1. **Call to Order**
2. **Additions, Corrections, and Approval of Minutes of the March 11, 2011 meeting**
3. **Announcements and Reports by the Chair**
4. **Reports of Officers and University Senators**
   - Vice Chair Dewald
   - Secretary Lindsey
   - Senator Aynardi
   - Senator Nasereddin
   - Senator Snyder
   - Senator Zambanini
   - Senator Romberger
   - Student Senator Ryan Vasilik
   - SGA Chair Brandon Bernard
5. **Comments and Announcements by Administrators**
   - Chancellor Speece
   - Associate Dean Esqueda
6. **Unfinished Business**
7. **Motions from Committees**
8. **Informational Reports from Committees**
   - Academic Affairs
     - Mar 18, 2011 Minutes (Appendix A)
     - End-of-year report (Appendix B)
   - Strategic Planning and Budget
     - Informational Report on Salaries (Appendix C)
     - Informational Report on Adjunct Salaries (Appendix D)
     - End-of-year report (Appendix E)
   - Student Life
     - April 8, 2011 End-of-year Report (Appendix F)
9. **New Legislative Business**
   - Executive Committee
     - Addition of CIO to Academic Affairs Committee (Appendix G)
10. **Forensic Business**
11. **Adjournment**
Penn State Berks Senate  
Monday, March 21, 2011  
1:00-2:30 PM, Multi-Purpose Room

Attendees: Katie Amaral, Mohamad Ansari, David Aurentz, Martha Aynardi, Tricia Clark, Kira Baker-Doyle, David Bender, Ruth Daly, Jennifer Darenneau, Nancy Dewald, Valetta Eshbach, Bob Forrey, Bruce Hale, Ben Infantolino, Selvi Jagadesan, James Karlinsky, Sadan Kulturel, Eric Lindsey, Ray Mazurek, Lingqi Meng, Deena Morganti, Marilyn Mussomeli, Mahdi Nasereddin, Randall Newnham, JoAnne Pumariaga, Malika Richards, Andy Romberger, Jeanne Marie Rose, Brenda Russell, Holly Ryan, Sue Samson, Jessica Schocker, Alice Shaparenko, Steve Snyder, Terry Speicher, Lorena Tribe, Janet Winter (Faculty); Mary Lou D’Allegro, Marie Smith (Staff); Kim Berry, Paul Esqueda, Janelle Larson, Dennis Mays, Belen Rodriguez-Mourelo, Susan Phillips-Speece, Blaine Steensland (Administration); Brandon Bernard, Jared Martin (Students)

1. Call to Order

2. Approval of Minutes of the Preceding Meetings - Minutes of February 14, 2011 – The minutes were approved.

3. Announcements and Reports by the Chair – The Chair thanked Ruth Daly for volunteering to fill-in for Danny Russell this spring semester in the Academic Affairs Committee.

4. Reports of Officers and University Senators
   - Vice-Chair Dewald – No Report
   - Secretary Lindsey – No Report
   - Senator Aynardi –
     - There will be a change to the HR65, which is the grant and aid policy for faculty and staff who are away from the University obtaining extended degrees. The University has decided to do away with this policy effective at the end of this academic year, and has done so without consulting the University Senate. Susan Youtz will be meeting with both Madelyn Hanes and Al Horvath with the hopes of granting another year to modify the current policy.
     - Deferred grades must now be recorded within 10 weeks from the end of the semester.
     - Minimum admissions requirements have been slightly changed in order to bring the policy more into alignment.
     - As previously reported, representation for the senate will be reduced next year in order to help defer costs and streamline the overall process. Berks will be losing one seat.
     - A new standing committee on Global Programs has been added.
     - The unofficial listing of awards will be published tomorrow. Please do not congratulate any of your students on the list until the official announcement is made. Notification will go out later this week.
   - Senator Nasereddin – No Report
   - Senator Snyder – No Report
   - Senator Zambanini – Not Present
   - Senator Romberger –
     - At a recent Senate Council meeting, President Spanier discussed the current budget issues facing higher education and specifically Penn State.
     - Faculty Affairs is currently dealing with the closing of programs and the consolidation of departments. As reminded, is the responsibility of the Faculty Affairs Committee to let the
senate know, by means of senate council, that faculty have been appropriately consulted in order to allow for input from the faculty in that regard. This had not taken place with the SCS program. It is important that all sides be heard from and this includes faculty.

