

# **Penn State Berks Senate**

**Monday, February 2, 2015**

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

**Room 121, Gaige Building**

**Agenda**

- **Call to Order**
  
- **Additions, Corrections, and Approval of the Minutes of the November 17, 2014 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 on Changes to the Berks Promotion and Tenure Statement (**Appendix A**)
  
- **Informational Reports**
  - Physical Facilities and Safety Committee Meeting Minutes, November 19, 2014 (**Appendix B**)
  - Report from the Chair of the Faculty Affairs Committee for January, 2015 (**Appendix C**)
  
- **New Legislative Business**
  - Discussion of potential changes to academic regalia recommendations passed in 2010 (**Appendix D**)
  
- **Forensic Business**
  - Update on General Education Task Force Progress
  
- **Comments for the Good of the Order**
  
- **Adjournment**

**Penn State Berks Senate**  
**November 17, 2014**  
**1:00-2:30 PM, Gaige, Room 121**

Attendees: Mohamad Ansari, Jennifer Arnold, Martha Aynardi, Mike Bartolacci, David Bender, Tricia Clark, Bob Forrey, Nathan Greenauer, Bruce Hale, Jui-Chi Huang, Samantha Kavky, Mahsa Kazempour, Abdullah Konak, Sadan Kulturel, Joe Mahoney, Cesar Martinez-Garza, Lauren Martin, Cliff Maurer, Ray Mazurek, Chrystine Mitchell, Mahdi Nasereddin, Rungun Nathan, Randall Newnham, Holly Ryan, David Sanford, Jessica Schocker, Jenifer Shannon, Stephen Snyder, Terry Speicher, Hartono Tjoe, Bob Zambanini (Faculty); Marie Smith (Staff); Pradip Bandyopadhyay, Kim Berry, Paul Esqueda, Walt Fullam, Keith Hillkirk, Janelle Larson, Dennis Mays, Belén Rodríguez Mourelo, Teri Sabatelli (Administration); Danielle Bellamy, Joseph Chletses, Andrew Harakel, Devin Heckman, Lindsay Tucker (Students)

**1. Call to Order**

**2. Additions, Corrections, and Approval of Minutes of the October 27, 2014** –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 – No report**

**4. Reports of Officers and University Senators**

- **Vice-Chair Snyder – No report**
- **Secretary Zambanini** – Changes have been implemented on the Berks Senate webpage and this site now contains the most up to date information.
- **University Faculty Senate Chair-Elect Ansari** – Today’s report will be on the ACUE meeting as well as the two Board meetings that were held since our last Senate meeting. Two resolutions were presented at the October 28 Board of Trustees meeting. The first resolution was from Trustee Lord pertaining to the Freeh Report and the second resolution came from Trustee Casey, who is the Vice-Chair for the Board. The Board is divided. The vote for the first resolution was 9 to 17 in opposition; the vote on the second resolution was 17-8 in favor with 1 abstention. The background for the report was shared. The purpose had to do with the signed the Consent Decree Form by former President Erickson; the Board has not taken any position with that report, which was the reasoning behind the resolution from Trustee Lord, and was not approved. The second meeting of the Board of Trustees was held this past Friday. This very long meeting was of particular interest to faculty members. Bylaws and standing orders were revised, with one of particular interest to faculty (the creation of an academic trustee). This resolution was approved by a 16-9 margin. The reason that this vote was controversial was due to the increase to the number of Board members. Currently we have 33 Board members (31 voting and 2 non-voting) and the new proposal that was approved will increase this total to 38 Board members. The six new members will now include: one faculty trustee, one student trustee, one immediate past chair of the Alumni Society, and three at-large members that will be appointed by the Board. Two will remain as non- voting members (the University President and the Governor of Pennsylvania). The Faculty Senate has already begun taking initiatives. There will be a legislative report to the Senate on December 9 that, if approved, states that the academic trustee will be nominated by Senate Council, will be elected by the Senators, and will be given as a recommendation to the Board of Trustees. According to the proposal that was approved, the Board will interview the candidates and once that process is

complete, an academic trustee member will be in place by May, 2015. The main topic at the most recent ACUE meeting concerned LionPath and class schedules. This report was shared with the Dr. David Bender, Berks Registrar, for his input. He provided his thoughts for Penn State Berks as well as the other commonwealth campuses as a whole. These thoughts were shared with Co-Chair Dr. Norah Shultz, Senior Associate Dean at Penn State Abington. In Chair-Elect Ansari's opinion, the report will be the final report as the Senate does not have any jurisdiction over this and this is their final report. According to the original report, the timetable for implementation was set for fall 2015. The floor was turned over to Dr. Bender. He provided a hand-out which outlined the rationale and implications as well as an illustration of the comparison based on the current Berks class schedule versus the proposed schedule, and stated that the timeline for implementation would not take place until Fall 2016, not Fall 2015 (as was part of the original report). A lengthy discussion took place at which time it was reminded that this is the report and if any faculty would like to provide any feedback, they may share it with any ACUE member prior to their December meeting. The project LionPath is on target; an academic advising advisory committee has been established. This software will reinforce the policies set forth; however, the terminology of some of the language will change due to the functioning of the software. Some of these are as follows: semester will now be term; credits will be units; majors will be plans; sections will be class; section number will be class number, etc. These changes will be problematic as all of the current Senate policies that reference this existing terminology will need to be changed, a time-consuming project. The goal is for completion within the coming year.

