements for promotion and tenure during the breakfast prior to commencement.
- In addition to the P3 Proposal for the 4-year HRIM degree, the following degrees in the Science Division are under consideration: Biochemistry; Molecular Biology; and Nursing. The HASS

Division currently has a committee reviewing opportunities for degree programs in the following areas: Criminal Justice; Education, grades 4 through 8; and Public Relations/Advertising.

The Chair announced that as part of the George Losoncy Lecture Series, Professor Gamberg will present a talk titled "At the Frontier of Particle Physics: The Discovery of the HIGGS Particle-What Does it Mean?" on March 21.

## 6. Unfinished Business

- **Legislative Report on Core Council Recommendations, Academic Affairs Committee (Appendix A)** - The Chair stated that three recommendations will be discussed and voted on for this Legislative Report: items 6, 7 and 9. The Chair reminded that since these recommendations have come from the Committee, they need no second.

The Chair read aloud motion #6 and opened the floor for discussion. A concern was brought forward concerning the language in the last sentence which states: *"Specific recommendations to strengthen particular programs should be referred back to the Academic Affairs Committee for further review."* The Committee Chair clarified that in lieu of strengthening programs, the preference from the Committee would be to at least have notification of specific recommendations prior having them be instated. After some discussion, the Chair asked if there was a motion for an amendment to strike the last sentence from item #6; the motion was initiated and second. The Chair opened the floor for discussions on the amendment to strike the last sentence from item #6; hearing none, a vote was called. The amendment was ratified. The Chair opened the floor for discussion on the amended motion #6; hearing none; a vote was called and the ***motion was approved unanimously***.

The Chair read aloud motion #7 and opened the floor for discussion; hearing none, a vote called and the ***motion was approved unanimously***.

The Chair read aloud motion #9 and opened the floor for discussion. There was much discussion with regard to the word "predominately" in the motion. The Committee Chair expressed no objection to striking the word from the motion. The Chair expressed concern with the exclusion of FT-1 faculty from the equation, as it is his opinion that we have faculty members that are excellent in all ranks. The Chair made the recommendation to have someone come forth to make a motion that changes the language. After discussion an amendment was presented and second. The Chair restated the amendment to read: *"Major courses in all four year degree programs at Penn State Berks shall be taught by full time faculty members."* The Chair opened the floor for discussion on the amendment. Much discussion again surrounded use of the word "predominately." A motion was made to amend the amendment to include the word predominately back into the language and was seconded. The Chair opened the floor for discussion on the amendment to the amendment; hearing none, a vote was called and ***the motion was approved*** with 1 vote opposed. The Chair read aloud the amendment, which states: *"Major courses in all four year degree programs at Penn State Berks shall be taught predominately by full time faculty members."* The Chair opened the floor for discussion on the amendment; hearing none a vote was called and the ***motion was ratified***. The Chair read aloud the revised motion and opened the floor for discussion; discussion ensued pertaining to the definition of the word predominately as stated in the approved amendment. A recommendation was made to amend the motion to change the year from 2012-2013 to 2013-2014; the motion was second. The Chair opened the floor for discussion on the amendment to the motion. A recommendation was made to amend the amended motion to read: *"The Academic Affairs Committee should review best practices and make recommendation in that regard."* The Chair asked if the previous amendment would like to be withdrawn; it was withdrawn. The Chair asked for any objections to the withdrawal of the amendment; hearing none, the amendment was withdrawn. The Chair requested that the amended motion be read aloud and it states: *"Major courses in all four year degree programs at Penn State Berks shall be taught predominately by full time faculty members. The Academic Affairs Committee in 2013-2014 should review best practices in this regard and make recommendations."* The Chair called for a second; a second was received. The Chair opened the floor for discussions on the amendment; hearing none, a vote was called and the motion to amend the ***motion was ratified***.

The Chair opened the floor for discussion on motion #9 as ratified; hearing none, a vote was called and *the motion was approved* with 1 vote opposed.

**7. Motions from Committees**

- **Nominating Slates, Executive Committee (Appendix B)** – On behalf of the Executive Committee, the Chair read aloud the slate of nominees forwarded for consideration by the Berks Senate. They are as follows: Chair – Professor Robert Forrey; Vice-Chair – Professor Michael Bartolacci; Secretary – Professor Eric Lindsey and Professor James Karlinsey. The Chair called for any additional nominations from the floor for any of the three positions; hearing none, a motion was called to close nominations and was second. A vote was called to close nominations and by unanimous consent, the Chair extended congratulations to incoming Chair, Professor Robert Forrey and Vice-Chair, Michael Bartolacci. Vice-Chair Bowers will instate electronic balloting for the position of Secretary and those results will be announced at the next Senate meeting.
- **Legislative Report from Faculty Affairs Committee on Reporting of Undergraduate Research (Appendix C)** – A charge was made by the Executive Committee to draft a Legislative Report on the review of the HR 23 Rainbow Sheets and the Faculty Activity Reports as they relate to the reporting of Undergraduate Research and reconcile the Faculty Activity Reports with the Rainbow Sheets. This recommendation comes from the Executive Committee and requires no second. The Chair read aloud the recommendation, which states: *“Divisions shall update the Faculty Handbook Section to reflect mentoring of undergraduate research as teaching, and shall be reported as such in FAR/Digital Measures.”* The Chair opened the floor for discussion; hearing none, a vote was called and *the motion was approved unanimously*.

**8. Informational Reports – None**

**9. Committee Reports – None**

**10. New Legislative Business – None**

**11. Forensic Business – None**

**12. Comments for the Good of the Order** – The Secretary apologized to the SGA President for the misspelling his last name on the agenda and will have it corrected for the record.

**13. Adjournment**

## APPENDIX A

# **Report on Faculty Salaries, 2012**

## **Penn State Berks Senate**

### **Strategic Planning and Budget Committee**

#### **Summary:**

At the time of the last SPBC report to the College Senate, two years ago, PSU Berks' faculty salaries ranked quite low in comparison to other PSU colleges which we regard as our peer institutions (Erie (Behrend), Harrisburg (Capital), Abington, Altoona, and the University College). The spring 2011 report (based on fall 2010 data) showed that this situation had persisted for some time. This was particularly true for faculty at higher ranks:

<b>Berks Rank Relative to Peers, Fall 2010</b>			
<b>Faculty Rank</b>	<b>SCI</b>	<b>HASS</b>	<b>EBC</b>
Professor	5th of 5	8th of 8	N/A
Associate	7th of 8	11th of 11	8th of 11
Assistant	8th of 8	9th of 9	5th of 10
Instructor*	N/A	6th of 8	4th of 6
Other*	1st of 6	3rd of 7	2nd of 7

\*For 2010, the **Instructor** and **Other** categories were assigned inconsistently across locations.