- **Student Senator Ryan Vasilik – Not Present**
- **SGA Chair Brandon Bernard**
  - The Diversity Affairs Committee will be meeting today to present the program titled “International Day for Elimination of Racial Discrimination.” There will be students present at key areas on campus to recruit other students in support of this event.
- SGA elections will take place April 4-6.
- SGA members from the commonwealth campuses met this past weekend at University Park to discuss the proposed budget cuts to Penn State. There is currently an effort underway to gather student support to attend the upcoming Capital Day event, which will be held on April 5 in Harrisburg. The faculty was encouraged to solicit student support of this upcoming event.

5. **Comments and Announcements by Administrators**

- **Chancellor Speece**
  - The impact of the proposed budget cuts will be felt throughout the university; more so with faculty and staff as opposed to students. There will be an increase to tuition; however, as previously stated by President Spanier, the effects of this will not be solely placed on our students. Since this is affecting all of higher education within the state, the support in opposition among all those affected is strong, so everyone will be working together to make their voices heard in the weeks ahead.
  - In regards to HR65, there wasn’t any consultation with anyone regarding this change. A conversation took place early fall semester with Dr. Hanes to inform us that change would be taking place concerning this policy.
  - Windows are beginning to be added to the BEIST. There was some unfortunate activity that took place last week involving students up on the roof of the new building; however, those students have been apprehended and thankfully no one was hurt.
  - The new Chancellor for Berks has been selected. The announcement will be made to the campus community via e-mail tomorrow.

- **Associate Dean Esqueda**
  - There will be an HECBC Lecture Series on “Bionanophotonics; using light to explore biological cells at the nano level” on March 30. Dr. Maria Garcia-Parajo from Spain will be the guest speaker.
  - A panel discussion will be held on April 6, titled “The Road to Becoming a Full Professor.” Dr. Daniel Litvin and Dr. Weaver Santaniello will be the panelists; Dean Esqueda will be moderating the discussion.
  - The Undergraduate Research Conference will be held on April 9.
  - The commencement breakfast for faculty will be held on May 14 at 7:45 a.m. Decisions pertaining to promotion and tenure will be announced along with the presentation of our faculty awards. John Gilmore, former PS Alumni and football player will be the keynote speaker. Mr. Gilmore is currently playing for the Tampa Bay Buccaneers and together with Chad Henne, created the Gilmore/Henne Community Fund at the Berks County Community Foundation. This fund supports cleanup efforts of the county parks system.
  - Due to a scheduling conflict, the faculty meeting scheduled for next Monday has been canceled. Information pertaining to this meeting will be sent via e-mail.
• Program Assessments are currently underway in Academic Affairs and progress is being made. There will be a pilot project put in place to test the viability of academic programs. Those programs slotted for the pilot project are Biology, American Studies and Business. Once the pilot project is completed, the assessment will go out to include all the other programs.

6. Unfinished Business –
   • Faculty Workload Policy–Faculty Affairs Committee
     • Since the revised policy was not included in the current binder, there was a motion to return the policy back to the committee. The Chair opened discussion for additional comments. Hearing none, the Chair called for the motion to be returned back to the committee for further clarification. The motion was seconded. 
     • A vote was called and the motion was approved with thirty-six votes in favor, seven votes in opposition and one vote invalid.

7. Motions from Committees –
   • Modification of Delayed Class Schedule–Academic Affairs Committee (Appendix A) –
     • A motion to approve the amendment was brought forward by the Chair. The motion was seconded.
     • A vote was called and the motion was approved with thirty-eight votes in favor, five votes in opposition.

8. Informational Reports from Committees
   • Academic Affairs Committee Minutes (Appendix B) – Nancy Dewald
     • The survey for the Common Reading Program is now complete and information will be forthcoming by the end of the week to all faculty and professional staff who teach FY Seminars. All answers will be anonymous; everyone was encouraged to participate.
   • Strategic Planning and Budget Committee Minutes (Appendix C) – Bruce Hale
   • Strategic Planning and Budget Committee Report on Summer Compensation (Appendix D) – Bruce Hale

9. New Legislative Business
   • Nomination of Senate Officers
     • The Chair received one set of nominations for officers; they are: Chair, Mohamad Ansari, Vice Chair, Bill Bowers, and Secretary, Robert Zambanini.
     • The Chair opened discussion for additional nominations. Hearing none, the Chair asked for a motion to close the nominations. The motion was seconded and the motion was approved.
     • The Chair made a motion to the Secretary to cast a unanimous ballot for these nominees. The motion was seconded and the motion was approved.
     • The Chair extended congratulations to all of the new officers.

