

Penn State Berks Senate

Monday, April 27, 2015

1:00-2:30 PM

Room 121, Gaige Building

Agenda

- **Call to Order**
- **Additions, Corrections, and Approval of the Minutes of the March 16, 2015 meeting**
- **Announcements and Reports by the Chair**
- **Reports of Officers and University Senators**
 - Vice Chair Snyder
 - Secretary Zambanini
 - University Faculty Senate Chair-Elect Ansari
 - Senator Aynardi
 - Senator Nasereddin
 - SGA President Devin Heckman
 - Student Senator
- **Comments and Announcements by Administrators**
 - Chancellor Hillkirk
 - Associate Dean Esqueda
- **Unfinished Business**

- **Motions from Committees**
 - Motion from the Faculty Affairs Committee to Drop the 2 HM Program (**Appendix A**)
- **Informational Reports**
 - Informational Report from the Intercollegiate Athletics Committee (**Appendix B**)
 - Informational Report from the Strategic Planning and Budget Committee (**Appendix C**)
 - Report from the Academic Affairs Committee Regarding the Academic Regalia Issue (**Appendix D**)
- **New Legislative Business**
- **Forensic Business**
- **Comments for the Good of the Order**
- **Adjournment**

Penn State Berks Senate
March 16, 2015
1:00-2:30 PM, Multi-Purpose Room

Attendees: Jennifer Arnold, Mike Bartolacci, David Bender, Tricia Clark, Ruth Daly, Nathan Greenauer, Ben Infantolino, Jim Laurie, Ada Leung, Daonian Liu, Joe Mahoney, Cesar Martinez-Garza, Clifford Maurer, Ray Mazurek, Edwin Murillo, Tami Mysliwiec, Mahdi Nasereddin, Rungun Nathan, Randall Newnham, Jayne Park-Martinez, JoAnne Pumariega, Jenifer Shannon, Alice Shaparenko, Stephen Snyder, Terry Speicher, Hartono Tjoe, Amy White Berger, Robert Zambanini (Faculty); Marie Smith (Staff); Pradip Bandyopadhyay, Paul Esqueda, Lisa Glass, Keith Hillkirk, Janelle Larson, Dennis Mays, Teri Sabatelli (Administration); Ryan Bennick, Joseph Chletses, Andrew Harakel, Devin Heckman, Jessica Hoag (Students).

1. Call to Order

2. Additions, Corrections, and Approval of Minutes of the February 2, 2015 –The Chair called for corrections, additions to the minutes; hearing none, a vote was called to approve the minutes; *the minutes were approved.*

3. Announcements and Reports by the Chair –The Chair reported on changes recently discussed with regard to General Education requirements. The first change pertained to providing support for whatever Gen. Ed. changes there will be, while the second looked at the goals and objectives. The second was tabled. The next vote will be delayed until after the next meeting. The Chair provided information (via overhead slide) on the proposed modifications to the current baccalaureate general education program. Some of the changes were already made and reviewed. All of these changes will be discussed at the next Senate meeting at University Park. Also integrated as part of the changes are the I-Courses, as this was originally part of one of the models that existed back in the summer concerning changes in Gen. Ed., creating several inter-domain or interdisciplinary courses. If a course covers two or more domains, this course would be registered as an I-Course. Students will be required to take some of these types of courses. Copy of this draft will be sent out to the list-serv for review and feedback is encouraged.

4. Reports of Officers and University Senators

- **Vice-Chair Snyder – No report**
- **Secretary Zambanini** – No official report was made; however, for the record, the decline in attendance at the February Senate meeting was due to the delayed start for which many faculty were in class and unable to attend.
- **University Faculty Senate Chair-Elect Ansari –Not present**
- **Senator Aynardi – Not present**
- **Senator Nasereddin – No report**
- **SGA President Devin Heckman** – SGA Student Life Committee is planning a faculty vs. student softball game for 5PM on March 31 at the softball field. T-shirts will be available for the first 15 who register.
- **Student Senator – No report**

5. Comments and Announcements by Administrators

- **Chancellor Hillkirk**
 - We have had a number of visits to Penn State Berks recently. Provost Jones and others from University Park were here a few weeks ago. The effort that has been made by both President Baron and the Provost in getting out to the campuses over the past year is commendable.
 - Penn State Berks has a very strong presence in the community. Many of our faculty, staff and students make Penn State Berks proud in the many ways we serve the community. This is a very important part of our student's education. Last week, several of us, along with administrators from the Reading School District and from Glenside Elementary School, were in Atlanta to present a paper at the National Professional Development School Conference. The

quality of the relationship that has developed between us and Glenside Elementary and the Reading School District was very impressive. Reading School District has been challenged in a number of ways. Penn State Berks is doing very important work there. The district has asked us to look at ways in which to expand upon the work that is currently being done. All is very positive. The key for us is educating our students. Part of that preparation can include internships and other kinds of engagement within the community. This needs to continue to grow.

- Since the recent St. Joseph's acquisition to Penn State Hershey, a number of meetings have taken place. Penn State Berks is currently working closely with St. Joseph's in several key areas. We are about to submit a proposal jointly with them for some CEED funding to help us develop a presence for Penn State at their downtown location. This proposal will open up many opportunities for Penn State Berks and for our students through internships. More will be shared as this develops.
- Next Tuesday, March 24, a group will be visiting Penn State Berks to talk about the Penn State Values. This meeting will be town hall meeting beginning at noon in the Multi-Purpose Room. If you are interested in attending, registration is required.
- Beginning this spring, Penn State Berks will host two commencement ceremonies. The first ceremony will be held at 10 AM and the second at 2 PM. This change was prompted by our continued growth and the challenges faced during last spring commencement. The morning commencement will be for our EBC graduates and the afternoon commencement will be for HASS and SCI graduates. Rather than having a faculty breakfast, we will have a lunch. Faculty is welcome to participate in both ceremonies. In the morning, there will be a breakfast reception prior to commencement for graduates and their guests as well as faculty and staff. In addition to the faculty lunch, lunch will also be available for staff and students working both events. There will be a reception following the afternoon commencement ceremony for graduates, guests, faculty and staff. More details will be shared. Instructional letters to the degree candidates will be mailed today. The involvement with the Division Heads and their assistants, who have joined in the planning process, is much appreciated. Keeping all lines of communication clear and concise will be of the utmost importance.
- **Associate Dean Esqueda**
 - As a review from the recent Provost visit, four points were highlighted with regard to the Strategic Plan: (1) The push university-wide and how all the units and colleges are being asked to provide a shorted version of the Strategic Plan; all were asked to consolidate their plans down to 15-20 pages. (2) The Provost mentioned one of the biggest issues facing the University concerns IT; there needs to be more control among all the units in order to provide security. Two audits have taken place including one from the federal government; much vulnerability has been identified. It will be necessary to go to a two-phase identification process in the near future in order to address this issue and given the number of units Penn State has, the oversight will need to be done centrally. (3) The state of the University is fabulous based on meetings with the rating agencies; we are receiving the same rating this year, so the University is doing very well. (4) Changes proposed with regard to the common class schedule and the need for all to have the same class schedule university-wide. This change is being made primarily so students can take advantage of any classes being offered throughout the University. Two primary reasons were mentioned as to why this is being done: (1) students would have a wide range of opportunities, particularly with on-line courses; and (2) it would open up competition. A handout from the Provost was distributed, which included on the reverse side, a mock-up common class meeting schedule. This has been ongoing for the past year and was presented to the Administrative Council on Undergraduate Education (ACUE); it was also presented at the University Senate and discussed at the Berks Senate. The overall consensus throughout the University was positive. Only two campuses opposed the policy; they are Penn State Altoona and Penn State Berks. Many of the issues surrounding the concerns at Berks have to do with the lack of classroom space. After much discussion with faculty and with the Senate, a decision was made by the Provost to enforce this new policy. There is no clear date as to when this new

policy will go into effect; however, fall of 2016 is anticipated. The floor was turned over to Penn State Berks Registrar, Dr. David Bender, who outlined some of the major changes for Penn State Berks with regard to this new schedule. A concern was made pertaining to the lack of debate afforded with regard to this policy, how changing this is a curricular matter, and in by doing so, how it will affect our curriculum overall. The Chair expressed that neither the University nor the Berks Senate would have the power to change this as this is an administrative decision; however, it does not prohibit the Senate from expressing an opinion. The Chancellor remarked that concerns were brought forth by both Dr. Bender and Penn State Berks administration throughout the process. A question was made if this new schedule also applied for the summer semester. Clarification was provided that this new policy only applies to fall and spring semesters. Several additional concerns were discussed. The Chancellor remarked that this change can create opportunities for us to compete throughout the University and with the World Campus but we need to be very smart in our approach. In order for Penn State Berks to continue to be successful, it will take a comprehensive approach which includes all aspects of the classroom experience, both one on one and on-line. The Chancellor also shared that enrollment at Penn State Berks has grown but that is not the case at a fair number of other Penn State campuses. Part of this is driven by the fact that there needs to be more sharing of resources. At the conclusion of the report, Senior Associate Dean Esqueda introduced Daonian Liu, who replaces Tricia Clark as the Director of the Center for Learning and Teaching, and Instructor of Information Sciences and Technology.

6. Unfinished Business – None

7. Motions from Committees

- **Motion from the Executive Committee to Amend the Standing Rules of the Penn State Berks Constitution (Appendix A)** – The Chair provided an overview concerning the discrepancy concerning the fact that the Student Life Committee chair also chairs the Student Facility Fee Committee. The Chair turned the floor over to the Student Senator who provided the rationale for the amendment. The Chair opened the floor for discussion. A question was raised as to who has jurisdiction over this. A set of guidelines was made previously by retired Director of Student Affairs, Dr. Blaine Steensland and Dr. Ken Miller of Penn State Behrend, but it did not outline who is the leadership of the committee. It was brought to the Chair's attention by current Director of Student Affairs (Teri Sabatelli) that the current chair of the Student Life Committee was not aware of those duties, and it was informal in nature. Since the Student Facility Fee Committee oversees a significant amount of money for allocation, it needs to be formalized going forward. Another question brought to the floor questioned the jurisdiction for the Senate to have the authority over a non-Senate standing committee. The Chair remarked that this was reviewed with Senate Parliamentarian, Dr. Mohamad Ansari, who informed this could go under the standing rules. A suggestion was made to change the language to read as follows: *The chair of the Student Life Committee shall also Co-Chair the Student Facility Fee Committee.* The Chair called for a motion to approve the change; a vote was called and ***the motion was approved.*** The Chair called for discussion on the amended motion. Another suggestion was made to add to the end of the statement, *when requested.* The Chair called for a motion to approve the amendment to the amendment; a vote was called and ***the motion was approved.*** The Chair called for discussion on the second amended motion. After much discussion, the Student Senator explained this is merely following tradition that has been followed over the years and the need for having it more formal in nature. The Chair called for a motion on the twice-amended changes; a vote was called and ***the motion was approved.***
- **Motion to Drop the Associate Degree Program in HM (Rationale: *The Bachelor Degree has been added to the curriculum and the Associate Degree is therefore being phased out.*)** – The Chair commented that an official document was not available for this motion, noting that this is more of a formalization of what has already transpired in Academic Affairs. The Chair called for a motion to approve. Senator Snyder requested having a document providing both background and rationale for this motion. The Chair called for a motion to table this until the next Senate meeting; a

vote was called and with 5 nays, *the motion to table was not approved*. The Chair commented there is a document but it was not available in time for the meeting.