Since then the Berks college administration has worked to improve salaries, especially for those at the Professor rank, who received a special increase at the start of 2012 in addition to the regular increase for the 2012-13 fiscal year. This change can be seen in a second comparison table, based on salaries as of September 30, 2012:

<b>Berks Rank Relative to Peers, Fall 2012</b>			
<b>Rank/Division</b>	<b>SCI</b>	<b>HASS</b>	<b>EBC</b>
Professor	3rd of 5	4th of 9	N/A
Associate	7th of 8	11th of 11	6th of 11
Assistant	7th of 8	9th of 11	5th of 10
Sr. Lecturer	N/A	3rd of 5	2nd of 4
Instructor / Lecturer	4th of 7	5th of 11	7th of 11

Here is the comparison by division:

Division/ Rank	Science		HASS		EBC	
	2012	2010	2012	2010	2012	2010
Professor	3rd of 5	5th of 5	4th of 9	8th of 8	N/A	N/A
Associate	7th of 8	7th of 8	11th of 11	11th of 11	6th of 11	8th of 11
Assistant	7th of 8	8th of 8	9th of 11	9th of 9	5th of 10	5th of 10

However, as these tables make clear, improvement below the Professor rank has been slower, particularly for faculty at the Associate and Assistant Professor ranks.

**Therefore, the SPBC would suggest that the College Senate pass the following resolution:**

**We commend the Berks College administration for its efforts thus far to improve faculty salaries relative to similar PSU colleges, especially for those at the Professor level.**

**The Senate would suggest that, as far as the budget makes it possible, future salary improvement efforts should focus on other faculty ranks.**

**We also note that University Faculty Senate data does not include salaries of our lowest paid colleagues, adjunct faculty. We ask that our Senators and administrators propose that this data be collected by the Faculty Senate, so it can be discussed in future salary reports at the university and college level.**

--For the Strategic Planning and Budget Committee: Randall Newnham and Tricia Clark

SPBC members:

Randall Newnham, Chair  
Khaled Abdou  
Darryl Blakey  
Tricia Clark  
Michael Fidanza  
Dennis Mays  
Ray Mazurek  
Jayne Park-Martinez  
Malika Richards



## **Appendix: Data and Discussion**

The University Faculty Senate compiles data on faculty salaries every year. This detailed data can be found at <http://www.senate.psu.edu/agenda/2012-2013/mar2013/appk.pdf>. This report is based primarily on Table 14 of that overall data, which focuses on faculty from PSU Berks and other non-UP locations. Drs. Malika Richards and Khaled Abdou summarized this data as graphs and charts for this report, and Tricia Clark added the comparative data from 2010.

For each category, data given are the median salaries (mid-range salary of the group). This helps to avoid variation caused by one or two exceptionally high (or low) salaries.

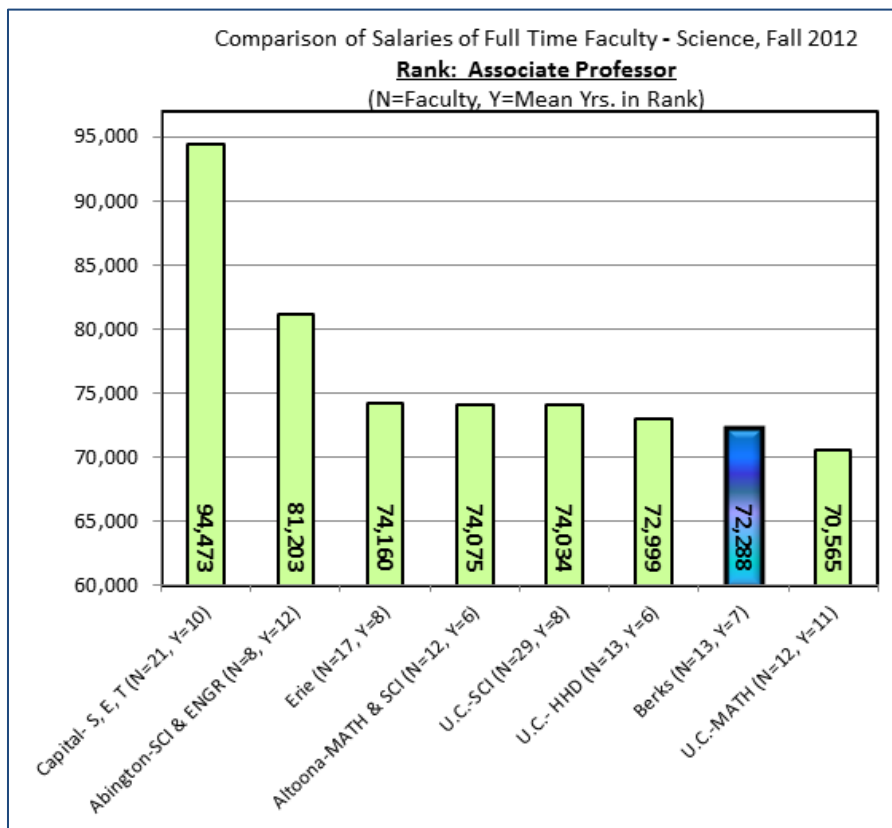
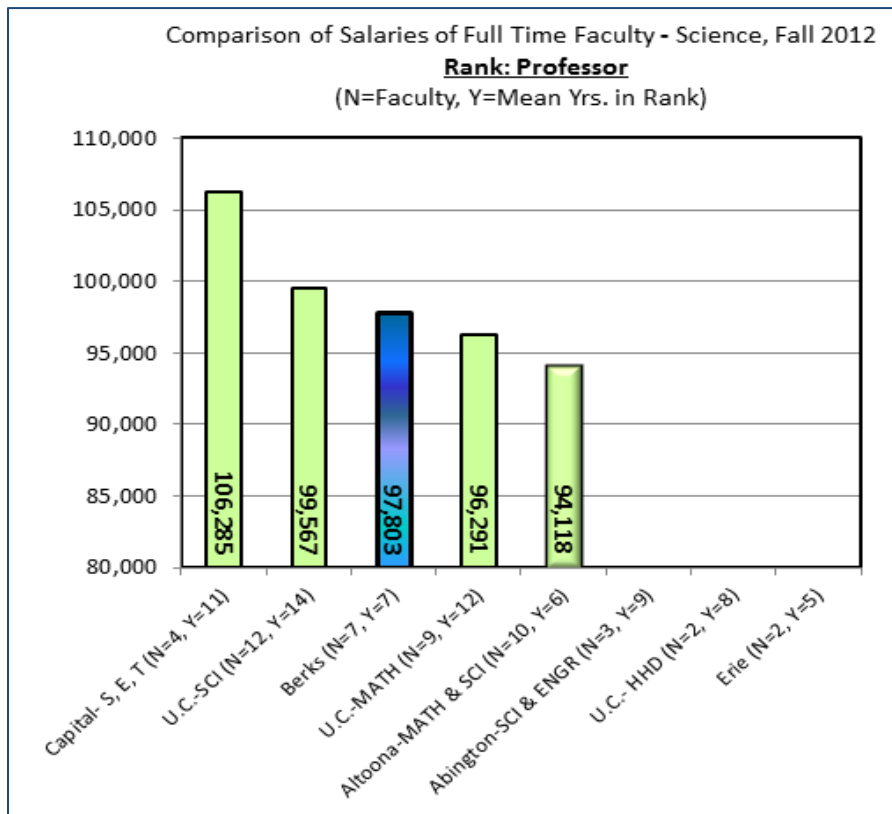
It must be remembered that this data is problematic in several ways, which make accurate comparisons difficult:

