

CAS Faculty Meeting Minutes

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

Date: **Thursday April 1, 2010**

Time: **3:30 p.m. - 5:00 p.m.**

Place: **Room 109 Osmond Building**

Mary Barbercheck welcomed faculty and called the meeting to order. Barbercheck requested and received approval of the Fall 2009 minutes (available on-line).

Dean McPheron recognized Alessandro Bonanno, assistant professor of agricultural economics as the recipient of the 2009 Roy C. Buck Faculty Award for his article, "Competition Effects of Supermarket Services." After receiving the award, Dr. Bonanno provided a short presentation of his work. Link to Penn State LIVE news report:

<http://live.psu.edu/story/45352/rss69>

Mary Barbercheck directed faculty to review the standing committee reports that are available on-line (See Appendix 1). Amy Paster was then introduced to the faculty to provide a Library Committee report.

LIBRARY COMMITTEE REPORT

Amy Paster advised the new Dean of the library will be Barbara Dewey from Tennessee. Dewey will begin August 2010 and Dean Eaton will stay on until the end of July. There is also a new director at the National Agricultural Library, Simon Liu. Faculty encouraged to preview the new Libraries Web site at: <http://daytripp.libraries.psu.edu/psul.html>. The library will be obtaining materials from the Iowa State Center for Indigenous Knowledge for Agricultural and Rural Development. An undergraduate intern will be processing the collection starting in the fall. It is hoped that a Web site will be created and some of these materials will be digitize. The Library's fall open house will be September 14 and 15, 10 AM to 6 PM. The Libraries has formed a "green team". The Library will be purchasing a couple of IPADS to experiment with over the summer. A 2.5 million dollar gift was received for the new Knowledge Commons. The first phase was moving the Maps Library to the basement of Central Pattee. The second phase is currently underway and involves moving Foster Auditorium from the mall entrance to the Curtin Road entrance. It is hoped that this phase will be completed by fall semester. The Leisure Reading collection will be moved to the Knowledge Commons.

Introduction of New Faculty/Personnel by Unit Leaders

- **Agricultural Economics and Rural Sociology:** **Ann Tickamyer**, Department Head (<http://www.aers.psu.edu/faculty/ATickamyer/default.cfm>)
- **Agricultural and Extension Education:** **Daniel Foster**, Assistant Professor (<http://agexted.cas.psu.edu/faculty/Foster.html>)
- **Crop & Soil Science:** **Armen Kemanian** (http://cropsoil.psu.edu/people/faculty/kemanian_armen.cfm)
- **School of Forest Resources:**
 - **Allyson Muth**, Research Support Associate (<http://www.linkedin.com/pub/allyson-muth/a/986/25>)
 - **Ellen Manno**, Instructor (<http://www.sfr.cas.psu.edu/Faculty/manno.htm>)
 - **Laura Leites**, Instructor

Remarks from the Dean and Associate Deans, and discussion

Dean McPheron began his address by stating he would provide an overview of a few things and then ask the team to give updates in specific areas. He recognized the four College of Agricultural Sciences professors who have been named distinguished professors by Penn State's Office of the President in 2010:

- [Avery August](#), professor of immunology in the Department of Veterinary and Biomedical Sciences.
- [Thomas C. Baker](#), professor of entomology in the Department of Entomology.
- [Douglas B. Beegle](#), professor of agronomy in the Department of Crop and Soil Sciences.
- [Jeffrey M. Peters](#), professor of molecular toxicology and carcinogenesis in the Department of Veterinary and Biomedical Sciences.

The dean recognized Ann Tickamyer as the new Unit Leader for the Department of Agricultural Economics and Rural Sociology and announced that Roy Young will retire in June 2010. The college is in the process of an internal replacement of this administrative position in the Department of Agricultural Engineering.

Encouragement was given for faculty to attend the undergraduate commencement ceremony, May 15 and Graduate Ceremony May 16. He advised that these ceremonies happen three times a year for faculty but for the students and families this happens only once in a lifetime and faculty were requested to support the college with their attendance. Russell Redding, PA Department of Agriculture Secretary will be the undergraduate commencement speaker on May 15. Nancy Eaton, retiring dean of University Libraries and Scholarly Communications will be the commencement speaker for the graduate ceremony on May 16.