8. Informational Reports – Informational Report on General Safety Concerns, Physical Facilities Review, and Sustainability Review (Appendix B)

- 9. New Legislative Business** – The election of Senate Officers for the next academic year. The Chair called for additional nominations from the floor; hearing none, a motion was called to close nominations and was second. The Chair read aloud the slate of nominees forwarded by the Executive Committee. Dr. Mohamad Ansari nominated the following: Chair, Dr. Michael Bartolacci, and Vice-Chair, Dr. Mahdi Nasereddin; both were uncontested. The position of Secretary had two nominations: Dr. Robert Zambanini and Dr. Nathan Greenauer. The election of Secretary will be instated by electronic ballot and those results will be announced at the next Senate meeting. The Chair called for a vote to approve the nominations; a vote was called and the nominations were approved.

10. Forensic Business

11. Comments for the Good of the Order

- A concern was raised as to the lack of discussion surrounding the vote that will be taking place tomorrow through University Faculty Senate on a report concerning health benefits. Specifically, costs between higher paid vs lower paid employees, costs of various medical plans, contribution rates, etc. Clarification was provided by Senator Nasareddin stating this report is an advisory report so there will be no vote. The Chair explained that many of the reports seen in their meetings are non-voting reports. The Chair remarked that he would like to begin sending out links to all shared reports that are more of an advisory nature in order to keep faculty informed. Senator Snyder commented that a lot of this has to do with the timing of when these reports come out and when our meetings are held; he would like to see these be more in sync with each other in order to have these concerns addressed. Several of the Senate Officers reiterated the importance for faculty to bring any concerns they may have to the attention of any Senate Officer.
- Secretary Zambanini wanted to thank all involved with Engineers Week, which took place at Penn State Berks a few weeks ago. Attendance was up in many of the activities from last year and comments from all were very positive.

12. Adjournment

(APPENDIX A)

Motion from the Academic Affairs Committee

The Academic Affairs Committee unanimously approved the dropping of the 2 HM (2 Year, Associate's Degree Hospitality Management) Program.

The committee brings the motion to drop this program to the Berks Senate. It needs no second since it is brought forth by the committee chair and needs only a vote from the senate.

Rationale: *This program has been replaced by the 4 HM program and its termination was part of the agreement with the School of Hospitality Management to begin offering the 4 Year Bachelor's Degree in Hospitality Management.*

(APPENDIX B)

INTERCOLLEGIATE ATHLETICS COMMITTEE

Minutes

The Intercollegiate Athletics Committee of the Berks Campus Senate met on Thursday, March 19, 2015 from 12 to 1:00 in Thun Library 145. Present were Ray Mazurek, Chair, Lisa Diebler, Berks Athletic Director, Bruce Hale, Faculty Athletic Representative, and David Sanford.

The focus of the meeting was the committee's review of progress in improving academic success support for student athletes. The discussion primarily focused on the Penn State Berks Faculty Athletics Representative Annual Report (attached) for Fall 2013-Spring 2014, prepared by Lisa Diebler. As noted in the report, most student athletes at Berks are successful students; however, some athletic teams struggle a bit more than others. Ms. Diebler also reported the following information, in which Berks Student-Athlete GPA is shown to be very similar to overall Berks student GPA:

	Student-Athlete GPA	Student GPA
Fall 2013 Semester GPA	2.95	2.95
Fall 2013 Cumulative GPA	2.90	2.92
Spring 2014 Semester GPA	2.98	3.02
Spring 2014 Cumulative GPA	2.94	2.97
Fall 2014 Cumulative GPA	3.04	2.95

The Athletics Department currently encourages student-athletes to work with the usual academic support services, such as the learning center.

The Committee also discussed Ms. Diebler's idea of creating a volunteer Faculty Mentor Program, in which faculty might volunteer to be a mentor to a team, making themselves available at a few team events in order to get to know and mentor students. Ms. Diebler reported that such mentor programs had been successful at other institutions, and the committee encourages her to explore setting this up at Berks. Bruce Hale also suggested, and the committee encouraged, the possibility of setting up a section of PSU-5 that might focus on study skills for student athletes. One such section might be targeted to those student athletes who seem most at risk.

SENATE COMMITTEE ON INTERCOLLEGIATE ATHLETICS

Penn State Berks Faculty Athletics Representative Annual Report

Intercollegiate Athletics Academic Performance Overview

1. Total Number of Student-Athletes Screened for Participation (Fall 2013 and Spring 2014): 195
2. Total Number of Student-Athletes Not Approved for Participation (Fall 2013 and Spring 2014): 17
3. Total Number of Waivers of Satisfactory Academic Progress Requirements (Fall 2013 and Spring 2014): 2

Total Number of
Student-Athletes
Screened
195

Total Number of
Student-Athletes
Not Approved
17

Total Number of
Waivers of
Requirements
2

Twelve (12) intercollegiate teams earned an average semester team GPA of 2.95 for Fall 2013 and 2.98 for Spring 2014. These teams earned an average cumulative team GPA of 2.94 for 2013-2014.

Six (6) intercollegiate teams earned a Fall 2013 team GPA of 3.00 or above: Men's Cross Country, Women's Cross Country, Men's Golf, Women's Soccer, Women's Tennis, and Women's Volleyball. Six (6) intercollegiate teams earned a Spring 2014 team GPA of 3.00 or above: Women's Cross Country, Men's Golf, Women's Soccer, Softball, Women's Tennis, and Women's Volleyball. Six (6) intercollegiate teams earned a 2013-2014 team GPA of 3.00 or above: Men's Cross Country, Women's Cross Country, Men's Golf, Women's Soccer, Women's Tennis, and Women's Volleyball.

In Fall 2013, 94 student-athletes earned semester GPAs of 3.00 or above. In Spring 2014, 94 student-athletes earned semester GPAs of 3.00 or above. During 2013-2014, 89 student-athletes earned cumulative GPAs of 3.00 or above.

In Fall 2013, 47 student-athletes earned Dean's List honors (i.e., 3.50 GPA or above with at least 12 credits earned for the semester). In Spring 2014, 48 student-athletes earned Dean's List honors (i.e., 3.50 GPA or above with at least 12 credits earned for the semester).

During 2013-2014, 47 student-athletes earned North Eastern Athletic Conference (NEAC) Scholar-Athlete Awards (i.e., 3.40 GPA or above), while 92 student-athletes earned Penn State Berks Scholar-Athlete Awards (i.e., 3.00 GPA or above).

Eligibility and Grade Point Average

Team	Eligible SAs	Fall 2013	Spring 2014	2013-2014
Baseball	31 (of 34)	2.71	2.75	2.67
Men's Basketball	11 (of 16)	2.16	2.55	2.29
Men's Cross Country	9 (of 9)	3.34	2.91	3.02
Men's Golf	10 (of 10)	3.38	3.23	3.29
Men's Soccer	16 (of 17)	2.79	2.70	2.89
Men's Tennis	9 (of 11)	2.67	2.74	2.76
Total/Average	86 (of 97)	2.84	2.81	2.82

Team	Eligible SAs	Fall 2013	Spring 2014	2013-2014
Women's Basketball	14 (of 15)	2.58	2.77	2.59
Women's Cross Country	16 (of 16)	3.20	3.21	3.24
Women's Soccer	22 (of 22)	3.30	3.37	3.34
Softball	15 (of 18)	2.79	3.12	2.83
Women's Tennis	15 (of 16)	3.38	3.19	3.18
Women's Volleyball	10 (of 11)	3.08	3.26	3.09
Total/Average	92 (of 98)	3.06	3.15	3.05

Total/Average	178 (of 195)	2.95	2.98	2.94
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Student-Athletes with GPAs of 3.00 or Above

Team	Fall 2013	Spring 2014	2013-2014
Baseball	14	15	11
Men's Basketball	4	4	2
Men's Cross Country	6	5	5
Men's Golf	8	8	8
Men's Soccer	7	3	6
Men's Tennis	5	3	6
Total	44	38	38

Team	Fall 2013	Spring 2014	2013-2014
Women's Basketball	4	6	5
Women's Cross Country	8	9	8
Women's Soccer	14	16	17
Softball	7	9	7
Women's Tennis	12	9	9
Women's Volleyball	5	7	5
Total	50	56	51

Total	94	94	89
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Student-Athletes Earning Dean's List Honors

<u>Team</u>	<u>Fall 2013</u>	<u>Spring 2014</u>
Baseball	5	5
Men's Basketball	0	1
Men's Cross Country	3	2
Men's Golf	6	2
Men's Soccer	2	2
Men's Tennis	2	1
Total	18	13

<u>Team</u>	<u>Fall 2013</u>	<u>Spring 2014</u>
Women's Basketball	2	4
Women's Cross Country	2	2
Women's Soccer	7	11
Softball	5	6
Women's Tennis	9	7
Women's Volleyball	4	5
Total	29	35
Total	47	48

North Eastern Athletic Conference (NEAC) Scholar-Athlete Award Winners

<u>Team</u>	<u>Number of Student-Athletes Honored</u>
Baseball	6
Men's Basketball	0
Men's Cross Country	2
Men's Golf	4
Men's Soccer	2
Men's Tennis	2
Total	16

