

# Meeting Minutes – Faculty Council

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## Meeting Information

Date:	2/14/18	Location:	211 Borland
Time:	8:00 a.m. – 9:00 a.m.	Chair:	Aaron Knochel
Note Taker:	Jennifer Curry	Approved by:	Aaron Knochel Loukas Kalisperis

Attendees: Shadi Nazarian, Aaron Knochel, Scott Wing, Bonj Szczygiel, Jennifer Curry, Andy Schulz, & Loukas Kalisperis

Absent: Kenya Sanchez, Brian Alfred, Dean Barbara Korner, Heather Bruhn, Charlene Gross, Steve Hankle

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## Agenda Items:

### Notice from the University Faculty Senate about President Barron letter concerning fixed term contracts

- Bonj opened the discussion by addressing lack of parity between tenure track faculty vs. fixed term faculty.
- Adopt terminology as stated in Appendix J (see attached)
- Faculty Council referenced a Message from the Dean: Status of Multi-Year and Fixed-Term I Faculty (see attached). We are doing better than other colleges.
- President Barron has an interest in going forward with support for Multiple Year contract FT and is open to discussing it.
- Faculty Council should put forward a statement about assuring security for faculty instead of only arguing for multi-year contracts.
- Plan of Action: Faculty Senate Caucus should draft letter and submit to Aaron. He will forward to representatives to bring to the floor of the Faculty Senate.
- Discussion ensued about the change of titles for fixed term faculty and standardizing FX titles across unites. Not a one size fits all solution.
- Suggestions were made for exploring the possibility of contract title vs. working title. Extend invitation to Jerry Henry for next meeting to further explore options? Associate Dean Andy Schulz will further explore and submit recommendation about contract vs. working title.

### Hub-Robeson Gallery will likely close

- LGBTQA Student Resource Center will most likely move into that space.
- There's a conflict with the proposed Art District strategic plan and closing this art gallery
- The argument is that it is an underutilized space
- Why was the college not consulted? Huge gulf between faculty and student life. We need to try to bridge the gap and insist on the College be part of the discussions in decisions about art & architecture on campus

- It was proposed that a well framed, thought out letter should be sent to student life about the decision.

**On-going Agenda items:**

- Academic Leadership Retreat
- Working groups: small groups focused on a specific task of the Faculty Council for spring 2018 (Knochel)

Recommendations for Peer Evaluations of Teaching  
Faculty professional development concerning English Language Learners  
Faculty input on revising P&T guidelines

**Next Meeting:** Due to spring break, the next meeting will be moved to the following week

**March 14, 2018      8-9 a.m.      211 Borland**

## Message from the Dean: Status of Multi-Year and Fixed-Term I Faculty

*(The following was prepared for A&A Faculty Council and Academic Leaders' Council)*

In the College of Arts and Architecture, with its strong focus on programs that prepare students for arts and design professions, we value the important role of fixed-term faculty, many of whom keep an active role as practitioners as well as provide effective teaching methodologies in the classroom.

Our decisions reflect the value we place on full-time, fixed-term faculty. Some examples of the ways that Arts and Architecture demonstrates support of full-time, fixed-term faculty include lower teaching loads, paths to promotion, and movement to multi-year contracts. Prior to the University Faculty Senate action taken last year to standardize academic titles and promotion in rank (<https://policy.psu.edu/policies/ac21>), the College of Arts and Architecture provided opportunities for promotion among faculty through an agreed-upon

process ([https://artsandarchitecture.psu.edu/sites/artsandarchitecture.psu.edu/files/guidelines\\_for\\_academic\\_rank\\_as\\_a\\_fixed\\_term\\_faculty\\_sh.pdf](https://artsandarchitecture.psu.edu/sites/artsandarchitecture.psu.edu/files/guidelines_for_academic_rank_as_a_fixed_term_faculty_sh.pdf)). The College has worked hard to provide opportunities to move FTI faculty to multi-year contracts. While across the University a 4/4 is typical teaching load for many fixed-term faculty, in the College of Arts and Architecture, 3/3 is more usual and in some instances, we have made exceptions to allow a 2/3 load so fixed-term faculty can pursue an active creative research agenda. In our College we have 25 FTI faculty and 40 MYFT, a very healthy ratio that is likely a higher ratio than many other University Park colleges.

Table 1 demonstrates the ways that we have worked to reward strong performance among contingent faculty moving from FTI to MYFT and part-time (FTII) to full-time (FTI), which allows access to benefits. Though there are some instances where faculty have served for longer periods of time on FTI contracts, Table 1 shows the average time for moving from a more temporary status to a multi-year status. Moving faculty from a FTII or FTI to a MYFT contract has budget implications. The former can be paid on temporary funds (e.g. revenue from World Campus, summer session, etc.). The latter are generally paid with permanent funds, the same as tenure-track lines, and all benefits (at 40%) must be paid from permanent funds. Thus, moving FTI faculty to multi-year contracts creates an important impact on the unit's budget.