10. Forensic Business – None

11. Adjournment
Appendix A
Academic Affairs Committee
Meeting Minutes, March 18, 2011

Present: David Bender, Mary Lou D’Allegro, Ruth Daly, Nancy Dewald (Chair), Paul Esqueda, Rachel Friedman, Tom Gavigan, and Robert Zambanini.

The committee had worked via email drafting survey questions on the Common Reading Program for faculty, including preliminary input from Mary Lou D’Allegro. We invited her to this meeting for additional assistance, and spent most of the meeting finalizing the survey with her help. By the end of the meeting the final version of the survey was voted and approved. Mary Lou will place it online. A request had been sent to Nancy that in addition to faculty, those professional staff who teach First Year Seminars be included in the survey. The committee agreed this was a good idea.

A graduating senior student had questioned Dr. Speece about permission to wear cords she will have after being inducted into the Penn State chapter of the Phi Kappa Phi National Honor Society. Dr. Speece directed her to the Academic Affairs Committee. Nancy contacted Dr. Sharon Miller, President of the Penn State Chapter of Phi Kappa Phi, for information. Dr. Miller said students are given pins and may choose to purchase cords or other adornments from Phi Kappa Phi. She forwarded photographs of the items available for purchase. Learning that this is a recognized national honor society, and seeing the cords in question, the Academic Affairs Committee approved the cords and/or the pin for the student to wear at the Berks graduation.
Appendix B
Academic Affairs Committee
End of Year Report, April 25, 2011

The Academic Affairs Committee (AAC) dealt with the following issues during the 2010-2011 academic year:

Common Reading Program Surveys. The AAC sponsored two surveys this year concerning the Common Reading Program.

Students - A student survey on the common reading program was administered by Dr. Mary Lou D’Allegro in fall 2010. Only 31 out of approximately 4000 students responded to the survey (less than .8%), despite an incentive of a chance to win a $25 Wawa gift card. The few who responded were most likely those who felt strongly one way or the other, and results were mixed. Due to the small sample size, the results were not considered representative and the committee could not rely on them.

Faculty and FYS staff – Working with Dr. D’Allegro, the committee developed a survey for faculty and FYS staff to generate comments on the common reading program as an academic program. There was negative feedback on the survey itself, but the committee hopes the survey takers have taken advantage of the opportunity to voice their opinions on the program through this admittedly flawed mechanism. The committee is to receive preliminary results at its April 20, 2011, meeting, and all comments will be reviewed more thoroughly in fall 2011. Recommendations will be made to the Senate in the 2011-12 academic year.

Academic Adornments
A policy on academic adornments at Berks commencements was sponsored jointly by the Senate Executive Committee and the AAC and passed the Berks Senate at its October 11, 2010, meeting. The policy as passed was:

Academic regalia and adornments for students at commencement:
The academic cap and gown is the official attire for commencement. Only academic medals, pins, stoles, or cords issued by recognized national honor societies, Berks College, or Penn State University that do not obscure the academic attire and are pre-approved by the Academic Affairs Committee may be worn during commencement. Multiple academic adornments may be worn.

Special circumstances will be considered by the AAC at least one month prior to commencement. Urgent circumstances will be resolved at the discretion of the Chancellor until such time when the AAC is able to officially consider the request.

Since the passage of this policy, three requests have been made to the AAC for approval of academic adornments at Berks graduation, one from the college’s chapter of Lambda Pi Eta, the national honor society for Communication Arts and Sciences, and two from individual students. All were approved.

Delayed Schedule modification
At the initiation of the Registrar, the committee proposed to the Berks Senate the following modification of the Delayed Class Schedule:

**Modification of the Delayed Class Schedule**
The Academic Affairs Committee proposes that the delayed class schedule for Tuesday-Thursday (TR) be modified to allow 4:30 classes to meet for their full time, rather than the reduced time of the earlier classes on those days.