<u>Team</u>	<u>Number of Student-Athletes Honored</u>
Women's Basketball	2
Women's Cross Country	4
Women's Soccer	10
Softball	4
Women's Tennis	7
Women's Volleyball	4
Total	31
Total	47

Penn State Berks Scholar-Athlete Award Winners

<u>Team</u>	<u>Number of Student-Athletes Honored</u>
Baseball	11
Men's Basketball	3
Men's Cross Country	5
Men's Golf	8
Men's Soccer	8
Men's Tennis	6
Total	41

<u>Team</u>	<u>Number of Student-Athletes Honored</u>
Women's Basketball	4
Women's Cross Country	9
Women's Soccer	16
Softball	8
Women's Tennis	9
Women's Volleyball	5
Total	51

Total **92**

Waivers of Satisfactory Academic Progress Requirements Granted by Faculty Athletics Representative

<u>Team</u>	<u>Requested</u>	<u>Granted</u>
Baseball	0	0
Men's Basketball	0	0
Men's Cross Country	0	0
Men's Golf	0	0
Men's Soccer	0	0
Men's Tennis	0	0
Total	0	0

<u>Team</u>	<u>Requested</u>	<u>Granted</u>
Women's Basketball	1	1
Women's Cross Country	0	0
Women's Soccer	0	0
Softball	1	1
Women's Tennis	0	0
Women's Volleyball	0	0
Total	2	2

Total **2** **2**

Prepared by: Lisa Deibler, Director of Athletics

Submitted by: Dr. Bruce Hale, Faculty Athletics Representative

Date: October 16, 2014

Submitted to: Senate Committee on Intercollegiate Athletics

Cc: Dr. Keith Hillkirk, Chancellor
Teri Sabatelli, Interim Director of Student Affairs and Enrollment
Management

Report on Faculty Salaries, 2014**Penn State Berks Senate****Strategic Planning and Budget Committee****Summary:**

The following report on faculty salaries is provided by the Strategic Planning and Budget Committee. Faculty salary information is presented in comparison to other PSU colleges which we regard as our peer institutions within the Penn State system (Erie (Behrend), Harrisburg (Capital), Abington, Altoona, and the University College).

Here is the comparison of salaries by division/rank to peer institutions:

Division/ Rank	Science		HASS		EBC	
	2014	2013	2014	2013	2014	2013
Professor	3rd of 6	3rd of 6	6th of 9	5th of 10	N/A	N/A
Associate	8th of 8	7th of 8	10th of 11	11th of 11	8th of 11	8th of 11
Assistant	N/A	N/A	8th of 10	9th of 11	4th of 10	4th of 11
Fixed Term	5th of 7	6th of 8	4th of 10	6th of 11	7th of 11	7th of 11

Although future salary improvement efforts should focus on faculty achievement, over the years there has been a downward trend of faculty salaries at Berks compared to the other peer campuses. **In comparison to last year, these rankings have remained fairly stable and place Berks at or near the lowest median salaries in the Associate and Assistant levels. In the HASS Division, the Associate Professor rank is currently 10th out of 11, the Associate Professor rank in the EBC Division is 8th out of 11, and the Associate Professor rank in the SCIENCE Division is 8th out of 8. While we are pleased to note that the salaries for Full Professors at Berks fall more centrally in comparison to the peer campuses, we would like to see that placement extended across all levels. We commend the Berks College administration for its efforts thus far to improve faculty salaries relative to similar PSU colleges, and would encourage this continued commitment to financially support faculty at all ranks compared to PSU colleges and PSU University Park.**

Also, there is a concern that part-time faculty salary information is not included in the annual report by the University Faculty Senate, since many courses are taught by part-time faculty. In this era of transparency at Penn State, perhaps this information should be made available.

Strategic Planning and Budget Committee:

Sudip Ghosh (EBC)	Hartono Tjoe (HASS)	Mahsa Kazempour (At-Large)
Abdullah Konak (EBC)	Bert Eardly (Science)	Dennis Mays (CFO)
Samantha Kavky (HASS, Chair)	Jianbing Qi (Science)	Jayne Park-Martinez (P, R & A)
		Yaya Barry (Student Rep)

Appendix: Data and Discussion

The University Faculty Senate compiles data on faculty salaries every year. This detailed data can be found at:

<http://senate.psu.edu/senators/standing-committees/faculty-benefits/reports-and-resources/2013-2014-report-on-faculty-salaries/>

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. Abdullah Konak, Jianbing Qi and Hartono Tjoe summarized this data as graphs and charts for this report. Thank you!**

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.

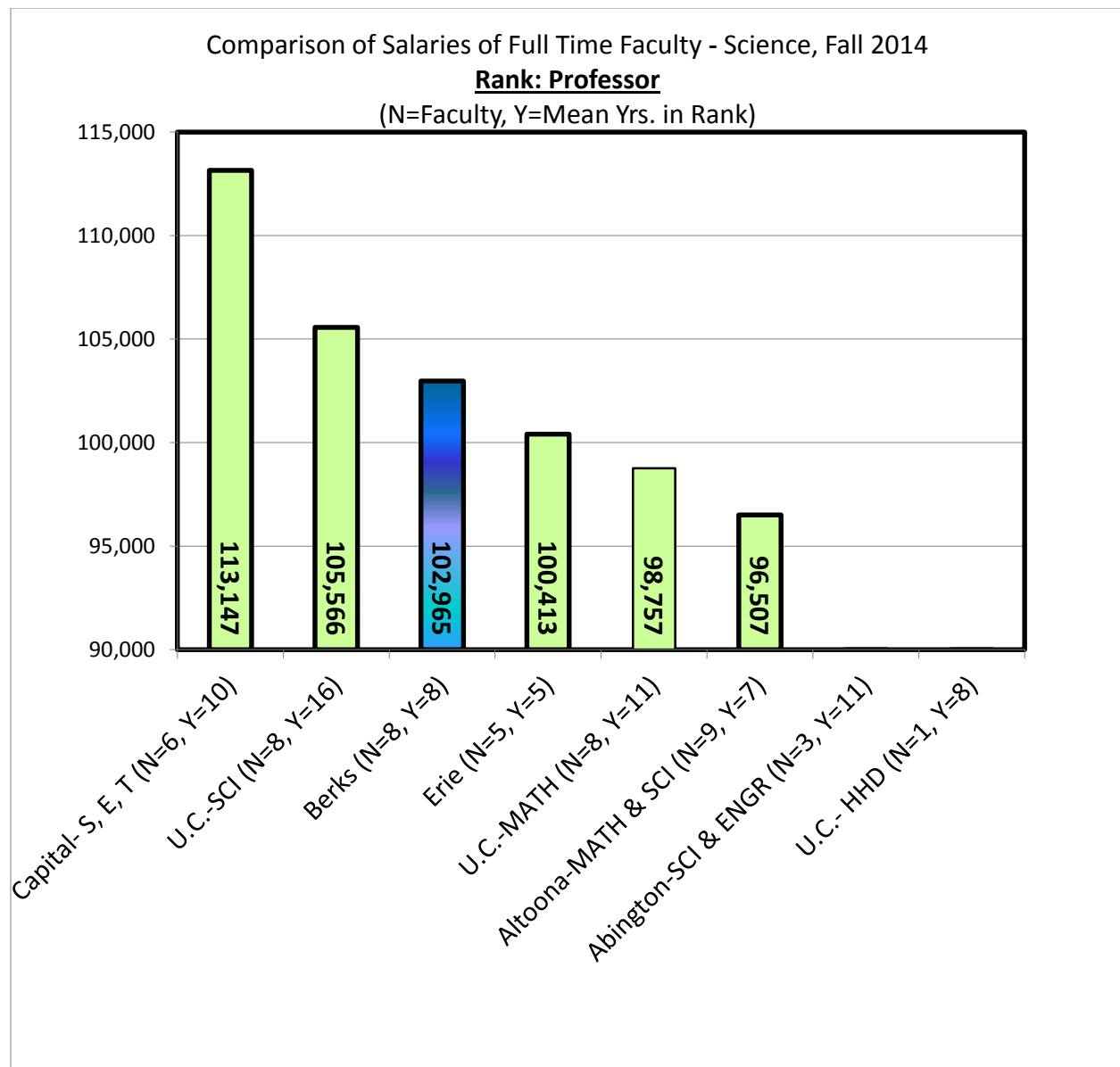
It must be remembered that this data is problematic in several ways, which make accurate comparisons difficult:

- 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 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.

