AGENDA

9:20 am–9:30 am
Breakfast served!
Coffee & Pastries

9:30 am–9:35 am
Introduction

We are tight with time for today’s meeting. Intro to meeting agenda. Did you rank the hot topics from the email we sent? Only 15 people took part. The topics ranked here will be sent to the University Faculty Senate.

How do you feel about these rankings? Based on lack of engagement, we will provide an extension to Dec. 18th.

Comment - Health services issue should be more prioritized.

9:35 am–9:45 am
PFA to UFS
Hot Topics ranking
Childcare and Student Health Resolution - vote!

Asked for vote on the resolution circulated in advance of today’s meeting. Caroline reviewed the content and purpose. (2 topics) Create University wide discussion. This has been a year-long interest. These 2 points are the most important to us.

We did not receive enough comments. Do you want to vote now or delay?

Comment - we should move this forward now.
Comment - motioned to vote it to the senate.

YES=pass this along to the senate, president elect and to the president.

All agreed!

9:45 am–10:15 am
Rachel Schreiber
School Dean Appointments and Renewals

Rachel - Today from 5–7pm is the holiday party, hope to see you there.
I am here to talk to you about the Appointment and Renewal process. I understand the language was already approved by the PFA and held up by the Provost.

We have two upcoming vacancies - Fashion and AMT.

We may not get to resolution on what we agree on. That is ok because the unresolved portions may not immediately apply. We hope to ratify by spring.

My questions about the document (sorry if I am stepping back on this. I am coming in with fresh eyes). I discussed this with Deans Council and PFC. I was concerned with the passive voice and other central issues which is why the Provost did not approve. I agree with Tim’s feelings on issue of voting. Up or down voting is not the best practice of shared governance. There is a set up as a portion of the people who will be happy and a portion that will not. It sets up that person in a bad way. The person is not happy with the process and will leave the institution. Or the person will try to illicit support.

The proposal from us is a google form filled out by the faculty in the particular school and a feedback form at the talks. Followed by the Exec. Dean’s top-level assessment to be shared with faculty and staff. The results of this survey will be shared with the PFC co-chairs to check if Rachel’s executive survey is in keeping.

In the draft there is reference to the 360 review. We do this through HR. Assessments can be a tool between the person and their supervisor that should not be made public. I see it as a multi directional review.

I propose that five individuals write an assessment. Staff, student, faculty etc. Five letters of recommendations. This is not anonymous.

The first paragraph of the document is more a decision. Issue being with clarity with external vs internal. Who would be making this decision, why, when etc. In fashion an external search was done previously, but we want to treat it like a faculty search to draw in both external and internal candidates.

I would like to propose that in January I meet with schools and discuss it with the Provost to make the decision.

Let’s ratify this language in early spring.

Current school Deans and PFC chairs can chime in.

Comment/Question - Is more information past the yes and no ever communicated? In the survey method is there a breakdown of the results?

Answer - Five questions on a scale of 1-5 with a numeric break down. More nuanced than yes or no.

Comment - Within the PFC we defended the PFA vote. We needed to be in a state of agreement with the Provost. We wanted to involve the respected schools and allow us to move forward.
Comment - We have been using NSSR as a model which is not a parallel. I agree with Rachel’s tactic. When we were doing the Executive Dean search we had discussions within the schools that were passed along to the committee. It felt like consensus and we felt heard.

Rachel - I think that is very doable.

Comment - In the renewal process we should not concentrate on the schools themselves. We should have feedback beyond the schools. There should be an opportunity for others to volunteer a letter beyond what Rachel said.

Rachel - The letter would be sent confidentially to me.
Comment - I agree with extra letters. I think they should be what evaluations are coming from staff and what is coming from faculty.

Comment - We are focusing on faculty and staff within the schools.

Comment - It would be good to give wide feedback beyond the schools.

Caroline - The talks are community-wide. You only mention if you are a faculty, staff, or student. How we bring others in has not been resolved. We are going to reconvene the taskforce to ratify this language.

Comment - I support what was said. We need to focus on how School Dean’s work across schools.

Rachel - One of the letters could be from a chair of a Parsons wide committee.

Comment - We should understand why someone is or is not moved forward.

Comment - The last point about the 360 process. We already have enough letters to write in our roles. We should have a multiple-choice survey. I would rather this than letters.

Rachel - We can use the Birkman survey, but it is not my preference.

Comment - To clarify something from the Dean’s council, the look-around or 360 process. The sitting dean would use this to decide whether the current Dean would still like to sit. We need to clarify the timing of the steps.

Rachel - We are wrapping up. We will have conversions right when we get back.

Thank you. (clapping)
Caroline - It feels like we are going to get somewhere.

10:15 am–10:45 am
Associate Dean of Faculty
Q&A with the two candidates

Caroline introduced Simone Douglas and instructed everyone to take two survey forms, using the back for more comments. In the end, bring all forms to the front.

Candidate #1
Simone - It is a great pleasure. I thought hard about this. It is a huge amount of work. I came as PTF and came back from Australia as a FTF.
Read her background information. Committees she was a part of and what she gained from her experiences. She clarified her research and scholarly practice. Her RSPC experience/content. Sustainability in energy, local communities, video project and how it evolved. Current service roles. AICAD search experience and outcomes.
This position involves opening up a lot of thorny issues. Questions?

Q. On our form we are to fill out on-boarding?

A. Looking at the way we hire faculty. We have too many coming in on fixed term. We only have 30 tenured. We have disproportionate numbers compared to other schools in the university. I needed to come into contact with other colleagues within the university more often.