Background and Rationale:
The delayed schedule for TR has 60 minute classes the entire day including the 4:30 class period. But by 4:30 PM, we have made up for the 90 minute delayed opening of the campus. Although the 60 minute class at 4:30 makes for consistency for all of the day classes when there is a delay, it is possible for the 4:30 class to have its full 75 minute schedule because the evening classes do not begin until at least 6:00 PM. In addition, there are a couple of foreign language courses that meet for 4:30 - 6:10 and these could also meet for the full amount of regular class time followed by evening classes that begin in those rooms afterward.

The Berks Senate passed the proposal at its March 21, 2011, meeting.

**Program Proposals**
The committee received two P-1 proposals for academic program changes, to the Global Studies Major and to the Professional Writing Minor, in both cases to be effective in fall semester 2011. The committee is trying to communicate with the University Senate Curricular Affairs Committee, and approval is pending.

**FYS/FYEP policy**
The committee had not have time to consider FYS policy this year. The administration is currently following existing practice.

NHD, April 15, 2011
Appendix C
Strategic Planning and Budget Committee
Informational Report on Salaries, April 18, 2011

INTRODUCTION
In a time of budget cuts and pay freezes, some might argue that a report on salaries is unnecessary and redundant, but the submission of a report is now a standing charge for the committee and allows faculty and administrators to continually track the status of faculty salaries at Berks. According to this Executive Summary, Penn State Berks continues to rank near the bottom in salary compensations as compared to other locations in the Penn State system.

Salaries continue to be low despite the fact that Berks County is adjacent to the two most-expensive Metropolitan Statistical Areas (MSA) in the Commonwealth, adjacent to the four counties with the highest median income in Pennsylvania (Chester, Montgomery, Delaware, and Bucks), and adjacent to the counties with the highest cost of owning a home (Chester, Montgomery, Bucks, Delaware, Northampton, Lehigh, Monroe).

FINDINGS
The larger data source file for this report can be found at: http://www.senate.psu.edu/agenda/2010-2011/mar2011/appl.pdf. The information in this report was primarily gleaned from Table 14, which presents salary data for the ranks of Professor, Associate Professor, Assistant Professor, Instructor (both fixed-term and standing appointments) and ‘Other’ from different academic units in the University College, and Abington, Altoona, Erie, Berks, and Capital Colleges. Salary comparisons by rank were made with Berks’s most immediate and relevant peers (Altoona, Abington and University College), and a longitudinal analysis of salary trend data was also conducted to allow faculty to see that this low salary trend has continued over most of the last decade. The committee again did not include University Park data because faculty salaries there are so disparate that any comparison clearly suggests that University Park faculty form a different peer group altogether.

The main purpose of this report is to compare the salaries at Berks with the campus Colleges and the University College. Furthermore, while this report shows salary differences between the divisions, its purpose is not to focus on them. Because of the different arrangements in academic units at different campuses, these comparisons cannot be precise.

For fixed-term faculty, the data is more unclear. Typical salary data are provided for instructors and what the charts recognize as ‘Other’. Specific ranks beyond instructor are unknown, but it is important to provide data for the ‘Other’ positions because at Berks ‘Other’ may mean fixed-term faculty with multi-year contracts (e.g., Senior Lecturers). For fixed term, ‘Other’ may include lecturers, research faculty and librarians, according to the Senate Report. Fixed-term data are provided only in cases in which a comparison can be made to the Berks campus. No mean years in rank data are available for fixed-term faculty.

The figures include median salaries provided in the narrative. Median salaries are the proper comparison because statisticians argue that a few outliers with extremely high or low salaries will significantly impact the mean. The text below each figure also includes mean years in rank...
where available. Again, this year’s report from UP does not include standard deviation to allow for an analysis of salary dispersion. The text is confined to data regarding Berks as compared to the University College.

**SCIENCE DIVISION**

Five Full Professors in the Berks Science Division earned a median salary of 82,629. Mean years in rank are eight.

Nine Full Professors of Mathematics in the University College earned median salaries of 93,717. Mean years in rank are 10.

Twelve Full Professors of Science in the University College earned median salaries of 93,717. Mean years in rank are 13.
Thirteen Associate Professors in the Berks Science Division earned a median salary of 67,779. Mean years in rank are seven.

Thirteen Associate Professors of Mathematics in the University College earned a median salary of 67,365. Mean years in rank are 10.

