

CAS Faculty Meeting Minutes

<http://agsci.psu.edu/faculty-staff/administrative-info/faculty-organization>

Date: **Monday September 28, 2009**

Time: **3:00 pm - 5:00 p.m.**

Place: **Room 252 Food Science**

1. **Spring 2009 meeting minutes were approved.**

2. **Standing committee reports** – Mary Barbercheck advised that as a new process, written standing committee reports will be posted on-line.

Jan Scholl, Chair of Library Committee gave a quick stand-up report since she did not have a written report to post.

- Guides are available to University Park library for undergraduate, graduate and faculty. There is talk about having a Cooperative Extension guide developed later.
- The library is looking into obtaining a **Rosetta Stone** site and license and plan to schedule an October/November demonstration.
- The Maps Library will be moving in a week or so. Plans are in place to move Foster Auditorium, that facility will not be available for spring semester.
- The eBooks are hot items at the library.
- Life Sciences Library has books off the shelves at the moment being scanned for the digital project (Google) <http://books.google.com/>
- Dean Eaton will be retiring and a search is on the way for replacement.
- Pamphlets were distributed to those attending to view. These are also available online or by contacting Jan Scholl (jfs9@psu.edu) or Amy Paster (alp4@psu.edu)

3. **United Way Campaign - Nuket Acar**

- United Way packets will be sent at the end of October.
- College-wide committee set this year's goal at \$45,000
- Special fund raising events: Clem's in March, Little Caesar's, and APD Clothing raised \$2,700. The last event is the Fall Apparel Sale. This event is a great way to support United Way by purchasing T-Shirts, sweatshirts, blankets, mugs and caps.
- Day of Caring will be held on October 1st. The team will be painting at several locations in Centre County. Contact Randall Bock or Nuket Acar if interested in participating.

4. **Introduction of new faculty/personnel by Unit Leaders**

Ag & Extension Education:

Mark Brennan, Associate Professor, <http://agexted.cas.psu.edu/faculty/Brennan.html>

Ag Economics and Rural Sociology:

H. Allen Klaiber, Assistant Professor of Agricultural and Environmental Economics

Food Science:

Dr. John Hayes (2009), Assistant Professor of Food Science, <http://foodscience.psu.edu/directory/jeh40>

Dr. Robert Steele (2009), Professor of Food Science <http://foodscience.psu.edu/directory/rds17>

Dr. Ryan Elias (2008), Assistant Professor of Food Science, <http://foodscience.psu.edu/directory/rje12>

Dr. Joshua Lambert (2008), Assistant Professor of Food Science, <http://foodscience.psu.edu/directory/jdl134>

Poultry Science:

Dr. Alan Johnson, the Walther H. Ott Professor in Avian Biology, <http://poultry.cas.psu.edu/people/johnson.htm>

5. Remarks from the Dean and Associate Deans, and discussion – John Becker, moderator

"Shaping the Future of the University and the College of Agricultural Sciences"- Dean Bruce McPheron

Marcos Fernandez and Ann Dodd were also present to answer any questions under their areas.

- First responsibility to the future is to determine what our portfolio looks like. Faculty members were instructed to think about new initiatives that can be started to build on around the five strategic initiatives: entrepreneurship; pest prediction and response; water; energy; and food, diet, and health.
- There is a sense of mission to educate the next generation of students and this includes extension students. Currently, the college is going through a pretty extensive notion of reframing with extension and is looking at the big picture items: water, energy, food diet, and health.
- Proposed to continue focus on eLearning and indicated over 10,000 students are on World Campus.
- Experiential Learning target in the next 5 years is to have 50% of students involved. Indicated that the college's involvement is already good, but encouragement was given to get better and infuse more experiential learning in courses. With international programs and curriculum, faculty informed of the need to welcome people here and take themselves there as well.
- In creating outreach, the college needs to translate science to real world learning. An example of this type of learning is Marcellus shale. Currently it is a big deal, but this was not the case a short period ago. Now 40-50 college personnel are working on this issue that has the potential income of 100-200 million dollars across Pennsylvania.
- College is committed to quality of scholarship so that we stay competitive in national and international funding. Caution was given that if the college is not responsive to state dollars, some will begin advocating in Harrisburg and this action will contribute to faculty positions not being filled due to the pressure of not receiving state funds. Faculty members were advised that more funds are invested in people than other items; 86-87% of appropriated dollars are use for salaries, etc.