Marcos Fernandez advised that the economy has not affected the Office for Undergraduate Education in a negative way necessarily. The office has received an unexpected boost in the college numbers by students and families and will need to plan ahead. Last week offers at University Park were up 58% from last year and paid accepts up 48% from last year. Overall the numbers have increased four years in a row. The college will need to anticipate a larger than normal class. Dean Fernandez recognized that without all the smiling faces, special attention, etc., from all the people involved throughout the college, we wouldn't have these high numbers. The increase in offers and applications to the main campus is an indication of the high quality standards. With the paid accepts up 48% that means they have been cleared through the process and these are students with great potential. The College of Agricultural Sciences usually has an average of 12-16 Schreyer's honor students, but this year there are 42 Schreyer's honor students. This is another testament to the college's programs and recruiting. These students are students we keep. Almost 90% of the students that start at University Park will finish in five years. The marketing has worked and now we will need to look at the programs to determine the stable state of enrollment in each program.

Ann Dodd indicated the college is in the second year of implementing the strategic plan and this plan is being used as a guide for resource allocations. In collaboration, Chris Moore and the Web group have identified a Web program (Team Box) that will be hosted by our college. Collaborators from other colleges and stakeholders (with PSU IDs) will be able to use this. The graduate student advisory council is excited to work with faculty and stakeholders. Dodd reported the Entrepreneurship team is in the second year and Judd Michael and Jeff Hyde are working on an event next week for undergraduates, graduates, extension educators, and faculty in 217 Forest Resources. This event will address how faculty, students, and educators can promote their own entrepreneur thinking. The flyer lists a full-day of events. Any questions can be addressed by Spiro Stefanou.

Dennis Calvin advised that AFRI funds have become available and various RFPs received. For the past two years work has been done on reframing, basically bringing together teams to set goals and develop programs. Part of the process was to align ourselves to be able to collaborate with the groups and apply for AFRI funds. There is a lot of money to be garnered if we can get the right teams together to work and collaborate with the northeast states. It should be quick to see who is out there in other institutions to collaborate with. Extension with the college reports to Outreach and Bruce McPherson. Outreach is close to having a plan to share with faculty soon. Last year extension had about 18 million in competitive grants, 8 million in alternative revenues and 8 million in county/government funds. Extension is doing quite well, but there will have challenges as Bruce indicated in the budget updates last month. We will need faculty involved to help in making the decisions. Dr. Calvin also reported that revenue enhancement policies are coming together to see that as a growth area. In Extension Education programs, Dr. Calvin questioned how extension educators equate to faculty with regard to teaching workload. He sees challenges in the future to determine what the faculty person looks like and indicated that it will not be the same as some of those who have been here for awhile but we are moving in a positive direction.

Barbara Christ reported that Ray Pruss is working with units about changes that will be taking place with regard to OSHA. Environmental Health and Safety (EHS) is putting together guidelines that will need to be implemented. The University is rolling out a safety initiative and approached Ray Pruss to have the college be one of the first to roll this out. The guidelines will require units to have a safety committee within each unit. Dr. Christ indicated there are pluses in putting things in place now. One of those being that EHS will provide check sheets to use and work with the units to develop. Another plus will mean if OSHA would come by and discover any problem, EHS and the University would take care of any "fine" that could be assessed since the unit is being proactive.

Another activity Dr. Christ reported on was an issue that was brought up at a recent Unit Leader's meeting. Human Resources would like to take, "Violence in the Workplace" training out to various units. Dr. Christ is supportive of this and felt it would be a benefit to be proactive. She added this training does not just deal with the workplace but also domestic violence.

DEAN MCPHERON

The dean announced that David Mortensen, Professor of Weed Ecology, received the *Alex and Jessie C. Black Award for Excellence in Research*.