Twenty-nine Associate Professors of Science in the University College earned a median salary of 70,740. Mean years in rank are seven.
Six Assistant Professors in the Berks Science Division earned a median salary of 55,373. Mean years in rank are nine.

Eight Assistant Professors of Mathematics in the University College earned a median salary of 63,243. Mean years in rank are 14.

Twenty-five Assistant Professors of Science in the University College earned a median salary of 59,601. Mean years in rank are 11.
Eight faculty members in the Berks Science division earned a median salary of 55,215.

Sixteen ‘Other’ faculty members in Mathematics in the University College earned a median salary of 42,917.

Twenty-six ‘Other’ faculty members in Science in the University College earned a median salary of 48,057.

No data on mean years in rank were available.

**HASS DIVISION**
Five Professors in the HASS division at Berks earned a median salary of 81,540. Mean years in rank are three.

Eight Professors in Arts and Humanities in the University College earned a median salary of 86,684. Mean years in rank are seven.

Nine Professors of English in the University College earned median salaries of 84,294. Mean years in rank are eight.

Six Professors of Social Science and Education in the University College earned a median salary 94,140. Mean years in rank are 10.
Sixteen Associate Professors in the Berks HASS division earned a median salary of 66,479 with. Mean years in rank are five.

Twenty-six Associate Professors in Arts and Humanities in the University College earned median salaries of 70,893. Mean years in rank are eight.

Thirty Associate Professors of English in the University College earned a median salary of 68,183. Mean years in rank are nine.

Seventeen Associate Professors in Social Science and Education in the University College earned a median salary of 71,172. Mean years in rank are six.
Ten Assistant Professors in the Berks HASS Division earned a median salary of 53,739. Mean years in rank are one.

Twenty-one Assistant Professors in Arts and Humanities in the University College earned a median salary of 57,825. Mean years in rank are nine.

Ten Assistant Professors of English in the University College earned a median salary of 56,871. Mean years in rank are four.

Twelve Assistant Professors in Social Science and Education in the University College earned a median salary of 61,124. Mean years in rank are eight.
Seven faculty Instructors in the Berks HASS division earned a median salary of 45,900.

Twenty-five Instructors in Arts and Humanities in the University College earned a median salary of 45,981.

Eighteen Instructors in English in the University College earned a median salary of 43,826.

No data on mean years in rank were available.
Eleven faculty members in the Berks HASS division earned a median salary of 52,758.

Six faculty members in Arts and Humanities in the University College earned a median salary of 52,467.

Nine faculty members in English in the University College earned a median salary of 53,820.

No data on mean years in rank were available.

**EBC Division**
Eight Associate Professors in the Berks EBC Division earned a median salary of 88,101. Mean years in rank are four.

Ten Associate Professors in Business and Economics in the University College earned a median salary of 93,414. Mean years in rank are seven.

Nineteen Associate Professors of Engineering in the University College earned a median salary of 80,631. Mean years in rank are 10.

Seven Associate Professors of IST in the University College earned a median salary of 94,428. Mean years in rank are three.
Eight Assistant Professors in the Berks EBC Division earned a median salary of 73,319. Mean years in rank are seven.

Twenty Assistant Professors in Business and Economics in the University College earned a median salary of 88,688. Mean years in rank are two.

Seven Assistant Professors of Engineering in the University College earned a median salary of 70,347. Mean years in rank are 11.

Data for Assistant Professors of IST in the University College was not published because of small sample size.
Five faculty members in the Berks EBC Division earned a median salary of 55,827.

Twenty-Five faculty members in Business and Economics in the University College earned a median salary of 55,536.

Fourteen faculty members in Engineering in the University College earned a median salary of 58,901.

Sixteen faculty members in IST in the University College earned a median salary of 76,109.

No data on mean years in rank were available.
Seven Other faculty members in the Berks EBC Division earned a median salary of 69,687.

Six faculty members in Engineering at the University College earned a median salary of 68,846.

Five faculty members in Information Sciences and Technology at the University College earned a median salary of 82,804.

No data on mean years in rank were available.

