

College of Education  
Faculty Council  
Minutes for Thursday, September 22, 2011  
221 Chambers Building  
2:30•4:30 p.m.

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**Members present:** Fran Arbaugh, Bernard Badiali, Jackie Edmondson, Don Heller, Jim Herbert, Simon Hooper, Dana Mitra, Leticia Oseguera, Stephanie Serriere, Jerry Trusty, Beverly Vandiver, Shirley Woika, & Pam Wolfe

**Guests present:** Susan Faircloth, David Gamson, Preston Green, Bill Hartman, David Post, Roger Shouse, and some Humphrey Fellows

**1. Approval of the minutes from April 2011**

Moved to accept by Jerry Trusty, and seconded by Dana Mitra. Minutes were approved as submitted.

**2. Announcements by the Chair**

None

**3. Communications to the Council**

None

**4. Comments by the Dean of the College**

Associate Dean, Jackie Edmondson, represented the Dean's Office and made several brief announcements.

- Gary Orfield will be the graduate commencement speaker and will be awarded an honorary degree for the College. He will return to the again in April to visit with faculty and students.
- Secretary of Education, Ron Tomalis will be the undergraduate commencement speaker in May.
- Jerry Zahorchak is receiving an Alumni Fellow Award.
- Renovations to the CEDAR Building (\$10 million) will start in the spring, and swing space for faculty is being planned for the next year. Faculty are moving to temporary offices in the Verizon Building downtown or to Ritenour. The renovations are expected to be completed on schedule.
- The Krause Innovation Studio renovation is on schedule and should be completed by the end of October. The grand opening will take place on October 28th.
- Faculty searches have been approved for Higher Ed, Science Ed, and Adult Ed, with a focus on distance learning.
- Suzanne Wayne continues to work on a new web design for the College.
- The College is hosting a new group of Humphrey Fellows this year. They will be introduced at the all-College meeting on September 28.
- Deans' Grad Assistants and mentor meeting went well. Students felt welcomed and the interpersonal connections they felt with faculty and current students influenced their decision to come to Penn State.
- New Departmental Model was introduced in a memo the Dean sent out to the College earlier in the week. We welcome ideas about the components in the letter (e.g., recruitment, retention, coherence) and encourage departments to begin

thinking about the Director Appointments. Jackie Edmondson is looking forward to meeting with the Directors, who we hope will be identified by the end of the calendar year.

- A discussion about the new model ensued, with the major themes listed below (Comments in parentheses are responses made by Jackie Edmondson on behalf of the Dean):

- **Comments from faculty were brought to the meeting.** The content of which took exception to this new policy.
- **Concerns about the Dean's role and communication.** Faculty Council (FC) was surprised that the Dean did not come to FC first.
  - There is a severe lack of communication from programs to central administration of the College. We need to institute a better way of understanding programs. The Dean has erroneous information about programs. We need a more structured pathway of communication. There is a need for better two- way communication.
  - This is an example of the management style of the Dean. This is not the only decision the Dean has made without consultation. Summer school compensation (No, that came from old main). World campus compensation that the Dean made (That was discussed last spring at FC).
  - (Provost said this policy did not go far enough. The Dean was encouraged to go even further.) Implications that the College needs to implement further changes, but no elaboration what was meant by the comment.
- **Questions about the position:** Will the director be an existing faculty member? (Yes. The Departments will identify and dean will appoint. )
  - Issue of an added layer of bureaucracy versus increased efficiency. Doesn't a Department Head already have these responsibilities? (They cannot serve on curriculum committees. This person would be the chair of the department's curriculum committee and would make decisions about what course get offered and go. He or she will also be on the college curriculum committee.)
  - Will the directors have authority to assign faculty? (No, that's the Department Head.)
  - The role needs to be laid out before we define the purpose. (There are details that have to be worked out and I will work with the directors to do that.)
  - If small courses are running and departments are offering 2 or 3 597s in a row, the Dean could have told Department Heads to do their job and take care of this.
  - The main job seems to be monitoring like a hawk; that's the Department Head's job. Do all Department Heads support this? (There was extensive consultation with Department Heads. They saw the memo ahead of time. They attended a retreat in summer where this idea was discussed at length.)