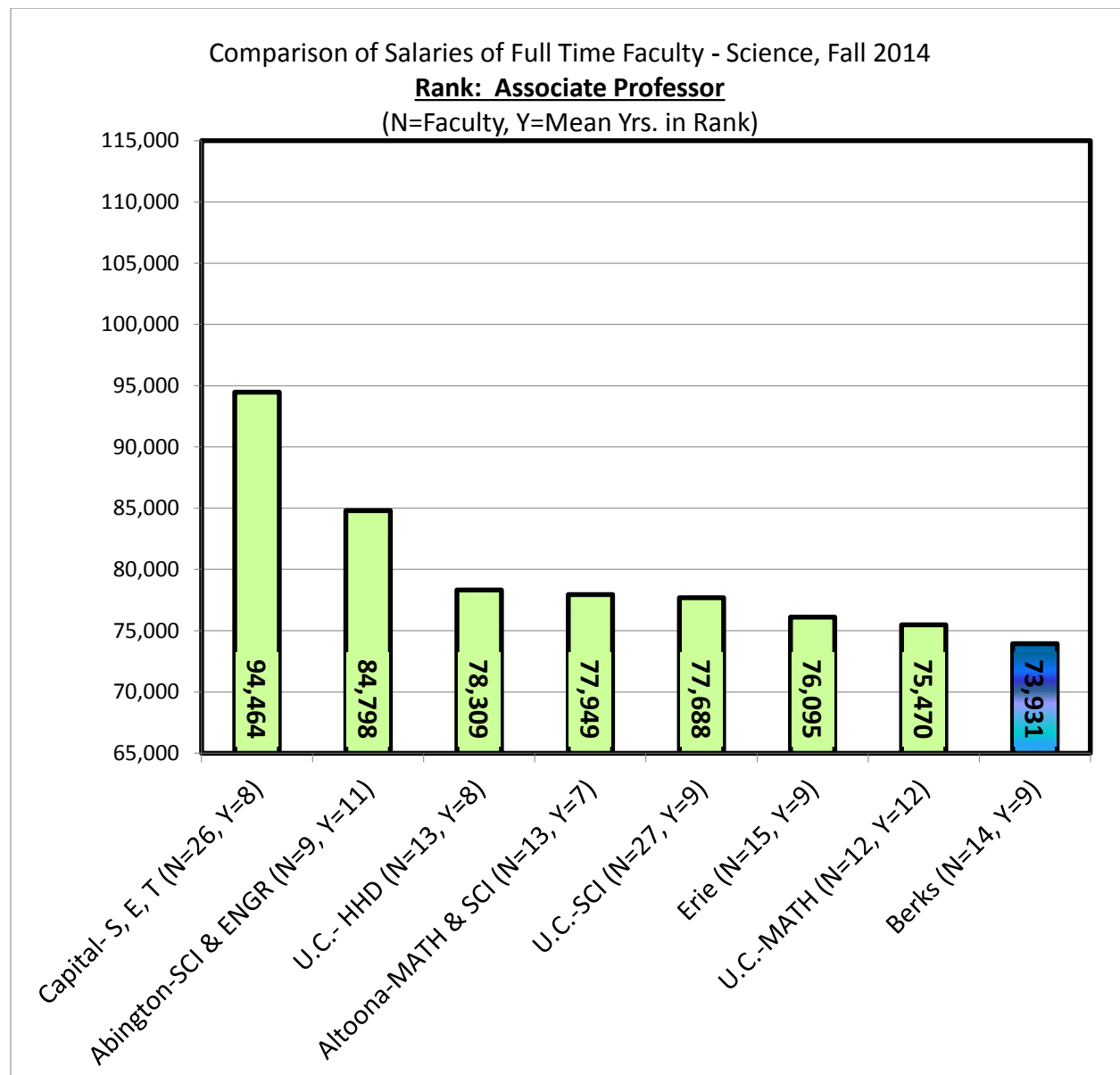
Despite these issues, we present the following charts and graphs as the best representation of the salary data we have available. In each case the number of faculty at each rank is given (N), as is the average number of years in rank for that group (Y). (Generally, we expect that more years in rank would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

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

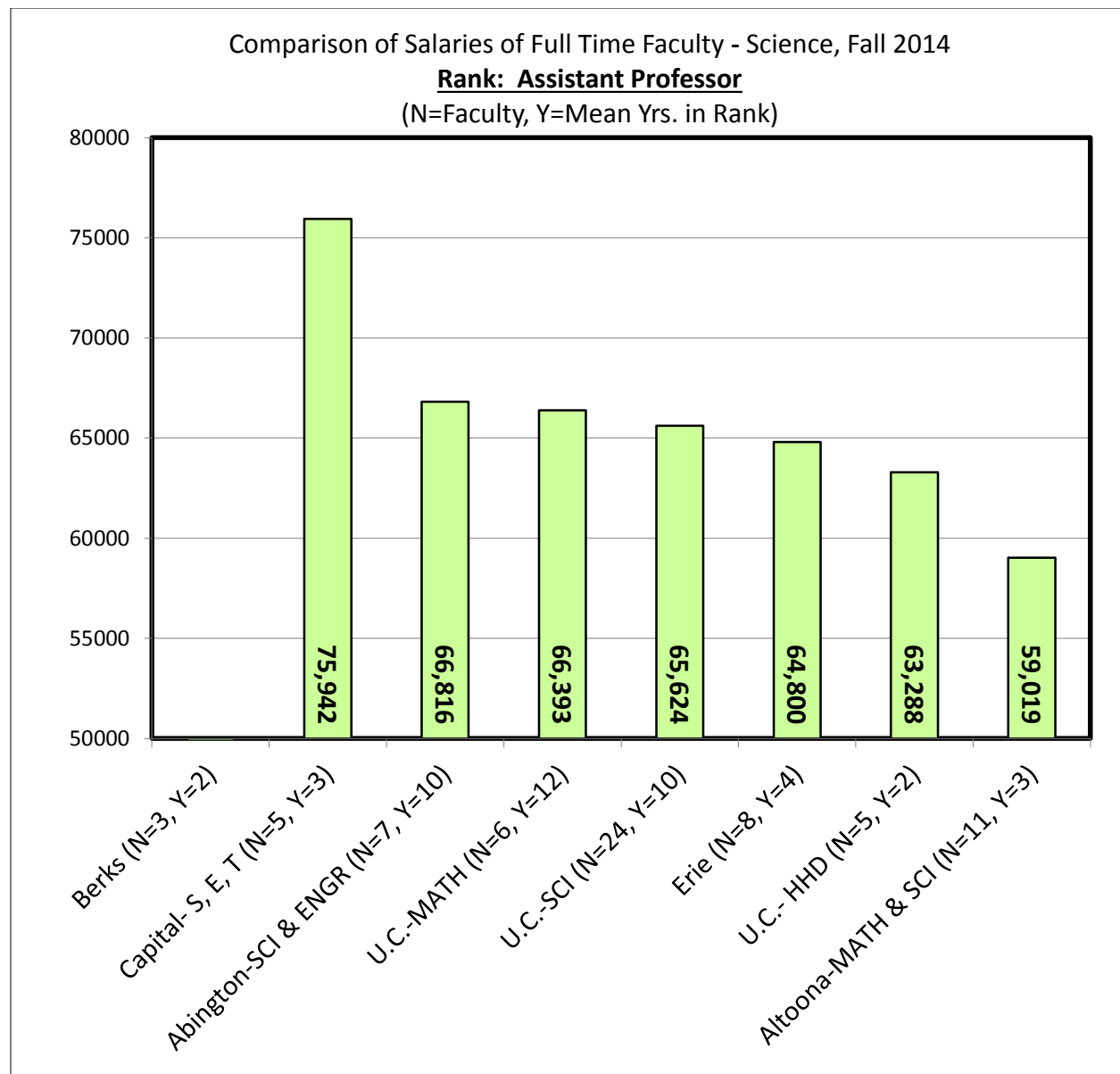
Division of Science – Comparison of Salary by Rank



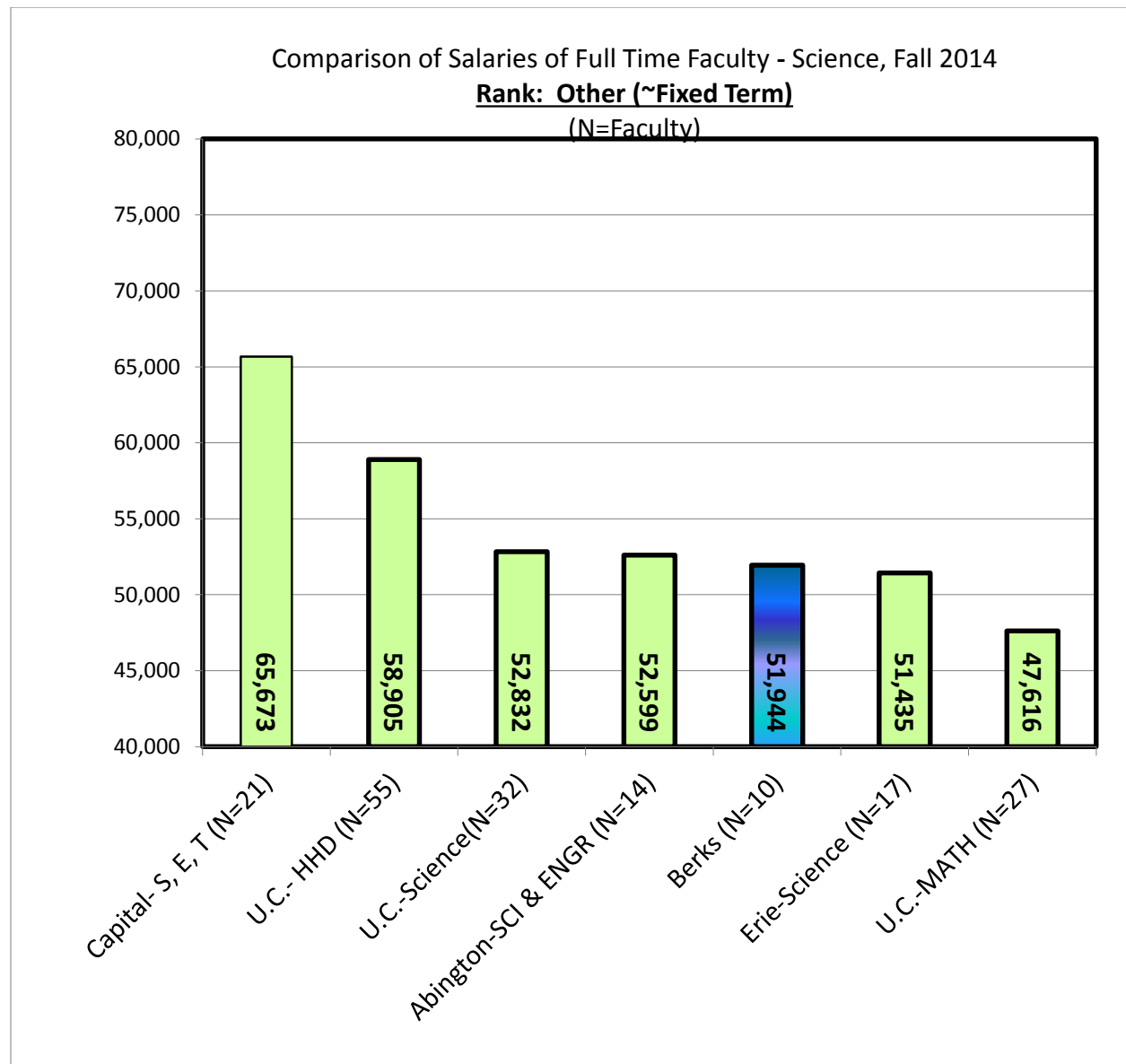
Division of Science – Comparison of Salary by Rank (continued)