It may be suggested that the observed disparities are accentuated by including faculty at Harrisburg and Erie. Therefore, the committee prepared an additional analysis, limited to Berks’s most immediate peer groups: University College, Abington and Altoona. The following table summarizes Berks’s rank position across the disciplines/divisions reported in the tables above (excluding Harrisburg and Erie), categorized by faculty rank/appointment.
<table>
<thead>
<tr>
<th>Faculty Rank</th>
<th>SCI</th>
<th>HASS</th>
<th>EBC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>4th of 4</td>
<td>6th of 6</td>
<td>N/A</td>
</tr>
<tr>
<td>Associate</td>
<td>5th of 6</td>
<td>8th of 8</td>
<td>4th of 7</td>
</tr>
<tr>
<td>Assistant</td>
<td>6th of 6</td>
<td>7th of 7</td>
<td>2nd of 6</td>
</tr>
<tr>
<td>Instructor</td>
<td>N/A</td>
<td>4th of 6</td>
<td>3rd of 5</td>
</tr>
<tr>
<td>Other</td>
<td>1st of 5</td>
<td>3rd of 6</td>
<td>2nd of 5</td>
</tr>
</tbody>
</table>

These results show that even when compared to the most immediate peer groups, in 9 of the 13 categories of the reported data, Berks’s median salaries lie in the bottom half of the ranking. The committee recognizes that some of this may be attributable to differences in mean years, which is not accounted for in this table, but available in prior tables. However, the committee also recognizes that these differences are particularly important, given the significantly higher costs of living faced by faculty at Berks, relative to other areas in Pennsylvania.

In order to control for short-term annual salary swings and faculty changes, and to ascertain whether the previously reported annual results are just an anomaly, a longitudinal analysis was also performed to analyze salary trends over the last decade. The following four graphs (Professor, Associate, Assistant, Instructor) directly compare the patterns in average salaries from the 2002-2003 to 2009-2010 academic years for the Commonwealth College (the prior name for the University College) and Berks College. Average salaries were used instead of median salaries because median salary numbers were not available in earlier Faculty Senate reports.
Average Salary of Assistant Prof at Berks & Commonwealth College

Average Salary of Instructor at Berks & Commonwealth College
The longitudinal data clearly show several trends across the last 8 years of data. First, Berks’ faculty salaries are lower than the University College faculty salaries across all ranks except for several one year exceptions at several ranks. Since University College salaries tend to be toward the bottom of the University system salary averages (see prior graphs), this finding continues to be a major concern for Berks Faculty.

Second, for several ranks, salaries begin to fall behind University College averages in mid-decade, and in most ranks, have not returned to comparable levels. At the Professor rank, starting in 2005-06, salaries fell below those of University College colleagues and have never recovered. For Associate Professor rank, salaries at Berks have generally kept pace with those of University College colleagues over the time period. For Assistant Professor rank, salaries kept pace with University College colleagues for 6 years and then began to fall behind in 2008-09. For Instructors, salaries dipped substantially below University College colleagues in 2004-05 and have never recovered.

CONCLUSIONS

Based on the annual and longitudinal analyses presented in this report, several conclusions can be made about Berks faculty salaries paid for 2009-10:

- Penn State Berks faculty members continue to earn salaries that are lower than those in our immediate peer groups. These salaries are also lower than the Commonwealth colleges that are two year institutions. For example, HASS and Science tenure track professors appear to earn the lowest median salaries as compared to the University College and the other Campus Colleges. EBC tenure track faculty members appear to earn salaries in the middle of the cohort of their University College counterparts. Upon closer examination, it appears that Berks’s Business faculty earn substantially less than other business faculty at other Commonwealth campuses.

- ‘Other’ faculty positions appear to be paid better than many University College counterparts. This may be due in part to Berks’s unique situation of long-term hires in non-tenured lecturers, senior lecturers, and library positions that doesn’t seem to occur at other campuses. This speculation cannot be tested without years in rank data being available.

- Berks’s faculty salaries across all ranks have continued to be at the bottom or near the bottom of Commonwealth campus salary means for the last eight years. While mean years in rank could play a role in a few rank salary disparities, the argument that a difference in mean years of rank fully explains these salary disparities cannot be supported. In fact, limited evidence from the HASS Division data suggests that first year Assistant Professors are being hired at the lowest median salary ($53,739, N = 10 professors, 1 year in rank) compared with other commonwealth faculty. If this has occurred previously across Divisions for all ranks, it could help explain lower long-term salary differences at the Berks campus. Since typical annual salary increases rarely exceed the annual cost-of-living increases (especially when raises are frozen for two out
of three years!), junior faculty members can never achieve the same standard of living as faculty peers at other Commonwealth campuses once they reach the same number of years of service.
Charge #3: Review the adjunct salary rates with the goal of providing salaries comparable to the other four year institutions in the Berks service area.