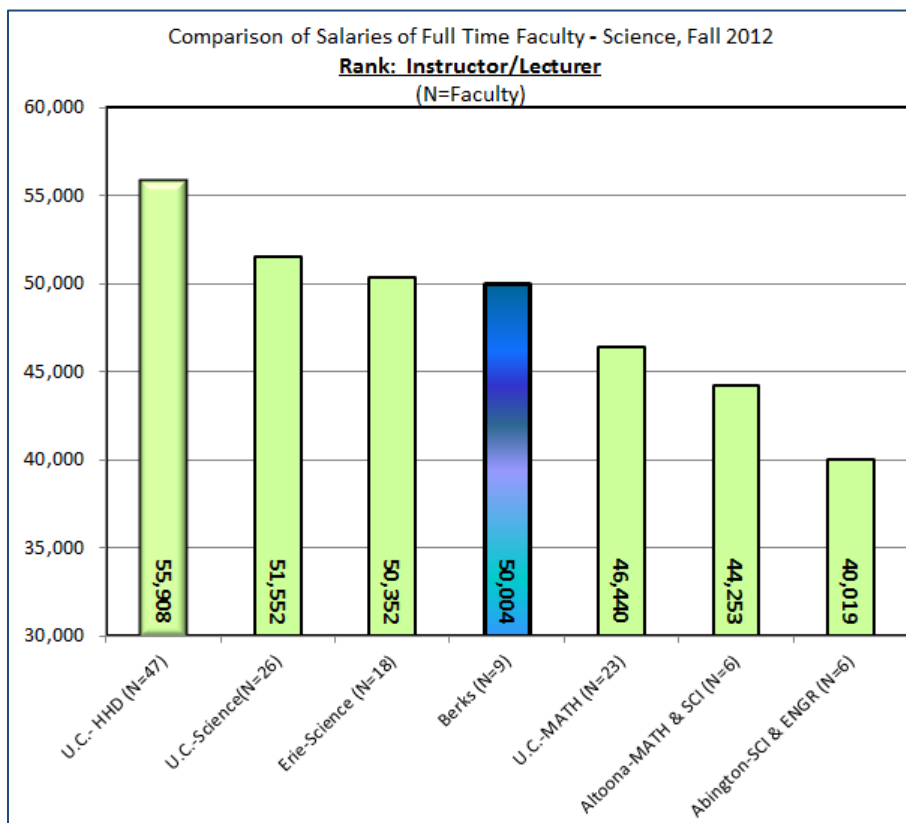
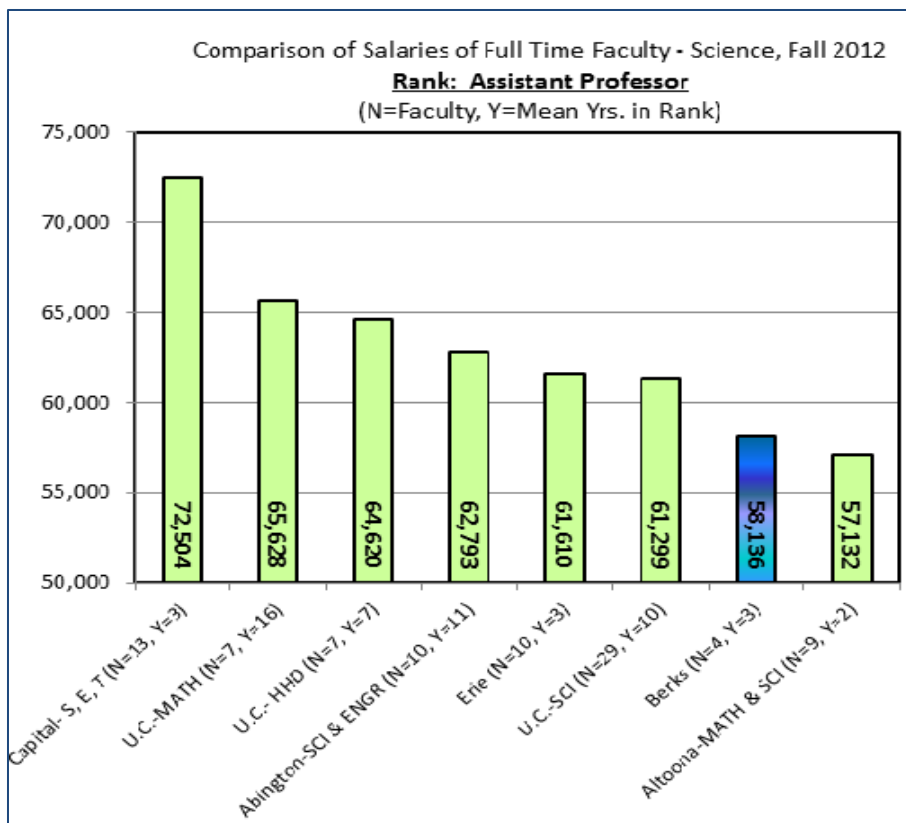
- Salaries of small groups of faculty are not reported, since this would make it too easy to identify individual faculty salaries. In some cases, low numbers mean data is not given for a particular rank (for example, full Professors in Science at Erie, Abington and the University College).
- Due to low numbers, salaries are reported only at the Division level. A breakdown by discipline is not given.
- Small groups also make it possible for one or two individuals to greatly change a group's reported median salary. For example, if two faculty members in a group of four retire and are replaced by new hires earning lower salaries, this could greatly lower the group average.
- Divisions contain different disciplines at different locations. This affects comparisons for all three of our divisions. In the case of our EBC division (Engineering, Business and Computing), other locations often split business and engineering, and thus are not fully comparable. Similarly, our HASS division is compared to divisions including "Education and Human Development" (Altoona) and "English" (University College) as well as others which, like HASS, combine Humanities and Social Sciences. Our Science division, meanwhile, is compared to units such as Abington's "Science and Engineering" division and the University College's "Math" faculty.