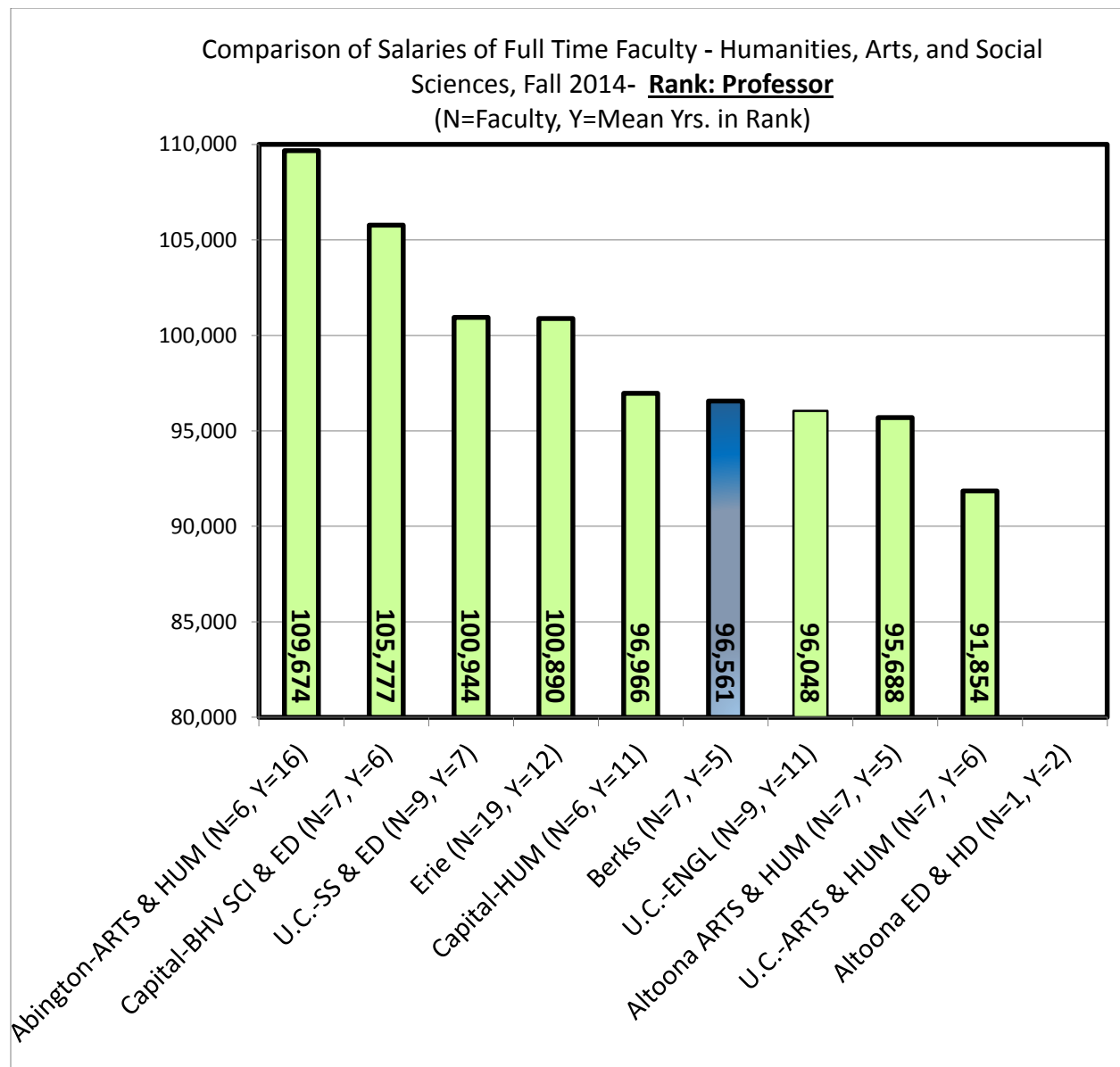
Division of Science – Comparison of Salary by Rank (continued)



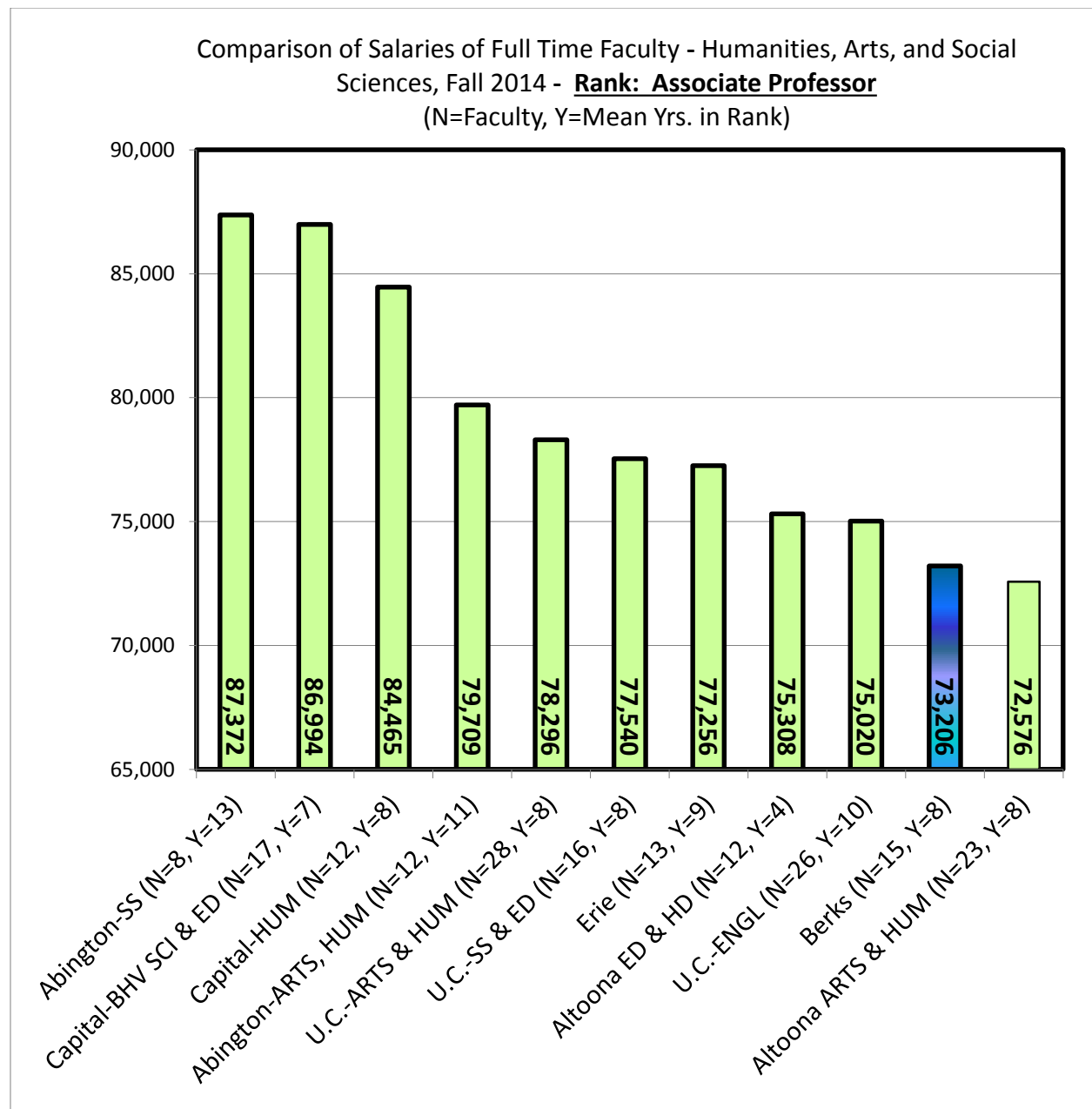
Division of Science – Comparison of Salary by Rank (continued)



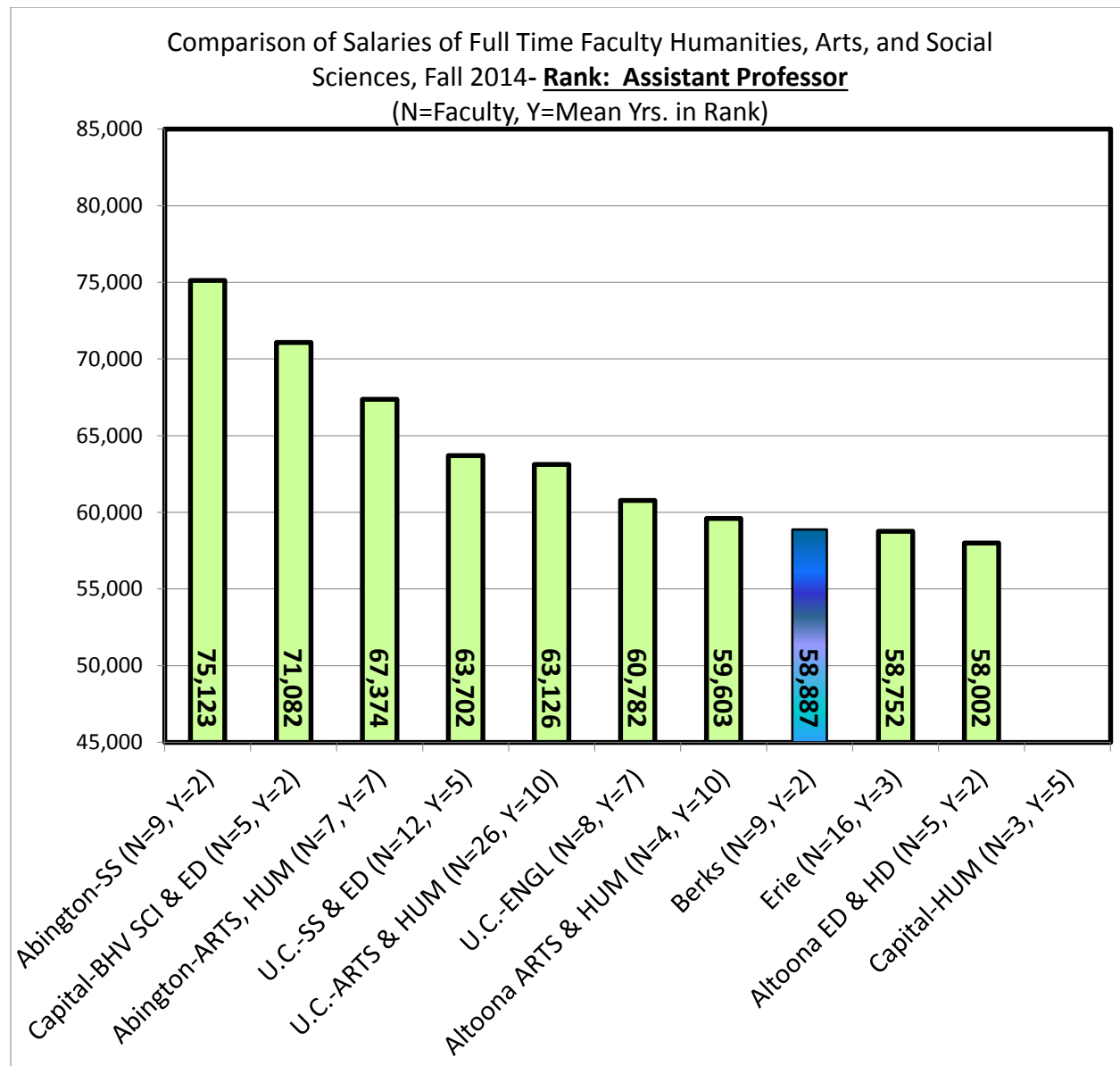
Division of Humanities, Arts, and Social Sciences



