**All College Faculty Meeting**

**Discussion Forum**

**MINUTES**

**JANUARY 31, 2012**
8:30 – 10:30 AM
PALMER AUDITORIUM

**MEETING CALLED BY**
Faculty Council

**TYPE OF MEETING**
Open meeting to discuss faculty’s role in the College and University at large

**FACILITATOR**
Renee Kredell, Chair Faculty Council

**NOTE TAKER**
Ann Clements and Robin Thomas

**TIMEKEEPER**
Robin Thomas

**ATTENDEES**
Barbara Korner, 26 faculty members, 4 members of the Faculty Council, 3 Senators

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### Agenda topics

#### 15 MINUTES

**WELCOME AND INTRODUCTION**

**RENEE KREDELL, FOLLOWED BY DEAN KORNER**

**DISCUSSION**

Kredell – Welcome to those in attendance. Explanation of the emerging role of the Faculty Council in calling faculty together to discuss topics of relevance to faculty members. The meeting is to provide a place for faculty to openly and honestly discuss issues of interest with other faculty in the College.

Korner – Welcome and thank you for her invitation to attend. Encouragement of faculty participation in the College at large. She is happy to be a part of conversations with faculty and welcomes their engagement and voice within the College.

**CONCLUSIONS**

The floor became open to questions, statements, and opinions from attendees.

#### 25 MINUTES

**FACULTY SENATE UNIVERSITY WIDE COLLEGE REPRESENTATIVES AND COMMUNICATION**

**ATTENDEES**

**DISCUSSION**

There was a request for more and clearer communication between the College’s faculty Senators and Faculty Council and faculty. There appeared to be hope that these open forums could contribute to creating better communication among faculty.

There was a request to continue to seek ways to foster better communication among faculty members within the College including: the posting of Senators and Faculty Council members on the College website [available at http://artsandarchitecture.psu.edu/sites/artsandarchitecture.psu.edu/files/2011_12_A&A_COMMITTEES.pdf](http://artsandarchitecture.psu.edu/sites/artsandarchitecture.psu.edu/files/2011_12_A&A_COMMITTEES.pdf); timely communication regarding what issues/concerns the Senate and Council are addressing; regularly scheduled time in unit faculty meetings to ask faculty their concerns and to share those concerns with the council and/or senators.

Suggestions were made that while revisiting the Constitution, the concepts of communication and legislative power be evaluated.

There was a concern that during the crisis, all of the information and decisions came from the top down and there was no horizontal communication among faculty. There was an unmet need to hear from each other and know that we were in this together. Additionally, it was pointed out that faculty are in a unique place in which to try to heal the situation, being between administration and students and that it may be up to faculty to truly meet President Erickson’s five promises.

Frustration was voiced that in a time of crisis in the university the faculty senate appeared to be the last body to attempt to make any kind of action. The late action was unsuccessful and a suggestion was made that the failure of the statement may have occurred due to the presence of pressure within the senate, by those influenced by university administration.

**CONCLUSIONS**

Communication needs to improve in order to take advantage of the power and strength of faculty within the College.

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**FACULTY’S ROLE WITHIN THE FACULTY SENATE**
Frustration was shared that many faculty believe that faculty actually have very little say/power in the Faculty Senate due to the following reasons:

1) The use of Rogers Rules of Order and the amount of parliamentary procedure inhibits “typical” faculty members, those who do more than just serve the Senate, from contributing fully to the legislative process in the Senate (i.e. those who have been on the Senate for many years spend about 75% of their time working for the Senate);
2) That powerful people have been selected by university administration to serve in important positions within the Senate, guide policy and votes to meet administrative objectives;
3) The system was not constructed to adequately represent faculty members and their voice, and cannot truly work successfully;

There was consideration of the difficult position college Senator’s are in, due to having to work within the preset legislative body and aggressively representing faculty of the college.

Frustration was voiced from prior Senators about their hopelessness in making a real difference at the Senate or even being heard in that forum.

**CONCLUSIONS**

A feeling that being heard within the Senate at large is difficult if not completely unrealistic.

A desire to send Senate issues and information forward to all faculty in the College for consideration, and provide training or additional time for our College’s Senators to learn the procedure of the Senate.

**BOARD OF TRUSTEES**

**ROLE OF FACULTY IN THE UNIVERSITY AT LARGE**

**DISCUSSION**

Barbara Korner shared a number of ways she felt that the board of trustees may be moving toward more openness toward faculty input. She also foresees changes in committee structure of the board. As Chair of the Academic Leadership Council (ALC), Dean Korner has worked with that group to invite the Chair of the Faculty Senate to begin attending the ALC meetings, effective January 2012. There was concern voiced about the dynamics of the state’s involvement in the wake of the recent scandal. The dean believes that the state will contribute less to Penn State’s budget and demand more information about and involvement in University governance.