Despite these issues, we present the following charts and graphs as the best representation of the salary data we have available. In each case the number of faculty at each rank is given (N), as is the average number of years in rank for that group (Y). (Generally, we expect that more years in rank would mean higher salary.)

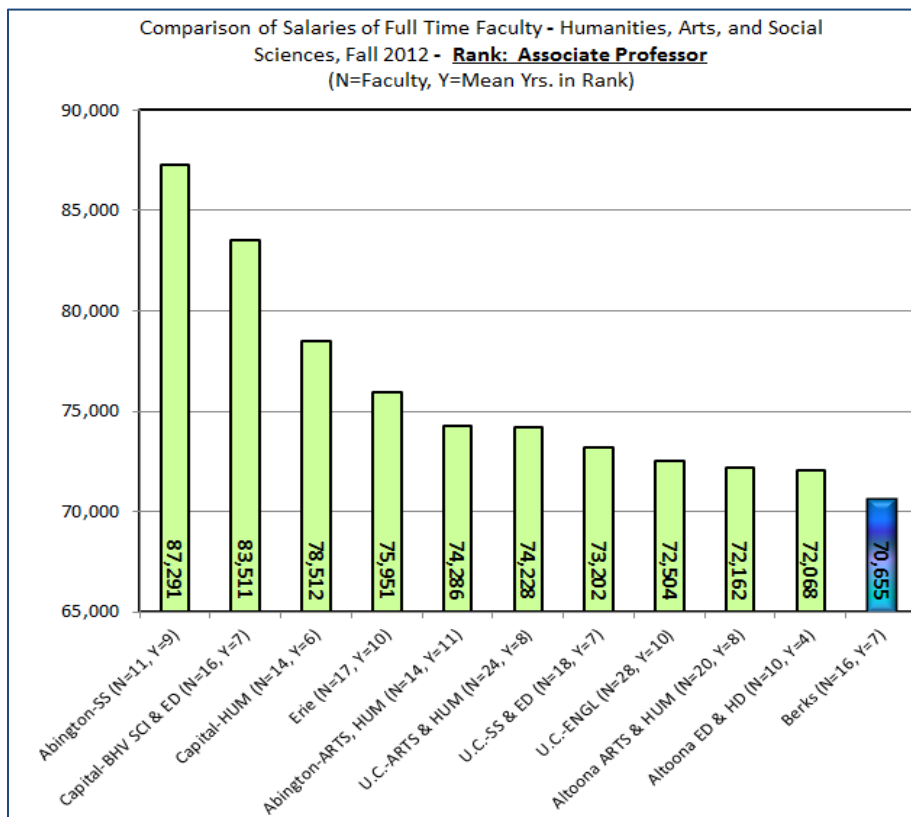
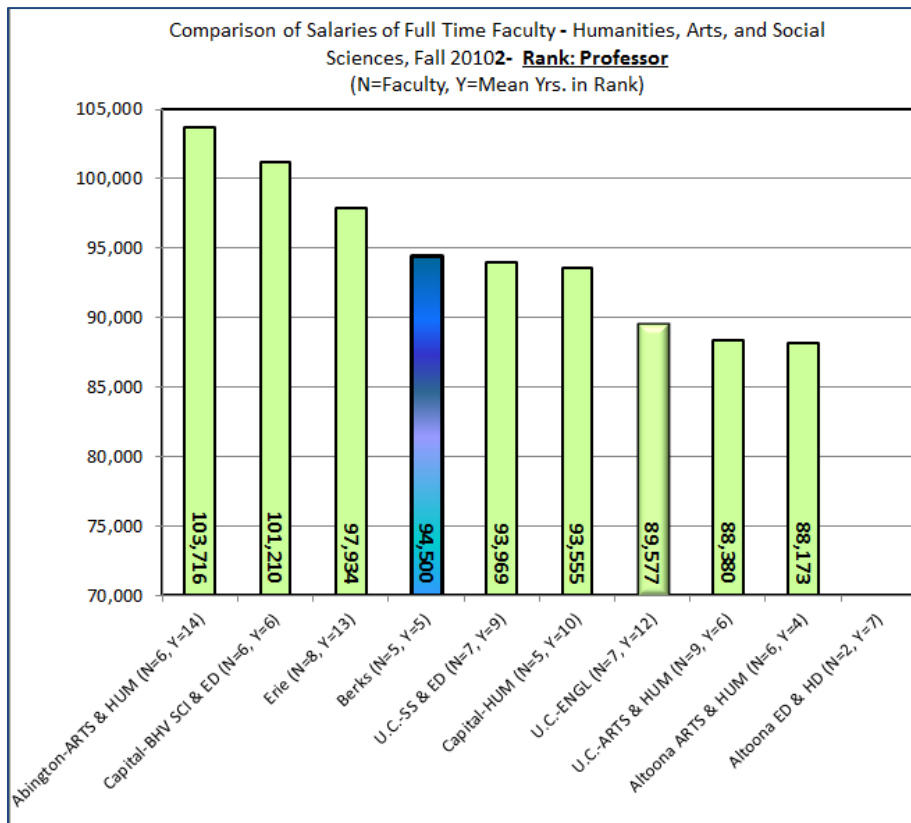
The three divisions of Berks College are presented below, with comparisons to peer institutions.