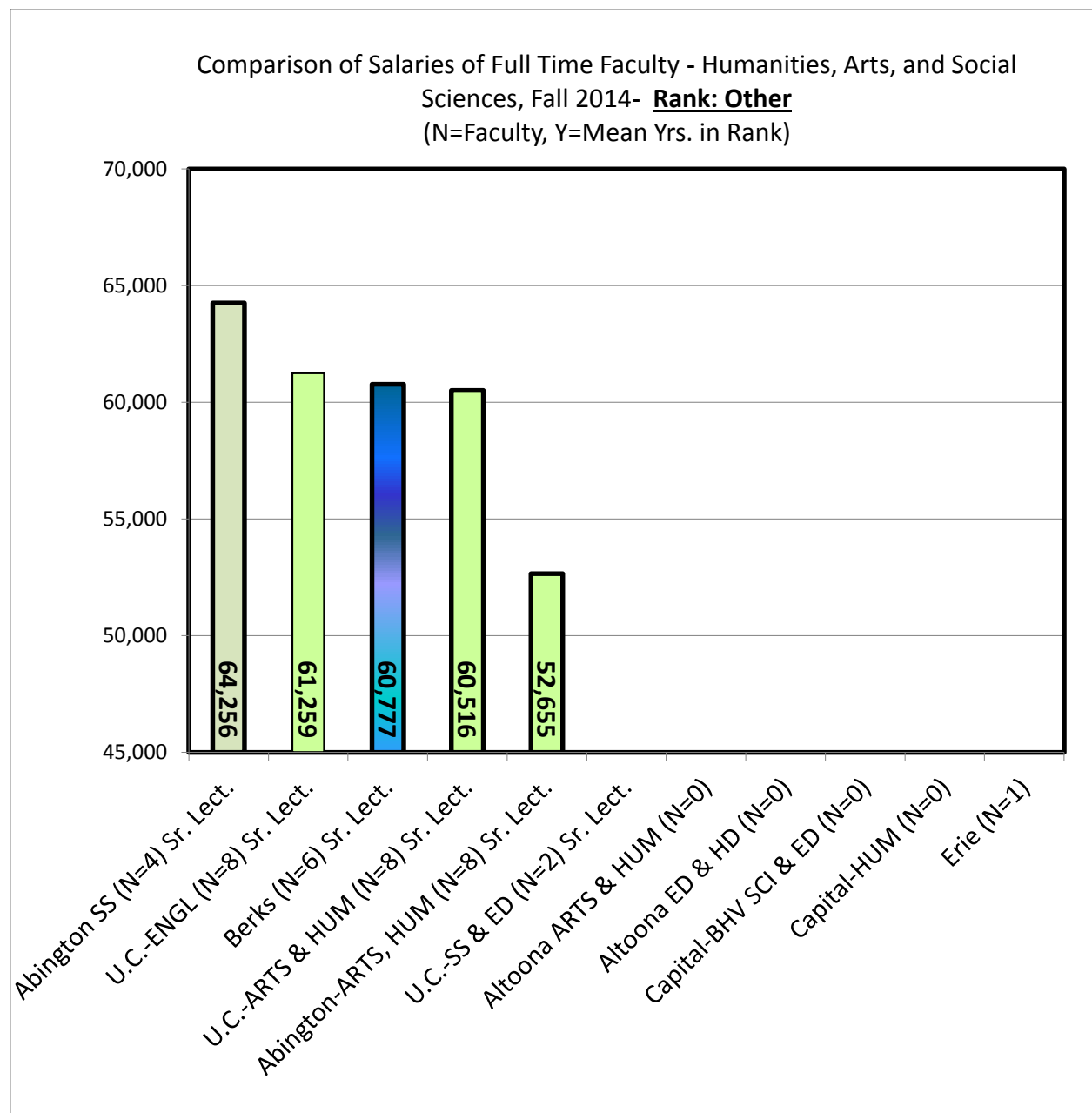
Division of Humanities, Arts, and Social Sciences (continued)



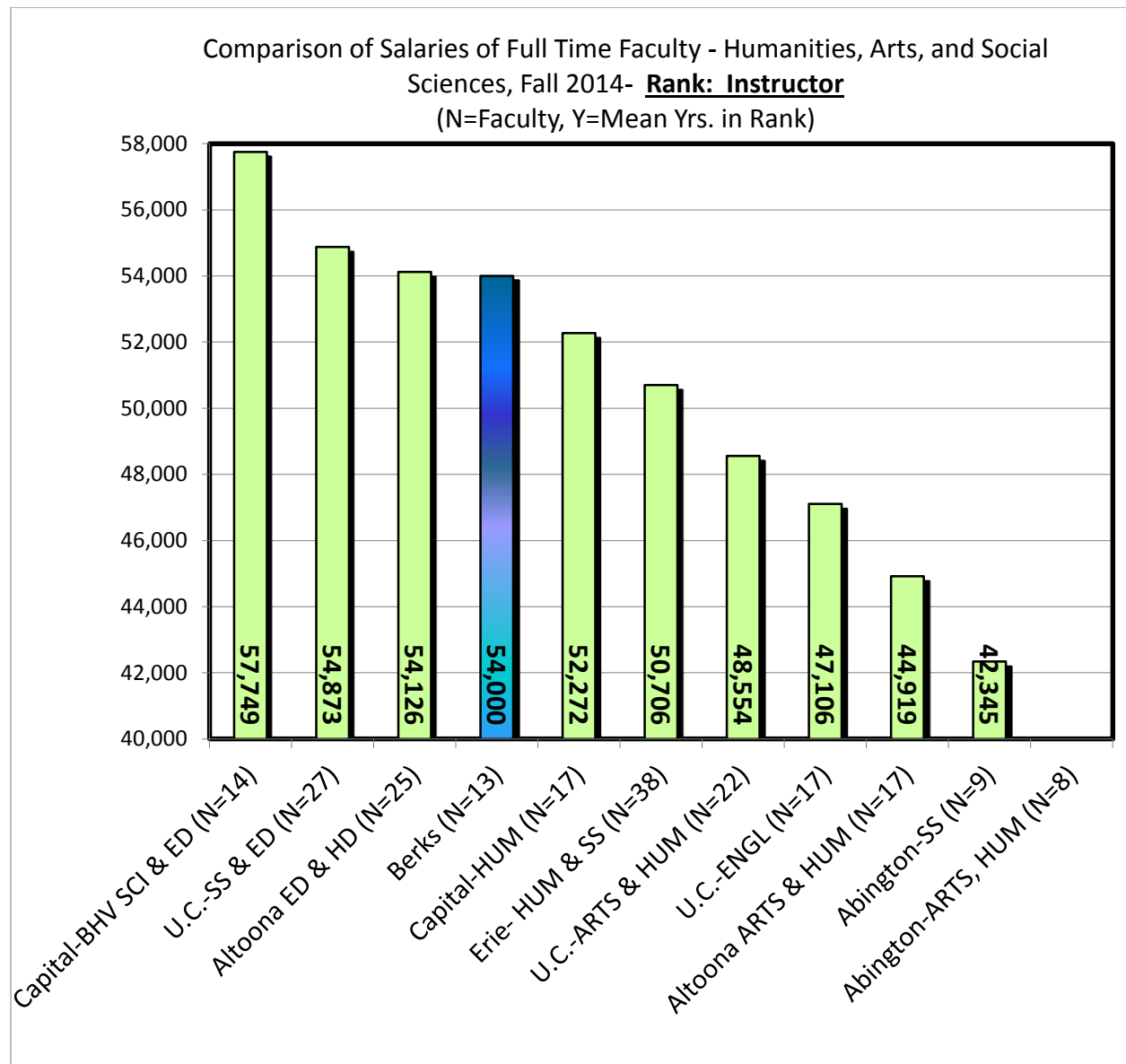
Division of Humanities, Arts, and Social Sciences (continued)



