

Faculty Advisory Committee to the Dean Meeting

May 18, 2009

10am – 12noon

118 ASI

In Attendance: Paul Heinemann, Martin McGann, John Becker, Bob Beelman, Jack VandanHeuvel, Margot Kaye, Eric Zenner, Liwang Cui

- Dr. Heinemann will contact members of the committee to see who would be willing to take over the Chair position beginning in the fall.

Discussion about possible questions for Bruce McPheron:

- Purpose of a Faculty Organization?
- Thoughts on issues such as – Reorganization? Teaching appointments? Department Chairs vs. Department Heads? Rotating vs. permanent chair position?
- Financial issues facing the college.
- Suggest information relevant to faculty that comes from the Dean be posted for direct faculty access.
- Use this committee as a sounding board, ask for advice, share information. Have the communication flow go both ways. This committee represents the faculty. Use it to learn opinions and get suggestions of the faculty.
- Futures Group role was discussed.
- The Faculty Organization plans to propose that one college wide faculty meeting be hosted by the Dean to meet new faculty, give informal “state of the college” type information. Then another meeting will focus around a specific topic that will be hosted by the faculty, for the faculty. Faculty will be asked what issues they would like to discuss. The outcome of this meeting will be to take the information and conclusions to the Dean’s group.

Bruce McPheron joined meeting at 10:30am.

Committee:

- Discussed that this committee currently has a one way communication flow – questions from committee are answered by Dean, and those answers are brought back to faculty. The committee proposes a change to this structure: have a two way discussion with the Dean. Use committee as an advisory group.

Dr. McPheron:

- Dr. McPheron agrees, this committee should be treated as an advisory group. The group can parallel the leadership team in advising in various issues, and one in the forefront is the financial issue. For example – if we had to lose 20 faculty positions this year, would we really want to let those go? What about co-funded positions, opportunity and spouse hire programs? Teaching positions? What are the parameters that we would base a request from a department for positions on? How would we prioritize?
- Another upcoming issue is an evaluation of teaching loads.
- Communications within the college are changing, and Dr. McPheron is looking for ways to communicate more efficiently and affordably.
- Dr. McPheron mentioned that Lead21 – National Leadership Training Program is a good option for faculty who are interested in leadership opportunities.

Committee:

- The Faculty Organization would like to host meetings to address issues such as the teaching load question, reorganization of college, fiscal issues, etc. to help gain broad input across the faculty. This organization would like to increase interest of the faculty in college issues, and have a stake in where the future of the college is heading.
- Is there a strategy to move from the discussion phase to the action phase with these issues? In determining issues to discuss, a process to follow up and bring issues to a close must also be determined.
- Is there any requirement in the college to have appointments separated in percentages? Do you see this ever going away?

Dr. McPheron:

- Other colleges' appointments are not structured this way, so yes, this could change. There are budget and other implications to consider, but Dr. McPheron believes that this could be a positive move if it is possible and the faculty agrees. It would simplify processes if CAS could have same structure as other colleges. However, there is a concern among some that extension will erode without a stated % of work on this area for individuals.

Committee:

- Could expectations be stated in job descriptions? The last 22 faculty hired in college had no extension component.

Dr. McPheron:

- This is true, however, these positions were filled as requested by departments.
- The rest of the university would have to be educated on CAS appointments in regards to P & T if changes are made.
- Cooperative Extension is Education, Scholarship of Teaching and Learning, not Public Service as it is often listed in incorrectly.

Conclusion to meeting with Dr. McPheron:

- All are in agreement that the FACD become a true advisory committee and the Dean will bring up issues he needs opinions on, as well as give the committee an opportunity to ask questions of him.
- He needs input on budget decisions, communication processes, structure of cooperative extension, reframing processes, and more.
- Although a 6% budget cut is in place for this year, that difference will be made up for by stimulus money this year only, so financial decisions will be important in the years ahead.

Dr. McPheron left at 11:15am.

The committee discussed appointments, splits, teaching vs. research, and other issues mentioned above.

Meeting adjourned at 11:30am.

Respectfully Submitted,

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