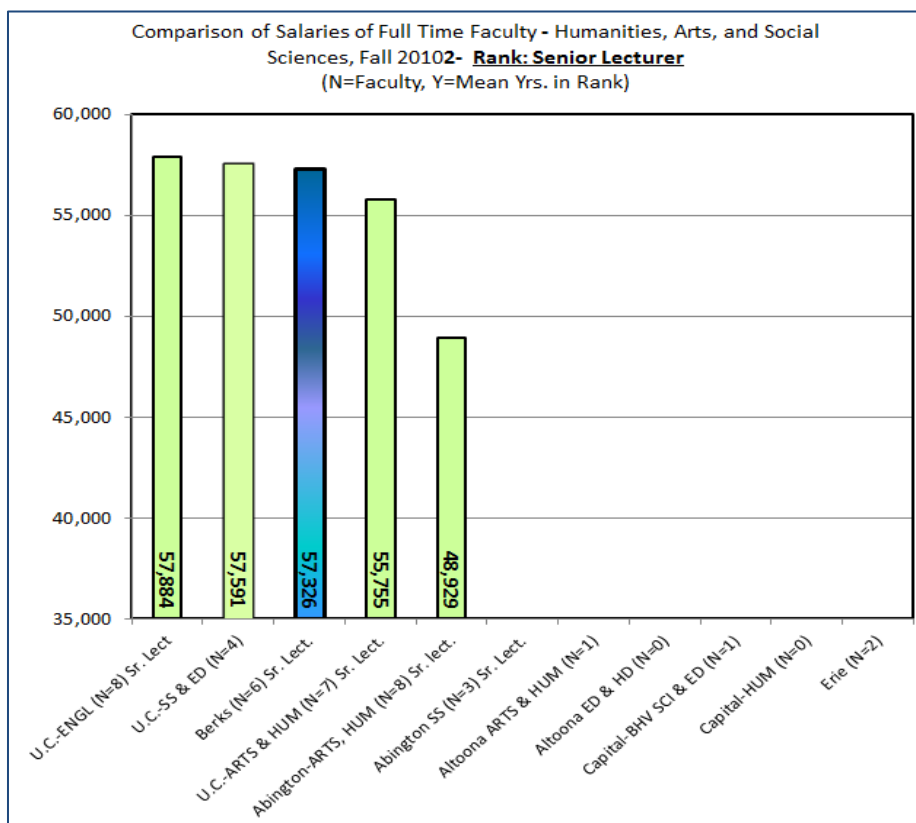
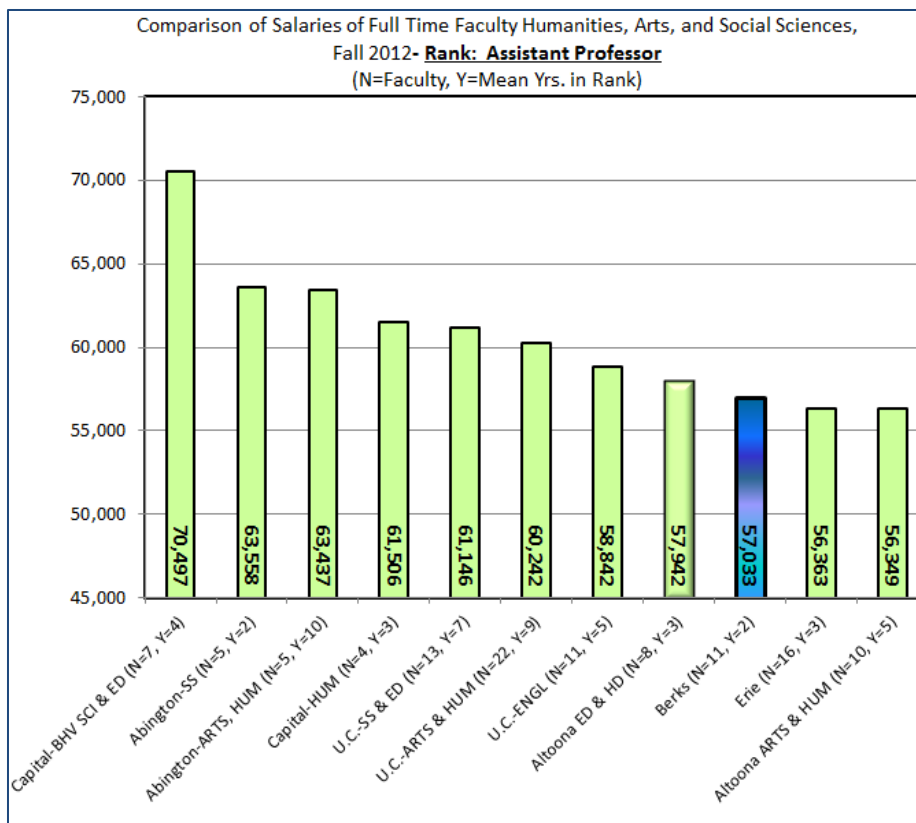
## Division of Science