**Table 1:**

	<b>Number of Promotions</b>	<b>Years in Appt. to Achieve Promotion</b>
<b>FTI to MYFT</b>	<b>15</b>	<b>2.30</b>
<b>FTII to FTI</b>	<b>15</b>	<b>3.10</b>
<b>FTII to MYFT</b>	<b>2</b>	<b>1.38</b>

Table 2 below demonstrates that Arts and Architecture has a much better ratio of tenure-line to fixed-term faculty than is the case for University Park colleges overall.



PennState

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DATE: January 22, 2018  
FROM: Eric J. Barron *EB*  
TO: Matthew Woessner

I am writing in response to the Advisory and Consultative report, *Revision to AC-21 Definition of Academic Ranks-Provision of Multi-Year Contracts*, which was passed by the University Faculty Senate on December 5, 2017. At that time the Senate recommended revisions intended to strengthen stability for full-time, fixed-term faculty members and to improve communication and understanding between the faculty and administrators if there are factors that inhibit the offering of long-term contracts.

We stand in strong support of the intent of this revision. Penn State is committed to strengthening stability for Penn State's non-tenure-line faculty and believes that, upon promotion, each should be considered for a multi-year contract. As we have shared with the Senate leadership on several occasions, we cannot in good conscience, however, support the mandated length of the contracts specified in the Advisory and Consultative report. Given that the majority of non-tenure-line faculty are supported with temporary funding, and given that temporary funding does not allow for the provision of a contract longer than three years, it would be unconscionable to support a proposal that is, in essence, unable to be implemented. To do so would create expectations on the part of non-tenure-line faculty that cannot be fulfilled and put academic administrators in the position of being unable to implement this recommendation.

We suggest that points 5 and 6 be modified as recommended in the edits below.

~~5. Once it has been determined that a full-time fixed-term faculty member in the second rank at Penn State will be offered a new contract, the faculty member~~ Faculty members who are promoted shall be considered for a multi-year contract of three or more years. ~~If a multi-year contract of three or more years is not granted, then factors that shaped this decision shall be communicated to the fixed-term faculty member at the time when a new contract that is of shorter duration is offered.~~

~~6. Once it has been determined that a full-time fixed-term faculty member in the third rank at Penn State will be offered a new contract, the faculty member shall be considered for a~~ multi-year contract of five years. ~~If a multi-year contract of five years is not granted, then~~

~~factors that shaped this decision shall be communicated to the fixed-term faculty member at the time when a new contract that is of shorter duration is offered.~~

Thank you for the opportunity to review this item.

cc: Kathleen Bieschke  
Dawn Blasko  
Nicholas P. Jones

Table 2:

**College of Arts and Architecture**

	<b>Fixed Term</b>	<b>Standing Ac</b>	
	<b>(FTI + MYFT) - Not on Path</b>	<b>On Path</b>	
<b>Faculty Headcount</b>	66	21	
<b>% of Overall Faculty</b>	31.1%	9.9%	

**College of Art and Architecture**

	<b>Overall Fixed Term</b>	<b>Standing Ac</b>	
	<b>(FTI + FTII + MYFT) - Not on Path</b>	<b>On Path</b>	
<b>Faculty Headcount</b>	73	21	
<b>% of Overall Faculty</b>	33.3%	9.6%	

**Fall 2017 PSU Factbook**

	<b>Non-Tenured</b>	<b>Tenured</b>
<b>UP Colleges/Schools</b>	44.8%	41.9%

**Note: Factbook values include lecturers, research faculty, and librarians**

Notes for the last table from the Factbook state that instructors, lecturers, and teaching faculty are included. These are often FTII positions, so it is likely that FTII positions are included in the UP numbers. We are unclear as to why the percentages don't add up to 100 percent in the Factbook, so the FTII numbers may not be in those reflected.

Several faculty have also asked about how Arts and Architecture will be adapting our college titles and ranks to meet the new policy passed by the Senate. All "instructors" in the College will become "lecturers" for consistency. All other titles will be adjusted as new contracts are issued. For FTI faculty, that will occur if new contracts are issued to them in Spring 2018. For MYFT faculty, the new title will be added if a new multi-year contract is issued at the end of the current MYFT contract.