Information Report

COMPARABLE ADJUNCT SALARIES

Starting pay for most adjuncts at Penn State-Berks is $650 per credit. Adjunct faculty can earn an increase of about $25 per credit hour each academic year (not semester) that they teach for PSU-Berks. Academic officers of the other four year institutions in the Berks area have discussed the topic of adjunct salaries and confirm that they pay similar amounts for part-time instructors. This rate averages $800 per credit. Teaching loads may vary, and some institutions try to hire more one year fulltime appointments, which may reflect higher amounts paid per credit.
Final Report on Strategic Planning and Budget Committee Activities, 2010-11

The Committee met four times during the year to discuss the charges, plan data acquisition and analysis, and revise reports to the full Senate.

Of the 5 charges to the Committee, three were successfully completed (#s 2, 3, 4) and information reports on faculty salaries, adjunct salaries, and summer compensation were sent to the full Faculty Senate. Information on faculty merit increases charge could not be located from a previous other committee data, and the status of Strategic Planning goal analysis charge is underway by the administrator in charge.

Respectfully submitted,
Bruce D. Hale, Chair, Strategic Planning and Budget Committee, 2010-11
Appendix F
Student Life Committee
End of Year Report, April 8, 2011

From: Penn State Berks Faculty Senate Student Life Committee
Abdullah Konak, EBC Division
Rungun Nathan, EBC Division
Jayne Brown, HASS Division
Sandra Nevitt, HASS Division
Mike Fidanza (Chair), Science Division
Bill Sutherland, Science Division
Blaine Steensland, Director of Student Affairs (non-voting)
Bruce Hale, College Rep. on University Athletic Committee (non-voting)
Mary Lou D'Allegro, Planning, Research, and Assessment Officer (non-voting)
Lisa Deibler, Athletic Director
Larry Wesner, Undergraduate Student Representative

Charge #1. The committee should review the status of athletics and its future needs as NCAA members.

During 2009-2010, 184 student-athletes participated in Penn State Berks NCAA Division III varsity sports:
- Baseball: 31
- Men's Basketball: 17
- Women's Basketball: 12
- Men's Cross Country: 8
- Women's Cross Country: 7
- Golf: 10
- Men's Soccer: 26
- Women's Soccer: 19
- Softball: 20
- Men's Tennis: 12
- Women's Tennis: 9
- Volleyball: 13

Sports highlights from 2009-2010 include:
- Hosted three NEAC (North Eastern Athletic Conference) championship events: women’s volleyball in the fall, women’s basketball in the winter, and baseball in the spring; also hosted the NEAC men’s and women’s cross country championships in 2010;
- Won the NEAC championship and advanced to the NCAA tournament in women’s basketball, the first women’s team to qualify for NCAAs (The first men’s team was baseball in 2009);
- Courtney Bailey (women’s basketball) led the nation in rebounds per game in 2009-2010 (and in 2008-2009);
- Won the NEAC championship in women’s tennis; regular season NEAC champion in
women’s tennis;
- Regular season NEAC champion in baseball;
- Placed second at the NEAC championship in men’s tennis; regular season NEAC runners-up in men’s tennis;
- Won the national championship in rugby.

Currently, the primary challenge at Penn State Berks is athletics facilities. The Beaver Community Center (BCC) has only one men’s locker room and one women’s locker room, forcing teams to share locker rooms when we host athletics events. Also, the BCC doesn’t have an official’s locker room. Three officials share the “tiny” rest room/locker room in the faculty office suite. Storage for large items in the BCC also presents a challenge. Currently, the portable scoreboard and bench chairs are stored in the mechanical room. However, scorer’s tables, volleyball stands, and batting cage screens and mats must be stored in the lobby, which is difficult to keep these items hidden from view and out of the main traffic area. In addition, varsity sports, club sports, and intramurals are conducted on two natural grass fields, neither of which have irrigation or lighting. (The men's rugby club and the men's lacrosse club use the Luerssen field for practice.) The field behind the BCC is used for men's and women's soccer games only, leaving the field by the baseball and softball fields for men's and women's soccer practice, men's lacrosse club practice, men's rugby club practice and competition, and all field sport intramurals. The varsity sports, club sports, and intramurals would benefit greatly from a synthetic field with lighting.