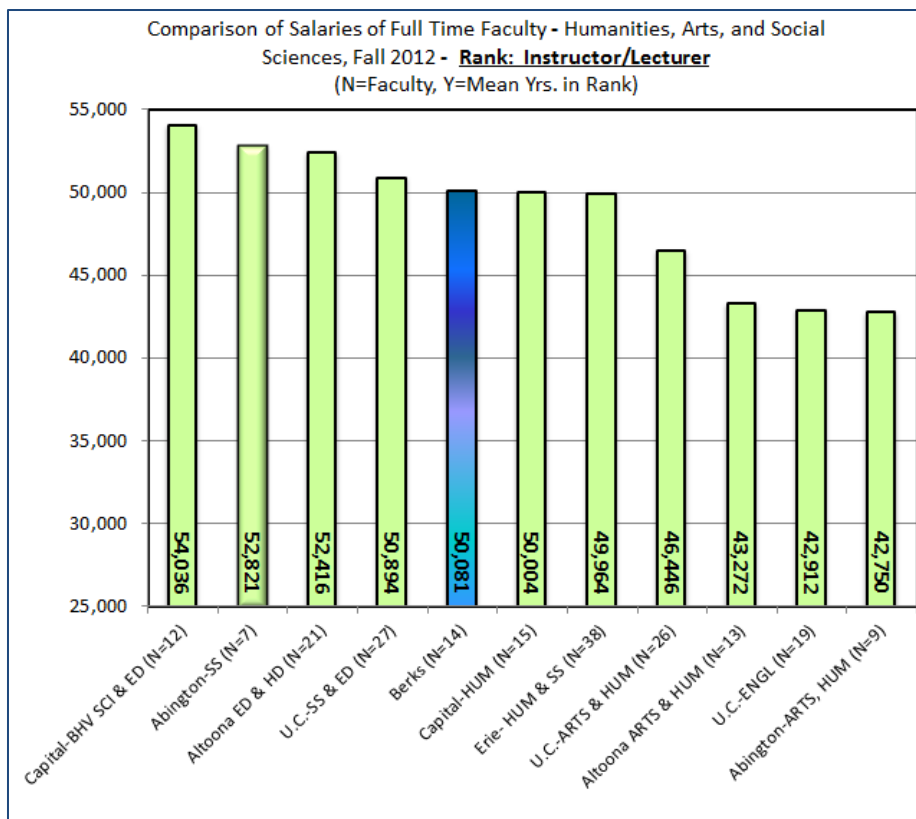




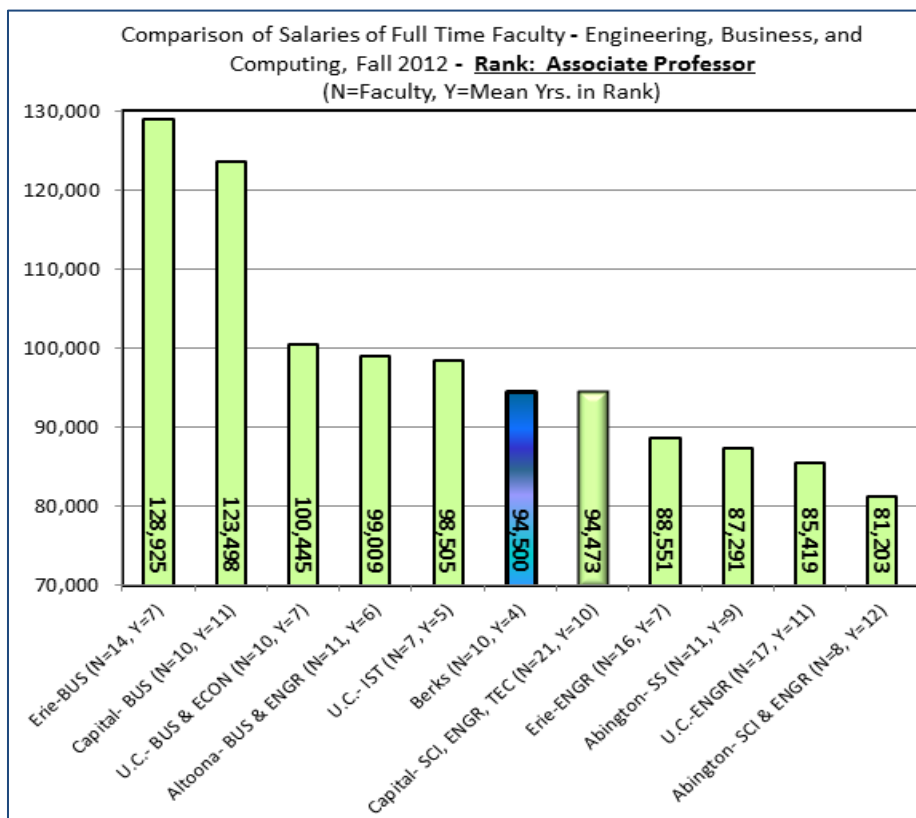
## Division of Humanities, Arts, and Social Sciences