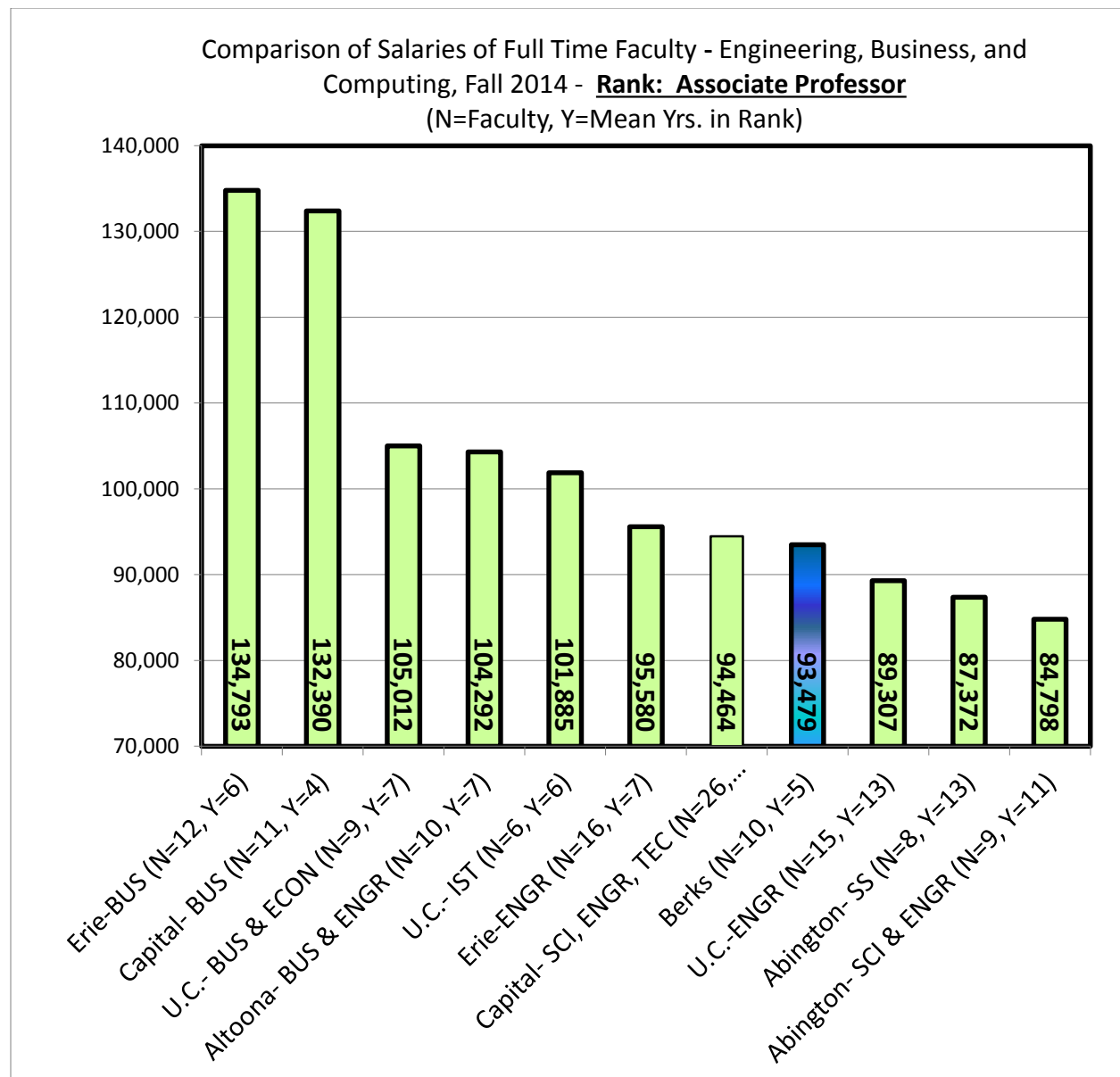
Division of Humanities, Arts, and Social Sciences (continued)



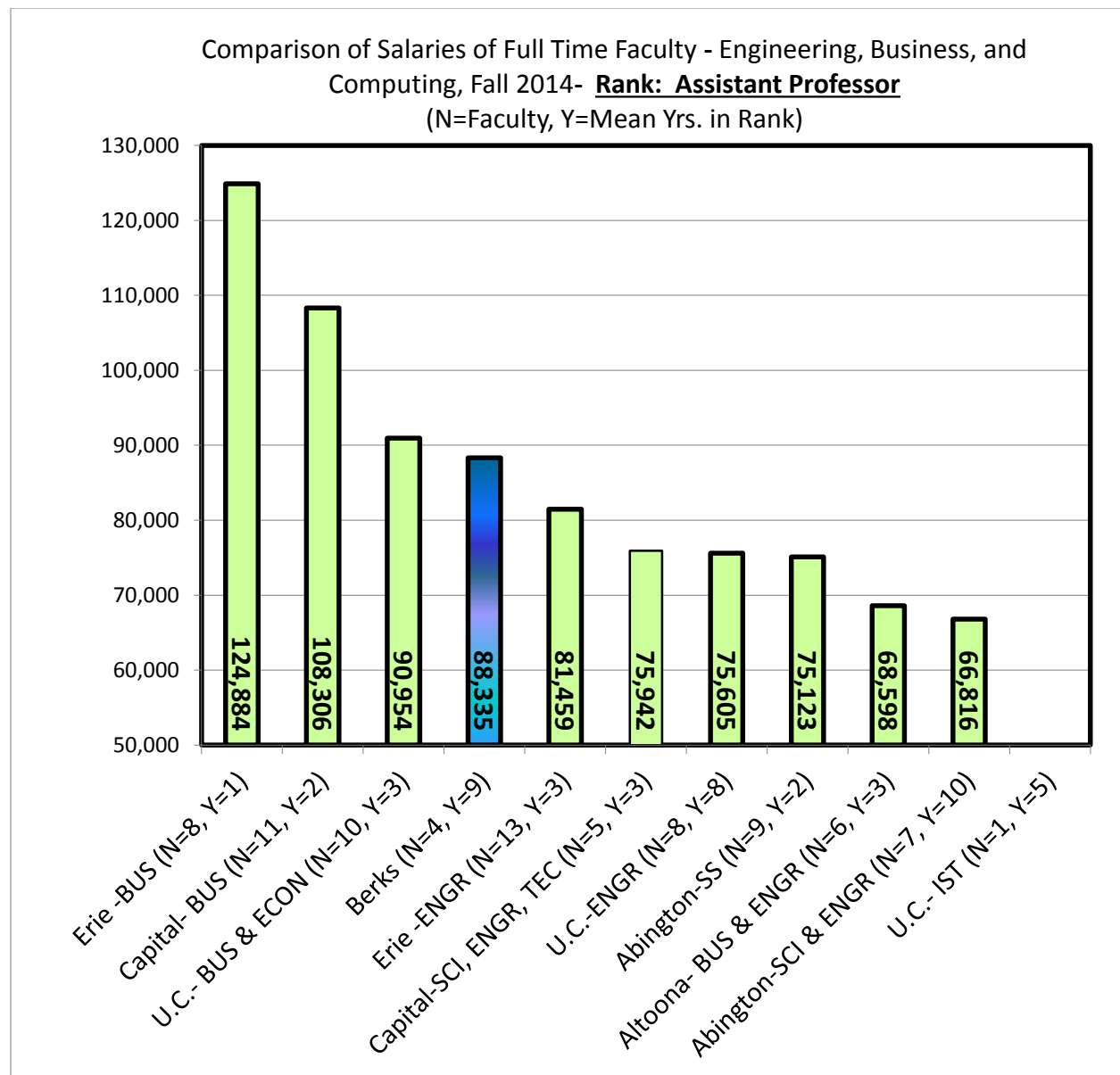
Division of Humanities, Arts, and Social Sciences (continued)



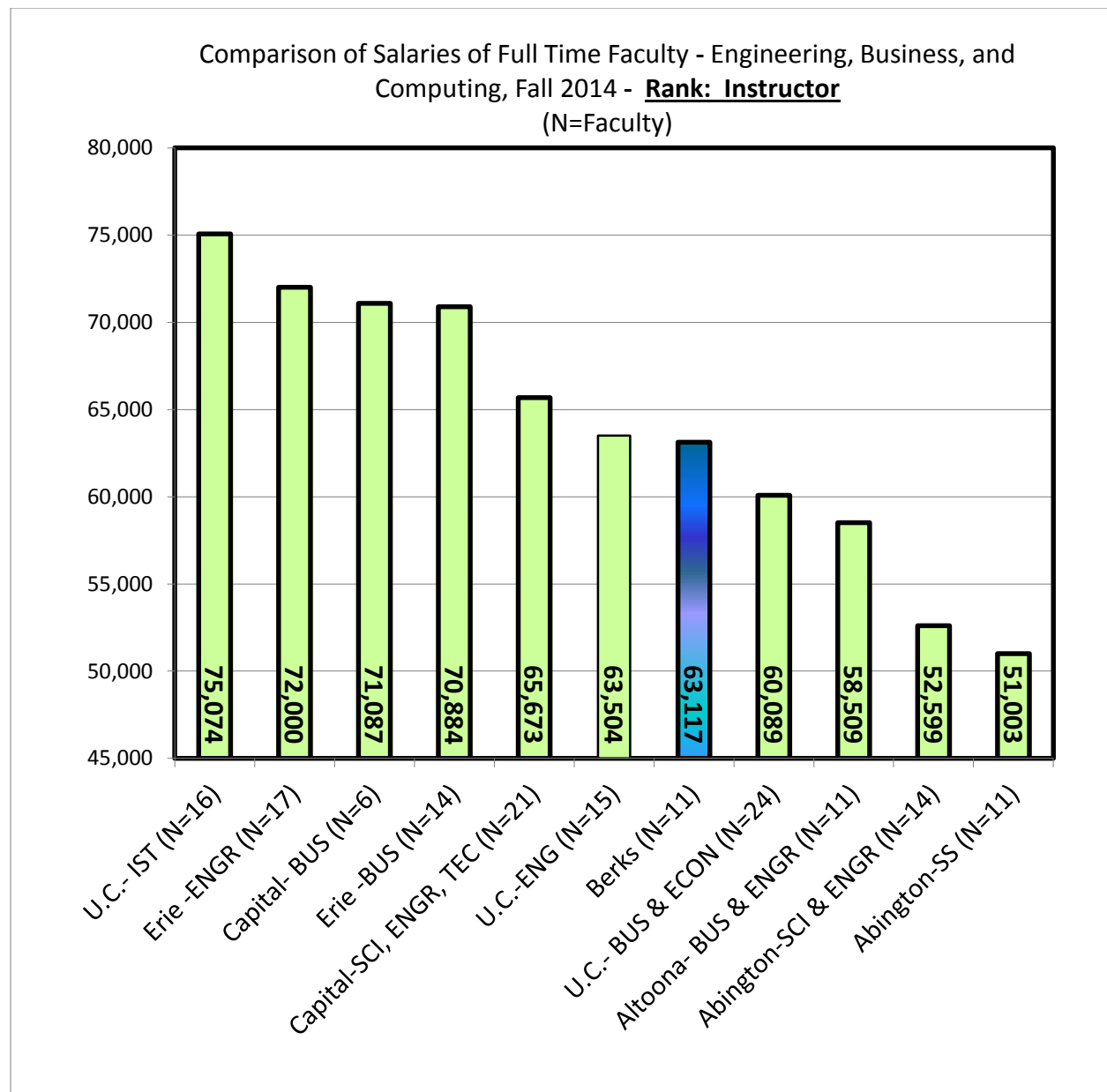
Division of Engineering, Business, and Computing