**Charge #2. Identify any student life needs or issues that should be considered as part of the strategic planning process. Provide an Informational Report to the Berks Senate.**

Student Satisfaction Survey. The most recent University Student Satisfaction Survey was completed in spring 2009. This is a system-wide survey that has been conducted on a somewhat regular basis for nearly 15 years. The results are available at: [http://studentaffairs.psu.edu/assessment/satisfaction.shtml](http://studentaffairs.psu.edu/assessment/satisfaction.shtml).

Student Housing. Penn State Berks is awaiting the “official word” on additional student housing, however, there is currently no indication of when that decision will be made. Once the decision is made there will be implications for the campus and student life and will be worthy of further discussion.

Smoking on Campus. There is some concern over smoking on campus and might be worth some discussion as well.

Involvement of Faculty and Staff in Student Life Outside of Campus. At this time, the Faculty Senate Student Life Committee has agreed to continue discussion on how faculty and staff can become more involved in the life of students outside of their formal roles.

Out-of-Class / Recreational / Support Services / Athletics Space Needs and Priorities. At this time, the Faculty Senate Student Life Committee has agreed to continue discussion on how Penn
State Berks can work toward creating much needed additional space on campus to support the overall out-of-class experience for students as well as additional athletics spaces and facilities.

**Charge #3. Report on the progress being made by the Academic Recovery program (Office of Student Support Services is point of contact) and send an Informational Report to the Berks Senate.**

The office of Student Support Services (Pete Coleman, Director of Student Support Services) is currently performing an assessment of the Academic Recovery Program. Therefore, a formal report will be withheld until after the assessment is complete.

**Charge #4. Review the Student Facilities Fee spending from the previous year and provide the senate with an informational report (students control the spending).**

Student Facilities Fee Committee:
- Brandon Bernard (Student Member)
- Trevor Houck (Student Member)
- Larry Wesner (Student Member, Chair)
- Kim Berry
- David Delozier
- Mike Fidanza (Faculty Representative)
- Dennis Mays
- Blaine Steensland

The total amount of funding currently in the Student Facilities Fee is $1,438,583 as of March 30, 2011. The current Student Facilities Fee levels for 2010-11 are $52, $78, and $104; with Berks Campus currently at the $104 level. The student committee voted to keep the level at $104 for Penn State Berks.

The student committee has agreed to provide $80,000 toward the purchase and installation of a scoreboard(s) for the athletic fields, with the request that a plaque or sign will be placed on the scoreboard(s) stating in effect that “…$80,000 towards the purchase provided by Penn State Berks Student Facilities Fee…” *or similar language*.

The student committee is considering a request to fund the water feature in the proposed Campus Exterior Architecture Plan (CEAP), to be located as part of the walk-way between Perkins and Thun. The exact dollar amount requested has not been presented to the committee at this time, therefore the decision to financially support this project is pending and remains under review.

The student committee would like to place a large portion (i.e., dollar amount undecided at this time) of the fund toward the expansion of a recreation room above the current student lounge area in Perkins. It is the desire of the committee that these “set-aside funds” for construction could be leveraged to obtain matching funds in cooperation with Penn State Berks. The student committee feels very strongly that these funds should go toward improving the out-of-class experience of students at Penn State Berks.
Appendix G
Executive Committee
Proposal, April 11, 2011

Proposal to add the CIO to the membership of the Academic Affairs Committee
Rationale: It is more critical than ever that in times of a tight budget the input of the CIO be considered when adding or modifying programs of study at the Berks campus, since these programs impact the use and number of computers and their peripherals needed on campus.

The current membership of the committee is as follows:

SECTION 2 ACADEMIC AFFAIRS COMMITTEE
(a) Membership:
1. Two (2) faculty from each division;
2. One (1) representative from the library faculty;
3. University Faculty Senator sitting on the University Curricular Affairs Committee;
4. Associate Dean for Academic Affairs, ex officio (non voting);
5. Registrar, ex officio (non voting);
6. One (1) student, appointed by SGA officers, non voting

The motion is to add to the Standing Rules Article VI, Section 2a:
6. Chief Information Officer, ex officio (non voting);
And change 6 to:
7. One (1) student, appointed by SGA officers, non voting.