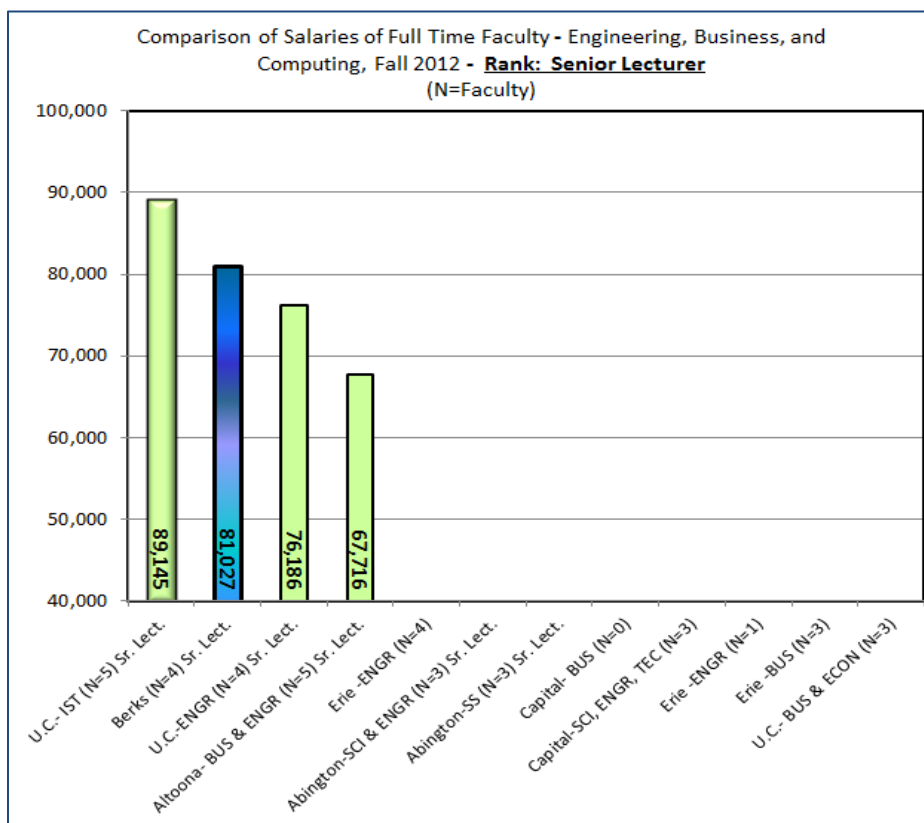
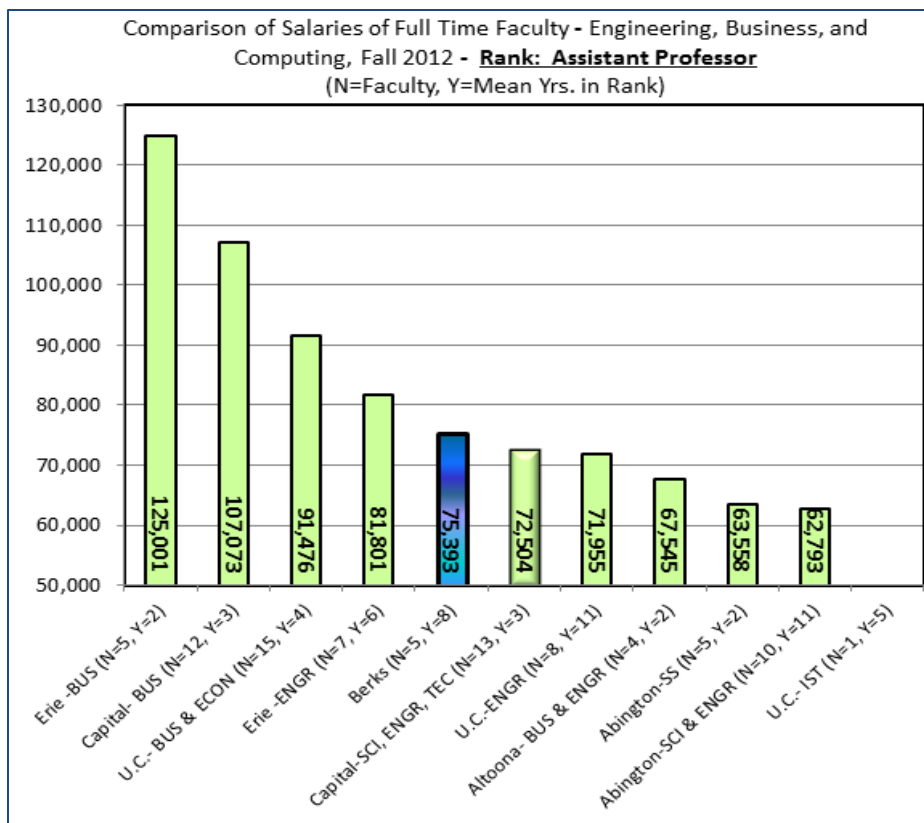


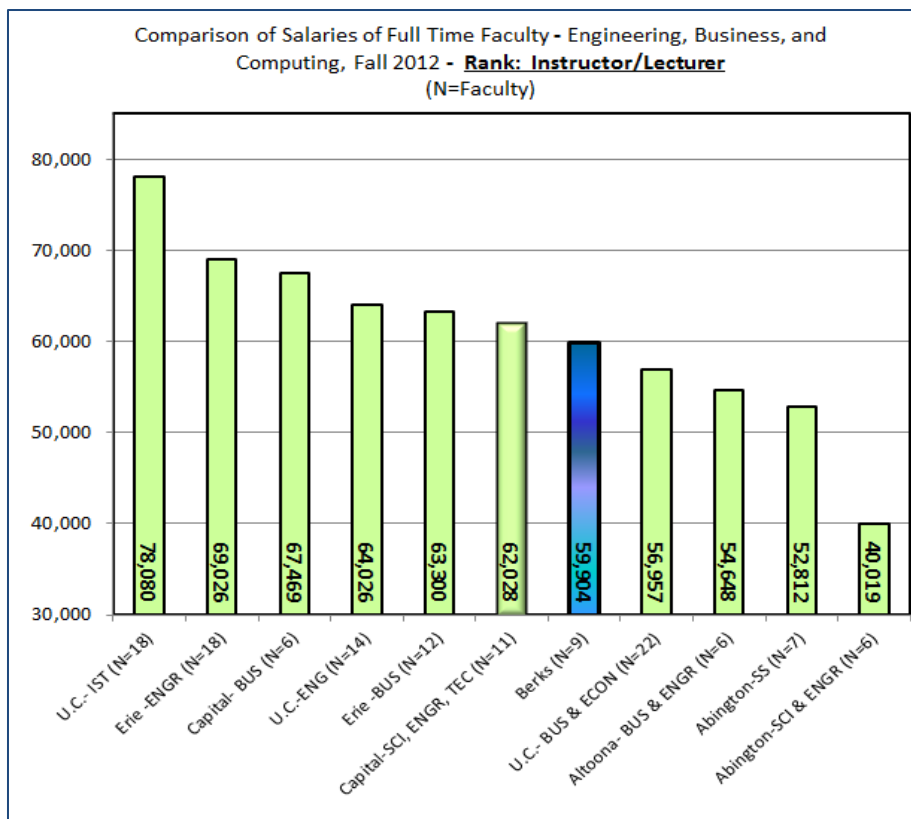




## Division of Engineering, Business, and Computing







## Salary tables – Comparison by Year

### Division of Science

Science- Professor	2012			2010		
	Salary	N	Years	Salary	N	Years
Capital- S, E, T	106,285	4	11	104,773	5	11
U.C.-SCI	99,567	12	14	96,170	12	13
Berks	97,803	7	7	82,629	5	8
U.C.-MATH	96,291	9	12	93,717	9	10
Altoona-MATH & SCI	94,118	10	6	91,229	6	7

Science - Associate	2012			2010		
	Salary	N	Years	Salary	N	Years
Capital- S, E, T	94,473	21	10	90,891	21	10
Abington-SCI & ENGR	81,203	8	12	76,005	9	10
Erie	74,160	17	8	72,702	16	7
Altoona-MATH & SCI	74,075	12	6	70,164	15	5
U.C.-SCI	74,034	29	8	70,740	29	7
U.C.- HHD	72,999	13	6	69,062	14	5
Berks	72,288	13	7	67,779	13	7
U.C.-MATH	70,565	12	11	67,365	13	10