QUESTION: In terms of faculty workload, how is it measured? Do all disciplines have same workload?

The dean advised that in the strategic plan next year, we will be having gross level assessment of quality programs and there is a university team that will determine who is evaluated further.

DEAN'S TOURS - Planning four per year as an opportunity to connect with stakeholders.

Associate Dean Marcos Fernandez provided the following information concerning undergraduate recruitment and retention:

By the second week of October, the university official six-week snap-shot of student enrollments will take place. At present, we know that "paid accepts" numbers are down 5% from this time last year. What is even more notable is that Ag Sciences' admissions and "paid accepts" are way down (close to 16% drop) for admissions into the University Park campus, but with a corresponding 12% increase across the Commonwealth Campuses. Historically 60-65% of Penn State students, including Ag Sciences students, start at one of the Penn State Commonwealth Campuses, other than University Park). Data revealed the college has increased retention of Commonwealth Campus students 6% last year. It was pointed out that the effort is led by Debbie Little, Coordinator of Campus Enrollment and Retention for the college, along with numerous departmental and college faculty and staff, and that it is important for faculty, advisors and coordinators to continue to be active in these efforts. If the anticipated enrollment figures are sustained, this will be the fourth year in a row to have increase in undergraduate student enrollments. Faculty members at the meeting were encouraged to thank fellow faculty and staff throughout departments for their contribution and increase opportunities to engage students in international learning.

In regards to retention, Dean McPheron advised that the college has experienced a terrible problem retaining campus students. Currently, Debbie Little is working to address this problem and is connecting with students in our college. The dean recently received an email from the provost that recognized the work of Marcos and his office staff. The email

further stated there is no other college at University Park that is working on retention and the numbers are showing that, even in this first year, the retention numbers are improving.

QUESTION: For courses that are multi-disciplinary, is it possible to get a budget assigned to a course?

Dean McPheron responded that how you fund these is certainly an issue. In international learning, the students pay for this experience. Asked faculty to think about what it takes to reach this goal and make it affordable for students, faculty, and departments.

QUESTION: Can we use lab fees?

Associate Dean Fernandez responded that charging lab fees has been discouraged by Old Main since tuition is high. IST and EMS are examples of programs that do this as an exception.

Associate Dean Fernandez relayed that during this whole strategic process he has worked with a group to look at models of how money is distributed and how other colleges are doing things. The college's teaching load is not as high as they thought it was and they are currently looking into how we can generate more money to offset costs.

Faculty are encouraged to write graduate students in their grants – If faculty will write one in, the college will work with the department to provide a match. Currently, only 30% of graduate students are on grants. The exception is EMS that has 70% of graduate students on grants.

QUESTION: Is the University going to propose an approach to assessing faculty workload?

Academic unit leaders have been working since spring in three teams: resident education, research, and extension to have a metric developed. There is real opportunity to shape, in the next half century, as to where we reinvest when we hire new faculty.

The dean has been polling deans from other colleges to determine best practice. Some colleges have faculty teach four courses per semester, others use the 2 + 2 plan if appointment involves research, and still others use the 4.5 credit hours per year. Since the college has several different flavors of different sciences, having the same teaching load does not fit everywhere. The dean advised that the college needs to have a healthy debate on this. If faculty have a 25% teaching appointment, it is not unreasonable to think about two courses per year.

The dean hopes to assign a group of faculty to engage in this complex, comprehensive problem.