- **Senator Aynardi – No report**
- **Senator Nasereddin – No report**
- **SGA President Devin Heckman** – Some of the recent actions made by the student government include a recently passed resolution concerning the University Smoking Policy. This resolution states that the University review its current policy and enforce its AD32 Policy, which is the governing document of the University currently but often not implemented at the commonwealth campuses. Much discussion surrounded the topic of mental health and wellness. A recommendation was passed for all campus review that considers some form of mental health programming to support their fellow students. Also to be discussed at the January meeting will be the changes surrounding class scheduling. There is much concern surrounding the proposed changes to the common hour and the potential effect this would have on student meetings.
- **Student Senator – No report**

## 5. **Comments and Announcements by Administrators**

- **Chancellor Hillkirk**
  - As we approach the end of the semester, we are all reminded of upcoming events, including fall commencement and the keynote speaker for commencement, Amity Gaige, who is the daughter of former CEO of Penn State Berks, Fred Gaige. Plans are currently underway for Amity to join us at the Faculty Retreat earlier that day. More details to follow.
  - A report was recently broadcast on NPR concerning a study that asked the question about perception vs. reality and some of it was rather shocking. For example, people were asked what the current unemployment rate is in the United States. The most common response was 32%; the actual rate is between 6-7%. There were a number of other examples that were used. For example, there are many media reports currently asking if college is worth the investment. Much of this activity seeks to reinforce perception rather than reality. There is a perception out in the general public that college is not worth the investment. Some of that perception is driven by perceptions about student debt, which is also a concern with the University. The reality is that from an economic standpoint, college has

never been more valuable than it is today, according to research done at the Pew Research Center. What has happened since 2008 is that the income of college graduates has continued on an upward trend and the income of high school graduates has continued to decline. The slopes are going in opposite directions. The Pew study found that the current average salary for a person with a baccalaureate degree is \$45,500 as compared to \$28,500 for a high school graduate. Another factor contributing to the importance of college is the ever growing complexity of the world in which we live. In addition, the future carries with itself a lot of uncertainty. It is impossible, for example, to predict the kinds of jobs that will be available for our current students. To make the argument that the best preparation for the future is to be trained for a specific job is very risky because it is very possible (even likely) that the job was trained for today may not exist in a decade. The importance for all of us (especially faculty) to keep doing what we are doing and to prepare students for the ever-changing world is more important now more than ever.

- **Associate Dean Esqueda**

- A peer review workshop will be held on December 12. Faculty will be represented on the panel to discuss their experiences in both preparing and reading letters with regard to P&T committees.
- The Faculty Retreat will be held on December 19. This year's retreat will be more of a workshop and will focus on the six goals outlined in the Berks Strategic Plan. The goal is for everyone to become more familiar with the strategic plan.
- Commencement and the reception will be held on Friday, December 19.
- As was mentioned at last month's meeting, Eric Jensen will be visiting Berks on April 6, 2015 to discuss his book entitled "*Teaching with Poverty in Mind.*"

**6. Unfinished Business – None**

**7. Motions from Committees – Revisions to the Penn State Berks College Promotion and Tenure Statement, Executive Committee (Appendix A)** – The Chair announced if there is no objection from the floor, the Executive Committee would like to withdraw this motion and send it to Faculty Affairs for their approval and bring it up again at the next meeting. There were no objections.

**8. Informational Reports – None**

**9. New Legislative Business – None**

**10. Forensic Business – Scholarsphere, LionPath, and One Button Studio** – The Chair turned the floor over to Senator Nasereddin, who provided an explanation for Scholarsphere and One Button Studio. The Chair also turned the floor over to Dr. Bender, who provided information on LionPath and how this software will replace all of the existing systems within the next two years. Training will be provided in person and on-line in order to make the transition go smoothly. The timeline for implementation was shared.

**11. Comments for the Good of the Order – None**

**12. Adjournment**

## APPENDIX A

### Berks Faculty Senate

January 2015

#### **Faculty Affairs Committee legislative report on changes to the Berks Promotion and Tenure Statement.**

**Introduction:** Periodically, the university Vice Provost for Academic Affairs, Blannie Bowen, recommends changes to individual unit promotion and tenure statements. In October 2014, Vice Provost Bowen submitted to Berks “suggestions for consideration for future refinements to the College guidelines.” Senior Associate Dean Esqueda brought these suggestions to the Berks Senate Executive Committee for review. The Faculty Affairs Committee offers the following recommendation in fulfillment of its standing charge to address changes to the Berks Promotion and Tenure Statement.

**Rationale:** The following two changes more closely align the Berks Promotion and Tenure Statement to HR 23. According to Vice Provost Bowen, “Per the University’s promotion and tenure guidelines (IV.C.4, page 15) if the academic administrator must go beyond the college to constitute a review committee, approval is required from the Executive Vice President and Provost.”