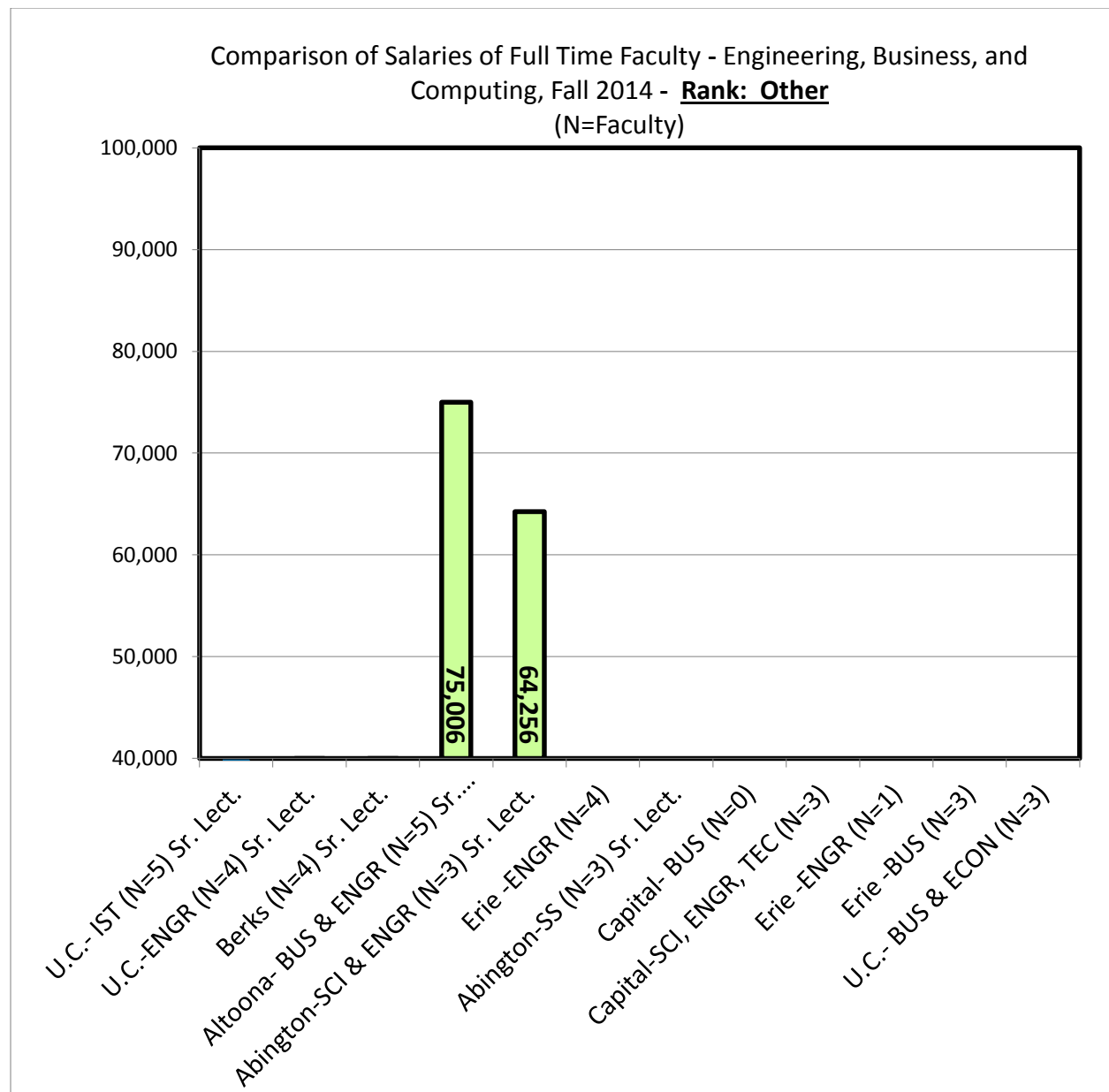
Division of Engineering, Business, and Computing (continued)



Division of Engineering, Business, and Computing (continued)



Division of Engineering, Business, and Computing (continued)



Salary Tables – Comparison by Year:

Division of Science

Science- Professor	2014			2013		
	Salary	N	Years	Salary	N	Years
Capital- S, E, T	113,147	6	10	110,052	5	9
U.C.-SCI	105,566	8	16	104,364	11	16
Berks	102,965	8	8	101,169	7	8
Erie	100,413	5	5	97,677	5	4
U.C.-MATH	98,757	8	11	96,404	8	10
Altoona-MATH & SCI	96,507	9	7	95,004	10	6

Science - Associate	2014			2013		
	Salary	N	Years	Salary	N	Years
Capital- S, E, T	94,464	26	8	92,097	25	8
Abington-SCI & ENGR	84,798	9	11	83,232	8	13
U.C.- HDD	78,309	13	8	75,366	13	7
Altoona-MATH & SCI	77,949	13	7	75,762	13	6
U.C.-SCI	77,688	27	9	76,068	31	8
Erie	76,095	15	9	74,295	13	9
U.C.-MATH	75,470	12	12	72,977	12	12
Berks	73,931	14	9	73,278	15	7

Science - Assistant	2014			2013		
	Salary	N	Years	Salary	N	Years
Capital- S, E, T	75,942	5	3	74,142	7	3
Abington-SCI & ENGR	66,816	7	10	65,808	10	12
U.C.-MATH	66,393	6	12	64,296	6	12
U.C.-SCI	65,624	24	10	62,928	28	10
Erie	64,800	8	4	63,549	10	4
U.C.- HDD	63,288	5	2	67,752	5	9
Altoona-MATH & SCI	59,019	11	3	57,879	11	2
Berks	N/A	3	2	---	2	2

Salary Tables – Comparison by Year: Division of Humanities, Arts, and Social Sci.

HASS - Professor	2014			2013		
	Salary	N	Years	Salary	N	Years
Abington-ARTS & HUM	109,674	6	16	106,601	6	15
Capital-BHV SCI & ED	105,777	7	6	102,294	8	6
U.C.-SS & ED	100,944	9	7	97,254	9	8
Erie	100,890	19	12	96,710	10	13
Capital-HUM	96,966	6	11	94,257	6	10
Berks	96,561	7	5	95,607	6	5
U.C.-ENGL	96,048	9	11	94,077	8	11
Altoona ARTS & HUM	95,688	7	5	91,998	7	4
U.C.-ARTS & HUM	91,854	7	6	89,928	9	7
Altoona ED & HD	---	1	2	---	2	8
HASS - Associate	2014			2013		
	Salary	N	Years	Salary	N	Years
Abington-SS	87,372	8	13	84,915	10	11
Capital-BHV SCI & ED	86,994	17	7	84,744	15	7
Capital-HUM	84,465	12	8	81,126	13	7
Abington-ARTS, HUM	79,709	12	11	77,589	12	10
U.C.-ARTS & HUM	78,296	28	8	75,897	25	8
U.C.-SS & ED	77,540	16	8	75,555	17	7
Erie	77,256	13	9	76,883	16	10
Altoona ED & HD	75,308	12	4	72,495	11	4
U.C.-ENGL	75,020	26	10	73,904	28	70
Berks	73,206	15	8	71,172	15	7
Altoona ARTS & HUM	72,576	23	8	73,022	20	8
HASS - Assistant	2014			2013		
	Salary	N	Years	Salary	N	Years
Abington-SS	75,123	9	2	68,508	5	3
Capital-BHV SCI & ED	71,082	5	2	69,516	8	2
Abington-ARTS, HUM	67,374	7	7	67,644	5	9
U.C.-SS & ED	63,702	12	5	62,766	11	8
U.C.-ARTS & HUM	63,126	26	10	61,686	21	10
U.C.-ENGL	60,782	8	7	59,211	9	6
Altoona ARTS & HUM	59,603	4	10	57,965	8	7
Berks	58,887	9	2	57,447	11	2
Erie	58,752	16	3	57,641	16	4
Altoona ED & HD	58,002	5	2	57,177	4	4
Capital-HUM	----	3	5	---	3	4

Salary Tables – Comparison by Year:

Division of Engineering, Business, and Computing

EBC - Associate	2014			2013		
	Salary	N	Years	Salary	N	Years
Erie-BUS	134,793	12	6	131,804	14	7
Capital- BUS	132,390	11	4	128,538	11	8
U.C.- BUS & ECON	105,012	9	7	101,556	11	7
Altoona- BUS & ENGR	104,292	19	7	101,894	10	6
U.C.- IST	101,885	6	6	99,657	7	5
Erie-ENGR	95,580	16	7	93,348	17	7
Capital- SCI, ENGR, TEC	94,464	26	8	92,097	25	8
Berks	93,479	10	5	90,725	10	4
U.C.-ENGR	89,307	15	13	86,697	17	11
Abington- SS	87,372	8	13	84,915	17	12
Abington- SCI & ENGR	84,798	9	11	83,232	8	13

EBC - Assistant	2014			2013		
	Salary	N	Years	Salary	N	Years
Erie -BUS	124,884	8	1	127,701	5	3
Capital- BUS	108,306	11	2	107,960	12	3
U.C.- BUS & ECON	90,954	10	3	88,484	10	3
Berks	88,335	4	9	86,045	4	8
Erie -ENGR	81,459	13	3	79,754	12	3
Capital-SCI, ENGR, TEC	75,942	5	3	74,142	7	3
U.C.-ENGR	75,605	8	8	73,737	5	12
Abington-SS	75,123	9	2	68,508	5	3
Altoona- BUS & ENGR	68,598	6	3	67,014	6	2
Abington-SCI & ENGR	66,816	7	10	65,808	10	12
U.C.-IST	---	1	5	---	1	5

(APPENDIX D)

Informational Report from the Academic Affairs Committee Regalia Decorations for Campus Service Organizations

April 20, 2015

Rationale and Discussion

The Executive Committee charged the Faculty Affairs Committee to rule on an inquiry from the Office of Student Affairs. A group of Campus Service Organizations (including Lion Ambassadors and the Veterans Club) requested permission for their graduating members to wear club-specific decorations during commencement. The committee discussed (via electronic means) the merits of the request. The majority of the Academic Affairs Committee agreed that commencement is an academic ceremony rich in history and tradition, with academic regalia being one of those traditions. The purpose of commencement is to recognize and honor academic achievement.

Conclusion

The Academic Affairs Committee has decided to uphold the current policy on regalia; the request for the use of non-academic distinctions during commencement is denied.

Recommendations

The Office of Student Life holds a ceremony every year celebrating student leadership and campus involvement, where student leaders, including Lion Ambassadors, are personally recognized. The Committee encourages student organizations to inquire with Student Life to seek recognition during this particular ceremony.