QUESTION: What do you see will impact the future operations of the college?

Response indicated the college would cut the permanent budget by 6% but use federal funding to make it whole again. Even if the college has a flat budget it will still cost more money. At this point, it is not known when the stimulus money will run out, possibly the end of 2010 or 2011. It was indicated that a balance budget can be achieved just by attrition. By not refilling all vacancies the budget can be managed, even with 6% reduction.

In regards to future hiring decisions, Dean McPheron explained that there are no permanent positions allocated to any extension, department or unit. It is expected that a negotiation process will begin to determine how best to reallocate positions. It is important to have discussions with academic unit leaders and also with regional directors. The term used in this action is "revision" not "refill."

QUESTION: How will our relationship with PDA change with the resignation of Secretary Wolfe?

Russell Reading, Deputy Secretary of the Department of Agriculture is a great friend of the college. He is a graduate of the college and his wife is an extension educator. He is a very effective person and was the main contact person for the college in previous issues.

QUESTION: How is the Metro Center in Pittsburgh progressing?

In one of the strategic planning group discussions in 2005, the group realized that the decision makers no longer live on farms. In the past, this was the case, but not now. The decision was made to investigate in a metro center to take programming into some the new audiences to help them better understand and connect with agriculture. Deno De Ciantis, now director of the Pittsburgh Center, comes from county extension background and is quickly learning how we operate. Three campuses are talking to Horticulture about the possibility of maybe offering a certificate or degree program. Another success in having the center is that it was part of the G20 Summit that was just held. The green roof issue is another success. To be able to take the science we have done and install in convention centers and other new buildings in colleges and universities is getting a substantial amount of play. Dozens of faculty from Drexel, Penn, and other universities are looking at the Pittsburgh Metro Center as a model to replicate.

WEB SITE - A lot of work was done with IT people to develop new sites. With the redesign of the College's Web site, the college is now the #1 sited listed in Google for searches using the wording: "College of Ag", "Ag Science", and "Agricultural Science." Department of Entomology launched its new site May 2009. Since then, the number of page views has tripled and the number of visitors has doubled. It accounts for 25% of all traffic into the college and is the #1 visited site in the college. Food Science is another site that was redesigned. It is now the #4 site visited and the page viewed number has doubled. The college's Web pages are switching to Plone, a new open source content management system.

The same marketing perspective that was used for recently developed new recruiting brochures was applied to Web page design. The college needs to be seen as a leader online, not listed on the third or fourth page of a Google search. All are doing the good work but as they say, "It's not done until it is Googled."

QUESTION: eLearning courses are being found to not be a time saver. How can faculty continue working with this system if it more than doubles the workload?

The dean agreed that this will be a challenge. What also needs to be part of the discussion is what workload means and stated these are all legitimate questions to grapple with.

QUESTION: The dean has instituted a blog and means of communication through a "What's on your mind?" form on the Dean's Desk (<http://agsci.psu.edu/dean/ask>). Has this been an effective mode of communication with the public? What has the response been?

The dean advised that it is exhausting to do this communications, but feels it is an important way to find accurate and timely information and has created a twitter account and a blog page. Over the long haul his blog sees over 60 visits per day and the people are spending an average of 8-10 minutes. Less than 50% of visitors are not Penn State. Other electronic communication he found very effective was to use Adobe Connect to post budget information. He added that these communication tools are being successful.

QUESTION: There are a lot of furloughs at other universities. Will the shoe drop at PSU?

The dean advised that the provost did not see furlough as permanent solution and he agrees this does not seem to be the best solution and will try to do something to bring a more permanent solution. The 6% attrition model basically proposed to be as respectful of staff positions as possible. In general, he felt that operations, academic units, regions, etc. are operating pretty close to the bone. The intent was to avoid downsizing by that mechanism. The five teams working on the new proposal will challenge faculty to look to where the future should lie, where the funding should be. The dean added that the prestige of the college is built on backs of faculty.