**CORRECTED COPY**  
**(Shaded areas in [square brackets] reflect revisions made during the Senate meeting.)**  
**SENATE COMMITTEES ON FACULTY AFFAIRS AND INTRA-UNIVERSITY RELATIONS**

Revision of AC-21 Definition of Academic Ranks - Provision of Multi-Year Contracts

(Advisory/Consultative)

Implementation: Upon Approval by the President

**Rationale**

Multi-year contracts, where available, provide further opportunities to foster continuity of programs and curriculum by stabilizing the working conditions for full-time fixed-term faculty members. Although multi-year contracts are often associated budgetarily with permanent funds, in some situations, multi-year contracts can be granted based on temporary as well as permanent funds. This proposal recommends changes to AC-21 (the University's policy on fixed-term faculty titles, rank, and promotion) in order to guide administrative actions related to the provision of multi-year contracts for full-time fixed-term faculty.

**[The intent of this Advisory and Consultative Report is to strengthen stability for full-time fixed-term faculty members. This proposal encourages both faculty and administrators to think of longer-term contracts for full-time, fixed-term faculty members who have earned promotion, when longer-term contracts are feasible. The proposal also aims at the improvement of communication and understanding between faculty and administrators if there are factors that inhibit the offering of longer-term contracts.]**

**Recommendation**

Recommended changes to one section of AC-21 are as follows.

*Please note that the following contains bold text for additions and strikeouts indicating deleted text. The only knockout below is a change to the numbering of sections.*

**FIXED-TERM RANKS and PROMOTION PROCEDURES:**

Fixed-term ranks and titles should follow the guidelines set forth above for teaching, research, and clinical faculty, as well as librarians. Units should have clear rationales for the different ranks and titles they choose to use and their expectations for faculty to achieve these various ranks.

Rather than use the titles "lecturer" and "instructor" interchangeably for fixed-term appointments, each college should determine for itself which of the two titles it chooses to use, and then use that title consistently for such appointments.

Colleges should have their own guidelines for distinguishing between lecturer/instructor, assistant/associate/full professor positions for designating a third rank beyond that of

lecturer or for promoting from one rank to the other, but all units should operate under the following University assumptions:

1. Although there can be exceptions, positions above the first rank are designed to be promotion opportunities, with a recommended period of at least five years in rank as an instructor or lecturer (or, for fixed-term and standing faculty without tenure who hold terminal degrees, assistant teaching/research/clinical professors) before consideration for promotion. Fixed-Term and Standing non-tenure-line faculty should become eligible for promotion to the second rank after five years in rank, and would be permitted to compile their promotion dossiers in their fifth year. There should be no fixed time period for promotion to the third rank. Reviews for promotions should be conducted solely with regard to the merit of the candidate.
2. Reviews for promotion of the full-time fixed-term faculty shall be conducted by Fixed-Term Promotion Review Committees. Fixed-Term Promotion Review Committees shall be constituted as follows: each of the colleges at University Park shall establish a committee for that college; each of the five stand-alone campuses (Abington, Altoona, Behrend, Berks, Harrisburg) shall establish a committee for that campus; each of the Special Mission Campuses (Great Valley, College of Medicine, and Dickinson Law) shall establish a committee for that campus; and the University College shall establish one committee composed of full-time fixed-term faculty from the campuses within the University College, with no more than one member from any campus. If a unit shall have fewer than seven fixed-term faculty members, at least two members of that unit's Fixed-Term Review Committee shall be drawn from another unit's Fixed-Term Review Committee. Only full-time fixed-term faculty members in each unit are eligible to serve on and to vote for the members of the review committee in their unit. Only faculty of higher rank than the candidate should make recommendations about promotions. If there should be insufficient numbers of higher-ranked fixed-term faculty, exceptions to this provision may be permitted by the Executive Vice President and Provost at the request of the academic unit.
3. The promotion procedure itself should include recommendations by both a campus/department faculty committee, (b) the DAA or department/division head, and (c) the approval of the campus chancellor and/or dean of the college.
4. All promotions should be accompanied by a promotion raise, in addition to a merit raise, to be determined and funded by the college.
5. **Once it has been determined that a full-time fixed-term faculty member in the second rank at Penn State will be offered a new contract, the faculty member shall be considered for a [multi-year contract of three or more years]. If a [multi-year contract of three or more years] is not granted, then factors that shaped this decision shall be communicated to the fixed-term faculty member at the time when a new contract that is of shorter duration is offered.**



6. **Once it has been determined that a full-time fixed-term faculty member in the third rank at Penn State will be offered a new contract, the faculty member shall be considered for a multi-year contract of five years. If a multi-year contract of five years is not granted, then factors that shaped this decision shall be communicated to the fixed-term faculty member at the time when a new contract that is of shorter duration is offered.**

57. The exceptions to this policy are the College of Medicine, the Colleges of Law (Dickinson and University Park), and the University Libraries, since their faculty have for many years been hired off the tenure-track and do not create confusion about their relation to tenure-track faculty.

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