In regards to the budget, Dean McPherson reported that faculty could access the Webinar he presented a few weeks ago at: <http://agsci.psu.edu/faculty-staff/intranet/budget/> This Web page also provides a link to submit ideas, questions or comments. Some facts that were shared by Dean McPherson:

- Unit leaders, Extension, or anyone with a research and extension budget are charged with submitting recommendations for 5% permanent budget recycle.
- No unit is going to completely escape the budget reductions.
- 2 million was saved by cost savings applied this year.
- There is an additional 10% average reduction across the college the following year.
- Research instruction is a piece of everyone's responsibility as non-Research instruction funds enhance research instruction at some point.
- Restructuring does not result in immediate cost savings. If done properly, it will prepare us for future decisions. It will also help us think about resident education program and help to make decisions in choosing the right majors, right instructors, etc.
- This budget process is going to have to involve all in the college and stakeholders.
- The Dean offered a metaphor that he had used a couple times before: If you stand at the end of the ship and look at the waves right now you are likely to become sick. Rather than looking at waves, you need to look to the horizon to determine the opportunities that are available.
- Professors coming in the door right now are looking at 50% increase in population, change in the standards of living, and double the food supply prediction. All this is being done with the same or less land, energy, and water. That's a lot of opportunity and people want what we do three times a day. We will need to think creatively and come together to plan to make a global impact.

Dean McPheron continued his discussion on the topic of refining the college faculty workload policy. He advised that due to the Provost delaying efforts for two months and also his involvement with budget issues, the workload policy efforts have been sidetracked. He spoke of a historical document that the academic unit leaders talked about that serves as something we could work with. A 25% resident instruction appointment is roughly equal to a 1+1 workload or two courses. This workload was defined back in 2000 and really resonates pretty clearly to what the Provost and other colleges tend to be saying. The question in regards to faculty workload is what additional policy refinements would the college want to make. There are a lot of issues: quantity of teachers; tenure vs. non-tenure; type of course; level of course; and, advising load. The dean advised lots of other things are involved, but added that the whole suite of educational duties was discussed and the Provost basically said we are not a unionized group and we are not setting this up as piece work. The Provost's argument is that he doesn't want to see policies set up (linear programming). The dean asked the question: How do we now engage? Could the Faculty Organization (FO) or Faculty Advisory Committee to the Dean (FACD) work through policy recommendations that we could act on? Faculty senate's recommendation to Provost and President is a draft sent forward but was not approved. There is a line in there that faculty and administration will agree on the teaching load and Old Main has made it clear that the authority for faculty workload lies with the administration, not with the faculty. Faculty own the course content but the Provost sets the workload. The dean suggested that despite the passage of time, he is willing to double back with the FACD or FO to work through how to get a draft language to provide guidance. The dean is trying to get samples from other colleges to compare but added that we can't balance everything out.

John Becker advised that faculty would want to be involved in the earliest stage of this process but recognize that the decision is made by administration. He added the FO would be happy to facilitate the draft concept.

Marcos Fernandez reported that President Spanier was at the associate deans meeting today and brought up the publication we are talking about. He added that Jean Pytel, Faculty Senate, quickly added that the issue of under-enrolled sections is being used very carefully and also the issue of special topic courses. These courses take attention away from required courses.

Dean McPheron advised that under-enrolled courses will not be counted. Additionally, CAS faculty members teach more under-enrolled sections than any other academic unit on campus. Unit leaders will need to readjust in regards to under-enrolled courses.

The dean thanked Mary Barbercheck for an outstanding job as the outgoing leader of the Faculty Organization committee.

Meeting was adjourned at 5:10 p.m.

Appendix 1 Submitted Committee Reports

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

Al Luloff is the new Ag Senate Caucus convener effective this fall. Drs. Patreese Ingram (AEE) and Daniel Royse (Plant Path) are the newly elected senators replacing Jim Fischer and Rama Radhakrishna. Also, Dan Hagen, Professor of Dairy and Animal Science, is a candidate for Chair-Elect for the University Faculty Senate.

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

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

Distinguished Professorship Review – no report

Faculty Awards – Patreese D. Ingram, pdi1@psu.edu – no report

Faculty Development – no report

Graduate Faculty Review - Stephen Knabel, sjk9@psu.edu - no report

Instruction and Curricular Affairs – Robert Shannon, rds13@psu.edu - no report

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

Promotion and Tenure Review – Michael Saunders, mcs5@psu.edu, Business for the year successfully completed.

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

Graduate Council – - no report