**Motion:** The Faculty Affairs Committee of the Berks Faculty Senate recommends that the following two statements in red below be added to the Berks Promotion and Tenure Statement:

#### **B-1b. Promotion and Tenure Committee [division level of review]**

Committee Composition. Each division will elect three faculty members tenured at the rank of associate professor, professor and/or equivalent rank to serve as the P & T Committee. No member may serve on more than one level of review in any given year of any given candidate. The term of service shall be two years or the time served in fulfillment of a committee vacancy. Terms shall be staggered to ensure continuity of membership.

If a division does not have at least three faculty members who are eligible to serve on a review committee, the college's academic officer can appoint members from other campuses to the college committee, and the division head can appoint members from outside the division and the college/campus to the division committee. **If the academic administrator must go**

beyond the college to constitute a review committee, approval is required from the Executive Vice President and Provost. Such appointments to division committees shall be from “related fields” or “similar disciplines.”

**B-2a. Promotion and Tenure Committee** [college level of review]

(b) For Promotion to Associate and Professor or Equivalent Rank. Only faculty members of a rank equivalent to or higher than the rank a promotion candidate is being considered for may vote on that promotion. In the event that there are Committee members of the same or lower rank than a promotion candidate, an additional member (s) with the required rank will be appointed by the Associate Dean from the college faculty to assist in the reviewing and voting process for that promotion. If a faculty member(s) with the required rank is not available at Penn State Berks, the Associate Dean will appoint (a) faculty member(s) with the appropriate rank from another Penn State college. **In such a case approval is required from the Executive Vice President and Provost.** Additional information may be requested. At the conclusion of the evaluation each member will cast a ballot for or against each candidacy.

## APPENDIX B

### Physical Facilities and Safety Committee Meeting Minutes

Meeting Date: 11/19/2014, 1:00 – 2:00 PM

In Attendance: Ada Leung, Jennifer Arnold, Kim Berry, Lauren Martin, Corbin Jankowski (student representative)

Corbin Jankowski presented some proposed actions in his term at SGA:

- Change the signage in receptacles from “Trash” to “Landfill” in hopes of reducing non-recyclable waste
- Organize sustainability day in spring semester
- Investigate the potential of expanding compost operation on campus
- Investigate the potential of setting up of a community garden on campus

Kim Berry presented campus master plan (2007) in the meeting. Luerssen is currently under renovation. There are plans to renovate and expand Beaver in 2018.

Ada reported observations at College Safety Committee on 10/28:

- YikYak has become a safety concern on campus and campus resources have been deployed to monitor its content
- Plans in responding to potential threat of Ebola
- Updates of crawl space safety and other safety issues with modular lab trailers

Smoking policy on campus was briefly discussed. Smokers are to smoke in the designated areas outside buildings.

The committee members have agreed to work on the following charges:

#1: General safety concerns: Amy Berger, Wah-Kwan Ku, Jennifer Arnold, Ada Leung

#2: Review plans: Kim Berry

#3: Review energy savings and recycling programs: Tricia Clark, Lauren Martin, Cliff Maurer, Corbin Jankowski

Ada will be responsible to compile the whole report together.

Next meeting - TBD



## **APPENDIX C**

### **Berks Faculty Senate**

January 2015

### **Faculty Affairs Committee—Chair's Report**

In January 2015, the Faculty Affairs Committee approved a report on changes to the Berks Promotion and Tenure Statement. This vote was conducted via email after an unsuccessful attempt to schedule a meeting in Fall 2014. Five of six voting members responded to the call for a vote. Three members votes yes. One member voted no, and the objections are noted below. The chair did not cast a vote in the interest of objectivity.

The concern was noted that the motion to change the promotion and tenure statement adds yet another potential component for the college. Reaching outside the college to constitute a committee is also an added dimension. This raises an important question. What impact does this change have for the campuses?

The Chair supports the concern of the committee member and further suggests that approval at the level of Provost may seem excessive or intrusive oversight to some campuses. Although this motion seeks to more closely align Berks with HR-23, more detailed discussion and debate is encouraged.

# Appendix D

Motion from Academic Affairs and Executive Committee  
Policy for adornments worn by students at commencement  
October 11, 2010

The Senate Executive Committee and the Academic Affairs Committee sponsor the following legislation on adornments at commencement:

The Academic Affairs Committee of BKLV College proposed a policy regarding adornments which was presented at the meeting of the then Senate Council at its October 2004 meeting. There is a question of whether a vote was taken, thus a slightly revised policy is being brought to the Senate by the Executive Committee and the Academic Affairs Committee for approval.

## Rationale:

1. It would be of benefit to the Berks community to have a uniform policy on adornments at commencement.
2. We have modified University Park practice since the College began giving honors cords for distinction. Several other campuses have also modified University Park practice in some manner.
3. One of the privileges of a small college is we can monitor the appropriateness of the attire and recognize individual accomplishments.

## Recommendation on 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.