Meeting was adjourned.

Appendix 1 Submitted Committee Reports

University Senate – Rama B. Radhakrishna, brr100@psu.edu

The University Faculty Senate met on Sept. 1. The agendas and minutes for meetings are posted at <http://www.senate.psu.edu/index.html>

Faculty Advisory Committee to the Dean - Martin McGann, mrm19@psu.edu, no report

Academic Standards – Gretchen Kuldau, gak10@psu.edu
Committee has not met, no report.

Distinguished Professorship Review – no chair named, no report

Faculty Awards – Patreese D. Ingram, pdi1@psu.edu

The Faculty Awards Committee has met this year to review applications and make recommendations for the Atherton, Eisenhower, and Alumni Teaching Fellow Awards. Recommendations were submitted to Dr. Marcos Fernandez for submission to the Schreyer's Honor College. The committee is currently reviewing applications for the NACTA Teaching Award of Merit and the Community of Teaching Excellence Award.

Faculty Development – no chair named, no report

Graduate Faculty Review - Stephen Knabel, sjk9@psu.edu

The Graduate Faculty Review Committee reviewed 5 nominations for the Graduate Faculty. The Committee approved 4 of the nominees and rejected one. At the suggestion of Ann Dodd, the committee discussed how they should operate in the future (by consensus or by majority rule) when making decisions about nominees. The committee members all agreed to operate under majority rule.

Instruction and Curricular Affairs – Robert Shannon, rds13@psu.edu

The College Instruction and Curricular Affairs Committee reviews all undergraduate and graduate course and curriculum proposals brought forth by the units and faculty. Each unit and interdisciplinary programs have representation on the Committee, which typically meets three times each semester. Meetings are timed to move College-approved proposals on to the Faculty Senate Curricular Affairs Committee for final University review and approval.

In the fall 2009 semester, the Committee has already considered over 60 curriculum and course proposals originating from faculty and units within the College.

One item of interest to faculty and unit leaders may be the proposed University-wide enforcement of the Five-Year Automatic Drop Policy (AAPPM P-2, to automatically drop courses that have not been offered for five years or over). The policy has not been enforced since 1995-1996; as a consequence, there are ~1900 of these courses listed in the University Bulletin (with ~135 in the College), or about 1100 with one-semester courses removed. The Faculty Senate will be considering actions to revise and enforce P-2, with college deans, unit leaders and disciplinary communities to be consulted prior to dropping courses. If faculty or unit leaders have concerns or comments related to the enforcement of P-2, please contact Rob Shannon, the committee chair.

Nominations and Elections – Shelby Fleischer, sjf4@psu.edu, no report

Promotion and Tenure Review – Michael Saunders, mcs5@psu.edu, no report

Student Activities – Phillip J. Clauer, pclauer@psu.edu

The Student Activities Committee will meet the week of Sept. 21, 2009 to handle the fall fund requests. The new format requires the requesting team or club to apply for competition or Non-competition funding at the end of the summer for the fall semester and in December for the spring semester.

This year Marcos Fernandez has allotted \$20,000 (\$11,000 going to “competitive” and \$9,000.00 going toward non-competitive student activities). The requests this fall are over \$40,600 and traditionally account for one quarter of the annual request. These dollars cover a very small portion of the dollars actually requested. Here is a history of what has been requested compared to actual requests over the past two years.

- 2008-2009, \$150,734 Requested for support of 33 activities and \$ 28,000 was provided from the Dean's office for support.
- 2007-2008, Information not available.
- 2006-2007, \$91,225 Requested for support of 23 activities and \$ 30,000 was provided from the Dean's office for support.

Student Scholarships and Awards – Diane McLaughlin, dkk@psu.edu, no report

Graduate Council – no chair named, no report

Library – Jan Scholl, jfs9@psu.edu

Committee to meet Sept. 25. Will report in person at CAS Faculty meeting.