The Constitution was brought up as a key element to making faculty involvement more effective.

- the idea of units calling all-faculty discussions was valued by those present
- the Faculty Council was urged not to let the pursuit of perfection outweigh the achievement of good ends in drafting a constitution
- there should be a feeling of reciprocity in between the faculty and faculty council in the drafting of the new constitution

There was strong support for the idea of faculty engagement along the way to achieving goals, so that a dialogue is a deeply established part of faculty governance

Some advocated not only more opportunities for “horizontal” meeting formats like the present forum, but even the creation of a physical “safe space” for faculty along the lines of a faculty club

There were some questions raised about what exactly we mean by the faculty – does this include fixed term hires? This was answered affirmatively, it was brought up that reports of the tenure vs. fixed-term positions within the College should be reported online.

Finally, there was a call for the faculty of the College to be more “friendly”

**NOTES COMPILED BY KREDELL**

**Concerns**

Cannot identify faculty leadership positions within our College - the Senators and Faculty Council members are not known within the College. A suggestion was made that images, Senate committee assignment, and contact information be posted on our College website.

Dean Korner expressed that we could anticipate the Governor recommending state reductions. Subsequent to the meeting, the Governor announced a 30% reduction (on top of the 20% reduction from last year) for Penn State’s appropriation.

How can we as faculty make a statement that expresses the need for the Board of Trustees to shift their organizational structure?
Statements
We need to know how to debate in the Senate and understand Roberts Rules of Order; otherwise we are unable to debate on the floor of the Senate.

Look to the Governor’s budget proposal of Feb. 6 or 7 to detect the tone of the Governor’s future commitment to the University.

We need to find a way to create a counterweight to the scandal to rebalance the perception of the University.

Overall expressed need that the Board of Trustees be reorganized and that there should be faculty representation. The Dean expressed that she felt there would be some changes coming that would include faculty representation. The Board organization is chartered by the Commonwealth and has to go through state processes for overall organizational change.

The perception that a Senator can either vote from a personal opinion on an issue, or be informed by the faculty at large how to vote on an issue. For the second to happen, the cross-college communication must improve. The Discussion Forum that occurred on Jan. 31st is intended to be the first step toward better communication.

Improve “horizontal communication.”

The Discussion Forum on Jan. 31st was designed to be a place where faculty, Senators and Faculty Council members could listen and discuss issues. This forum can be called by any unit, in cooperation with the Faculty Council, to help discern the next step toward the resolution of the issue or further development of an idea.

It is thought that the chain of communication begins within the units, moving to a larger discussion at the all-College level as a Discussion Forum. Within this forum specific individuals can be invited to attend, allowing faculty to ask questions and receive clarifications in addition to discussing the issues amongst themselves post the visitors discussion. From this discussion, the Faculty Council can form a committee that would in turn can create a statement toward a legislative resolve or a more informal statement such as a white paper.

Clarifications

Dean Korner stated that she felt it was our responsibility as a College to find ways to help accomplish President Erickson’s 5 promises that are within our purview.

The Senate Constitutional Committee is the origin of the request to revisit the faculty governance portion of our revised Constitution. It is the intent of the Faculty Council to use the revised Constitution and insert a more clearly articulated faculty governance piece within the draft of the new Constitution. The Faculty Council has spoken to other units outside of the College and has read many other Constitutions to see how they have worded these statements within their Constitutions. The revision of Constitution and the strengthening of the Faculty Governance portions of the College Constitutions is coming by request of the Senate Constitution Committee. The work on the Constitution is starting this weekend Feb. 4 and will be presented to the faculty on March 29th within another Discussion Forum.

Questions
What is the process by which Senators and Faculty Council members are elected?
A request was made to the Senate body to clarify their perception of the “vote of no confidence,” that occurred within the Senate. Perception was by one Senator that the tone of the proposal hurt the ability for it to pass.

Ideas Presented
To form a AUUP chapter to assist the representation of faculty with the College
Form a Faculty Club as a social place for faculty to be together in a less formal environment to promote collegiality and discussion on issues of concern and creativity.
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<th>Question</th>
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<td>How can we create social spaces for faculty to increase collegiality?</td>
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<td>How can we as faculty be ready in a time of crisis to express our opinions?</td>
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<td>How can we find a way to create a counterweight to the scandal to rebalance the perception of the University?</td>
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<td>How can we as faculty assist in making the academic/artistic face of the University more prominent?</td>
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<td>Following up on the Dean’s statement, how can we help accomplish the President’s five promises?</td>
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<td>How can we as faculty make a statement that expresses the need for the Board of Trustees to shift their organizational structure?</td>
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<td>How can we help our elected Senators be more effective within the Senate?</td>
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