Q. You stated that we have a disproportionate number of RTA appointees. How can we change this?

A. How do we best serve each other? Support and security of faculty. Rank review. Annual review. What is there future potential. Looking out for the individual.

Q. In AMT we are dev. This equity and inclusion role. How do we secure this diversity?

A. We need to understand the diversity and support the research that is biased?
Do we need to change the language? We need to make current faculty aware of their own biases.

Q. How would you support research practice outside of the traditional space? Who are more into creative practice?
Candidate #2

Anthony Aziz - (slide presentation) lists career highlights. Screen shot of website. I have taught for 30 years. Awarded tenure. Full professor in 2013. Listed his service from 2007 on. Showed 4 key elements to the Promotion Process. Formulated Process. He is on the Full-Professor review committee. Worked with Rita – dossier writing committee. Faculty Mentorship for RTA faculty and EDI taskforce. Would like to work closely with the PFA. External letters for review. Urgency of getting the position filled and why.

Q- You showed a slide on best practice. Speak more to that.

A-I have yet to see what that looks like across the University. In this role I can look at that a lot more. I want to look at what is happening across the divisions.

Q-How would you support faculty needs of the underrepresented faculty and get them established?

A-I applaud Rita and the work she is doing. We could do that more so at Parsons. We need to look at the diverse student body. Diverse faculty need to support. They have a big role with supporting other diverse students and faculty.

Q- How would you support junior faculty who are charged with too much service?

A-Mentors need to look at the individual to alleviate some of those pressures of workload issues. Admin and leadership roles should come along after smaller steps. We need to put research first.

Q-That is a wonderful statement. How do we ensure equity? How do we value academic leadership?

A-When faculty are coming up for rank review, we look at how they take part in curricular development. We need to see more come through with this focus.

Thank you so much. (applause)
John—Leave your forms face down. We will take these forms and pass them along.

10:45 am–11:00 am
Nadia Williams and Shana Agid
The New School’s Higher Education Opportunity Program (HEOP) grant

Nadia – We wanted to be sure everyone was looped in on the situation with HEOP. There is urgency with the need to respond. Explained the program which existed for over 20 years. Over the summer the program was not renewed. Parsons does not have the opportunity to reapply until a said point. This was an irreversible decision. HEOP provides full tuition and peer mentoring. Students can take part in other NY state programs. Strong attrition rate and strong community. We want to ensure HEOP’s current students continue to receive funds until they graduate

Shana – These students go through an intense summer program. HEOP staff knows how to deal with first generation, racism. We don’t know what the plan actually announced as public. Nadia’s program has been asked about what support is in place for low income students, especially as tuition continues to get more expensive.

Shana - We would like to use the PFA as a voice. Can we get a vote in this group to put out a call to this administration to support students coming into Parsons and Lang? It is a strong ask for faculty to articulate this need.

Q-What will the affirmation state?

A-Support full tuition, summer program-State funded and school funded.

Caroline—Actionable items. We can quickly draft a resolution by tomorrow to ratify the resolution. PFA were asked to vote. All approved.

Rachel—will seek out information from Tim.

11:00 am–11:30 am
Tim Marshall and Bryna Sanger
Open Q&A

Caroline welcomed Tim and Bryna for an open conversation.
Q. What about the poll that address key issues. One being leaves.

A. Faculty affairs committee has been working on concerns with leaves. Gave feedback. We concluded that we had to put it on hold. NSSR faculty pushed back and asked for more time to staff up their seats and wanted to continue with their differences. Their opportunities should extend on to all of the University. This needs to finally go to the Board of Trustees. We hope to resolve this in the near future. This issue is more school based than others. Sabbatical every three years.
Senate realizes they need to review their bylaws. Need to clarify process.
We need to compare to other Universities and we are looking at other issues such as PHD’s.

Q-Why can’t the NSSR process apply to all?
A-No one will buy in.

C.- What they do in research we do in service.
A-This is not me saying what I feel is right. Workload is another issue. Average course load is equal across the University. Service vs. research. There is an equity issue. Issue-what is equity?

C-Equity is being recognized for the work we are doing.
Are you privy to what the new President will be doing as his first agenda?

A-Only met with him a few times. I am very excited about his role. He has seen a presentation on the climate assessment. He is supportive of its direction. He is a warm and empathic person who thinks very structurally. Focused on - how did this place come to be? Wants a strong academic structure.

Q-How often has he visited?
A-Once a month. Will move here in March. Working on wrapping up work at Emory.

Q-We want to have a vote on the Schools dean and faculty vote in general. Are other schools asked to revisit the faculty vote?

A-Yes, because of issues. Provokes lobbying. Winning and losing candidate experience lasting damage. We are not trying to sway things to meet our agenda.
We don’t want misconceptions, such as behind the scenes admin control. Timeline or decisions. We are working for fairness across the University.
Q- Are we going to increase budget support for faculty recruitment? We need to reach a broader population.

A- We have discussed graduate recruitment. They want to know what is practice and research. We want to be more intentional about how we recruit. Marketing people vs. faculty. We need to tap into advice for recruitment and recommendation from internal faculty. We have some exciting grad student potential that we are not tapping into.

C. Sabbatical issue revisit. We are doing PHD work in our creative practice and research. We need to have time to go on the road.

C. We have had a lot of vacancy in administration. We cannot aid students in crisis. Is there a plan by the incoming President? It is becoming impossible for us to do our job.

Extent to which we cannot meet student’s needs.

Can you record case studies to what you are referring to? Some things I am not seeing.

A. Talk to Susan Austin.

List of dates for next semesters’ PFA are listed here.

Adjourned at 11:35