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- The Dean should be encouraged to think more carefully about the job description. Should faculty be convened to define the position? Will this be a line appointment to the Dean? Should this be an elected position by the faculty? The faculty should be involved in creating the job description. (Activities in the College can be better coordinated. The details have to be worked out. There is the curriculum piece, and student retention and recruitment can be better coordinated.) What might each department do to accomplish his purpose? How about a job description?
- **Budgetary concerns:** (We spent a lot of money on course releases and summer stipends. The new policy has been prompted by the core council's recommendation about trying to eliminate redundant courses and small sections.) If it is rolled out in the spring, there will be no cost saving.
- **Incentives/Collegial issues:** Why would anyone want to do this for a course release? This would be a deadly and unattractive position, overseeing peers. If the rationale is to save money, there are numerous options of ways to save money. But this was presented as a done deal. This will mean additional work for faculty.
- **Morale:** This will result in a lack of faculty productivity and morale is very low. It is a very concerning time in the College. Just because the University is operating in a top down manner does not mean the College should do this. This may detract from our teaching and research. College is under fatigue. Could this be delayed?
- **PIC responsibilities:** PIC spends a lot of time dealing with faculty needs and student concerns. It isn't clear how one person can work across programs. Accreditation processes, such as NCATE, takes a lot of time. The Dean should have met the PICs and asked what they do. The Dean does not know what is done. The Dean's claims about lost instructional activities and accuracy were questioned. (We have done benchmarking and the Department Heads gave the Dean information about the PICs' work.)
- **Faculty Council Input:** This move requires a much deeper discussion by the council and probably the approval the face council. Does it have to be brought to faculty council?
  - The Council is advisory, but I think the Dean should have a closer consultation with us. The by laws require that the Dean seek and respond to faculty and that was not done. It would have been more prudent to bring this to Faculty Council first. By laws also say that consultation include ample time before the policy goes into effect. Why not use the expertise on FC in matters like this: Get ideas from FC before pronouncing a policy.
  - There does not have to be consultation with the Graduate School and this does not violate any policies from the Graduate School. The Provost has seen this and supports it.
- A discussion occurred about what response Faculty Council should give to the Dean?

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- Beverly Vandiver will write a formal letter to the Dean expressing what the FC would like him to consider. It was voted on that FC would request that the Dean consider the following:
  - Schedule a meeting with each department this semester to talk about the new position in order to define the job description.
  - Schedule a meeting with all department heads and PICs
  - Attend the next Faculty Council meeting to discuss the new position
  - Call a town hall meeting to discuss the concerns with all faculty.
  - Request that the Dean become transparent about costs and savings. There needs to be much more transparency.
  - Another suggestion was to form a subcommittee to look into benchmarking the various departmental structures across other Colleges of Education. This suggestion was not supported by FC.
- Such a memo was submitted to the Dean and is attached as well as the Dean's response.

**5. Reports of Standing Committees:**

None

**6.1 Committee on Graduate Studies & Research Policy** (Jerry Trusty, Chair)

Have not met yet. Voted on three recommendations for graduate faculty.

**6.2 Committee on Curricular Affairs** (Stephanie Serriere, Chair)

Have not met yet. Meeting in October. Meetings are posted and are on the third Friday of every month.

**6.3 Committee on Faculty, Staff, and Student Concerns** (TBA)

The chair asked for volunteers. This is the awards committee. Pam Wolfe has volunteered to serve on the committee.

**6.4 Technology Committee** (Simon Hooper, Chair)

Committee is composed of Simon, David Cohcran, Orrin Murray and Claire Gilbert, a student. The committee was not approached on the Technology Replacement Guidelines. The Dean mentioned it, but no formal draft was provided until now. Simon noted that the wireless connection is better. Simon will contact the Dean about the committee giving input about the Technology Replacement Guidelines.

**7. Reports of special and ad hoc committees**

None

**8. News from Faculty Senate** (Beverly Vandiver)

President and Provost are relieved about the budget outcome. President Spanier is trying to establish a better relationship with the governor. PSU enrolled 8,700 new students, 7,600 at UP, and 21,000 transfer students. There is a new benefits package out. PSU has numerous administrative searches now underway. Core council will wrap up its review of the units at UP as well as the campuses this fall. The proposal to restructure of the College of Agriculture has been presented to the Senate Council. A senate committee is trying to revamp travel component courses.

## **9. Unfinished business**

### **9.1 Representation of departments**

FC has 10 representatives now, but in the future would have only 8, with the merge of the two departments in the CEDAR Building. As a result, this reduction does not align with the current by laws. How do we deal with this: Change the by laws or change the size of council? Should we continue with the current representation scheme of 10? Or simply have 8 representatives who get voted on? Should representation be based on faculty size? Currently, the Curriculum and Instruction has 39 faculty, EPCSE has 39, EPS has 29, and LPS has 18 tenure track faculty, not counting fixed term appointments.

Don Heller noted we should be reluctant to shrink the size of faculty council.

Can we put together an ad hoc committee to look at the constitution? How should we continue to have representation from the departments? We currently have 10 members, 2 from each department based on 5 departments existing last spring prior the departmental merger of ESPSE and CECPRS.

A special ad hoc committee to examine the bylaws for departmental representation will be composed. Fran Arbaugh has volunteered to serve on this committee.

### **Due to time constraint, the following items on the agenda were not addressed:**

9.2 Technology Replacement Guideline

9.3 Guidelines for Travel-Related Faculty Absences

## **10. New business**

10.1 Update on current and future building renovations

10.2 Equitable work spaces for faculty throughout the College

10.3 Academic integrity

10.4 Change on tax sheltered annuities (403B)

## **11. Forensic business**

## **12. Comments and recommendations for the good of the College**

The meeting was adjourned at 4:30 p.m.

Submitted by Bernard Badiali.