Science - Assistant	2012			2010		
	Salary	N	Years	Salary	N	Years
Capital- S, E, T	72,504	13	3	69,039	15	3
U.C.-MATH	65,628	7	16	63,243	7	14
U.C.- HHD	64,620	7	7	60,696	9	9
Abington-SCI & ENGR	62,793	10	11	56,705	10	9
Erie	61,610	10	3	59,301	11	2
U.C.-SCI	61,299	29	10	59,601	25	11
Berks	58,136	4	3	55,373	6	9
Altoona-MATH & SCI	57,132	9	2	56,097	11	2

### Division of Humanities, Arts, and Social Sciences

HASS - Professor	2012			2010		
	Salary	N	Years	Salary	N	Years
Abington-ARTS & HUM	103,716	6	14	100,908	7	13
Capital-BHV SCI & ED	101,210	6	6	104,472	5	6
Erie	97,934	8	13	96,120	10	13
Berks	94,500	5	5	81,540	5	3
U.C.-SS & ED	93,969	7	9	94,140	6	10
Capital-HUM	93,555	5	10	87,786	5	8
U.C.-ENGL	89,577	7	12	84,294	9	8
U.C.-ARTS & HUM	88,380	9	6	86,684	8	7
Altoona ARTS & HUM	88,173	6	4	-	3	3

HASS - Associate	2012			2010		
	Salary	N	Years	Salary	N	Years
Abington-SS	87,291	11	9	83,115	9	9
Capital-BHV SCI & ED	83,511	16	7	80,528	14	7
Capital-HUM	78,512	14	6	74,421	14	5
Erie	75,951	17	10	72,027	17	9
Abington-ARTS, HUM	74,286	14	11	70,866	14	11
U.C.-ARTS & HUM	74,228	24	8	70,893	26	8
U.C.-SS & ED	73,202	18	7	71,172	17	6
U.C.-ENGL	72,504	28	10	69,183	30	9
Altoona ARTS & HUM	72,162	20	8	69,552	23	6
Altoona ED & HD	72,068	10	4	70,479	10	3
Berks	70,655	16	7	66,479	16	5

HASS - Assistant	2012			2010		
	Salary	N	Years	Salary	N	Years
Capital-BHV SCI & ED	70,497	7	4	67,464	13	4
Abington-SS	63,558	5	2	58,928	6	2
Abington-ARTS, HUM	63,437	5	10	-	5	14
Capital-HUM	61,506	4	3	-	2	4
U.C.-SS & ED	61,146	13	7	61,124	12	8
U.C.-ARTS & HUM	60,242	22	9	57,825	21	9
U.C.-ENGL	58,842	11	5	56,871	10	4
Altoona ED & HD	57,942	8	3	55,620	14	3
Berks	57,033	11	2	53,739	10	1
Erie	56,363	16	3	54,824	12	3
Altoona ARTS & HUM	56,349	10	5	54,486	13	4

Division of Engineering, Business, and Computing

EBC - Associate	2012			2010		
	Salary	N	Years	Salary	N	Years
Erie-BUS	128,925	14	7	126,950	12	6
Capital- BUS	123,498	10	11	114,147	8	11
U.C.- BUS & ECON	100,445	10	7	93,414	10	7
Altoona- BUS & ENGR	99,009	11	6	94,086	9	8
U.C.- IST	98,505	7	5	94,428	7	3
Berks	94,500	10	4	88,101	8	4
Capital- SCI, ENGR, TEC	94,473	21	10	90,891	21	10
Erie-ENGR	88,551	16	7	88,245	15	5
Abington- SS	87,291	11	9	83,115	9	9
U.C.-ENGR	85,419	17	11	80,631	19	10
Abington- SCI & ENGR	81,203	8	12	76,005	9	10

EBC - Assistant	2012			2010		
	Salary	N	Years	Salary	N	Years
Erie -BUS	125,001	5	2	115,047	5	2
Capital- BUS	107,073	12	3	103,766	14	3
U.C.- BUS & ECON	91,476	15	4	88,668	20	2
Erie -ENGR	81,801	7	6	75,541	11	4
Berks	75,393	5	8	73,319	8	7
Capital-SCI, ENGR, TEC	72,504	13	3	69,039	15	3
U.C.-ENGR	71,955	8	11	70,347	7	11
Altoona- BUS & ENGR	67,545	4	2	71,811	7	2
Abington-SS	63,558	5	2	58,928	6	2
Abington-SCI & ENGR	62,793	10	11	56,705	10	9

## **APPENDIX B**

# **Report of Faculty Affairs Committee Legislative Report on Reporting SRTEs**

**Implementation:** Upon approval by the Chancellor.

**Introduction:** As charged by the Executive Committee of the Penn State Berks Senate, the Faculty Affairs Committee (FAC) met to consider,

**Draft a Legislative Report on revision of the Berks Campus SRTE Policy as it relates to the impact of the online administration of SRTE's on faculty FAR.**

### **Reporting of fact finding:**

It is our understanding that this idea has already been put forth and we concur with its intent. Ideally, SRTE's should benefit: 1) the university, by giving an accurate assessment of a faculty member's teaching, 2) the faculty member, by providing insight into how to improve his or her course and an assessment for annual salary adjustments and P&T purposes, and 3) the students, who can point out weaknesses in the course, instructor, or overall pedagogy and thereby improve it. Currently, it is believed that none of these parties is being well served by the online SRTE's; but due to cost considerations, the university's alternatives are severely limited. The faculty, on the other hand, have options available to supplement the SRTE's such as utilizing surveys of students that were created by individual faculty for their specific courses, under the guidance of division heads, for both P&T/FAR which would also provide possibly more accurate information to improve the course and pedagogy. However, such additional supplemental materials defeat the purpose of streamlining the delivery of SRTE's and cost cutting—the central goals of online delivery of SRTE's.

### **Recommendation:**

Since the online SRTE's impact both the Faculty FAR and P&T, it is the recommendation of the committee that Berks SGA become involved in the process to increase student participation in filling out the SRTEs, and that a joint committee be established with faculty, students, and administrators for said process.

### **Committee Members:**

Michael Bartolacci  
Paul Esqueda (Ex-Officio)  
Leonard Gamberg (Chair)  
Beths Samatha Kavky  
Mahsa Kazempour  
Mahdi Nasereddin  
David Sanford