PFA Agenda
Tuesday, 10_28_2014
Theresa Lang Center

10:00 Welcome
10:05 Senate Report

Sven – an elected representative faculty body both fulltime and part time faculty body. It’s the only elected body in the U. It is in a pretty crucial spot as so many changes are going on around us. The current reps from Parsons:
Sven Travis
Carlos Tischiera
Luciana Scrutchen
Erin Cho

Array of committees:
Curricular
Faculty Affairs
Academics

This mirrors activity that is going on in the divisions.
Senate representatives are on the major Provost’s committees—faculty is represented by faculty senators but sometimes faculty outside of the senate will be appointed. There is a mechanism for real influence. Will we, as faculty, play a role in this? What role do we want to play?

Middle States—faculty senate was flabbergasted. The report stated they were impressed by the level of faculty governance at the university. We corrected them on their perspective on what was going on.

There is a lack of cohesion surrounding what the Senate is and what it does.

1. Consider running for the one more fulltime faculty senate seat. It is work. All of us are busy. Those serving in the senate are on among the most busy. We need to take advantage of the senate slots that we fought for.
2. Senate is holding a private faculty only town hall. Thursday at 5PM. 7th floor. We want people to speak up. Concerns on a variety of issues. What should the senate be setting as priorities this year.

Overview of PFC initiatives - Thomas

Provost’s office has responded by including faculty on committees. Faculty are driving the agenda of these meetings.

--Add/Drop timeframe – students “shopping” for classes and its effect on the classroom
Questions about the add-drop period—Lots of disruptive add/drop. This has been brought up with Dean’s Council and Advising.

The Registrar is creating wait lists to help resolve the problem.

Some students need to change classes, but many others are taking advantage of this period. We hope to resolve this issue in the next couple of semesters.

-- Some FTF written to say they are being scheduled for Tuesday morning classes. We spoke to Joel Towers regarding the issue and he has offered to contact School Deans and Program Directors to clarify.

-- Meeting clutter
Per a conversation at the Deans Council PFA meetings will be scheduled at 10AM and PFC meetings at 9am to allow for other meetings on Tuesday mornings. We ask that Directors do not schedule FTF on Tuesday mornings.

--Committee load for full time faculty – committees, service work-load, taskforces workload.

We will be hosting a workshop to discuss committee load and child care later this semester.

Executive Dean’s Presentation – on Service and Committees

Administrative structure and support
The Deans Council is reviewing full faculty workload as it is counted toward committees and task groups

- Looking to figure out rationalizations—figure out redundancies.
- As long as there is a loss of communication, ideation—so that it becomes “top-down” structure.
- We have an intentionally nested structure—about brining it up to the school to the university level... These slides (shown)—to balance this workload out.

Power Point Presentation addressing the following:
1. What is happening in each school.
2. Comparative committees across schools across schools and university assignments.
3. Presentation will be presented in more detail at faculty level.
5. Events-Festival Committees
6. School-based Student Affairs
7. RSCP—clarification- allocation of student assistant funds.
8. Dean's Council—5 members from each school stagger membership every 2 years
9. Associate Deans Committee sit in on RSCP Committee – ex officio – flow info to U research Council as well as school-based RSCP.
10. http://tinyurl.com/cuesite. School Committees are all linked through the Cue site. Access to all committees at the school-wide level.
11. Membership charge to committees and reporting structure. Committee membership should be known on all levels. RTA will be confidential. APT Tenure faculty only. (similar to university committees).
12. Get the info out to all Ft faculty and also to see what is happening at Parsons level. Work with your school Dean to get proper representation and eliminate redundancy on committees.

Questions
- What info is important to know—what are the mandates—is there consistency?

Joel - school by school consistency. Reporting committee meeting minutes was very cumbersome. Vetting of the meeting minutes.

Joel would like this to be about transparency. Across Parsons and the University.


Anne-school based cue site is what is being used. For example – AMT – school site – information there is summarized.

Joel – Can we do this in real time? The committees should not be a mystery.

Jean—a lot of unique and individual talent—how do we work structure committees so that this talent is utilized? So that we don’t become pegs in the process.

Example: ecological task force. It is important for each of us to contribute our talent to design education.

Joel -committees—the issues are not dictated—admin has to set up a framework.

Aaron—excellent to see everything up there. Faculty feedback— Who is contact person for this on committees? If you’re not serving on a formal committee how do a representative on contact each committee.

Joel- Schools ought to be the place where these conversations begin and then have it come to the Dean’s Council through the School Deans and PFC representatives.

Robert K- Reduce committees and the numbers of faculty on committees so that we are not just tasking everyone. It used to be that every committee had an FTF member on it. Now
we are trying to structure it so that not everyone is on a committee. This is the result of shared governance.

David—At other universities. Faculty governance is very strong. The committee structure at Parsons is insane – taskforce for this and that. This structure comes from a good intentions. There has to be another way of doing this! We should allow an opening into these committees.

Anne-Chairs of the committees need to bring the conversation into the faculty meetings at the schools. Critical communication should be had at the faculty meetings.

Robert K—We should not have a “sheen” of faculty governance. The representation of faculty governance to reviewers may not have been correct. Some committees were formed right before the review.

In 2007 a motion was made in Faculty Senate demanding faculty governance. This conversation at other schools where faculty handbooks have existed for a long time is more resolved. We are discussing the ongoing transformation and conversation of what the boundaries are, we have a very different culture here. Shared governance is recent and we are still trying to figure out what it is.

**Upcoming FTF workshop**

Thomas—Thank you to the Deans-Associate Deans—

The PFC has planned a faculty workshop on November 21st addressing committee structures and child care.

We do not want to get in the way of the Deans Council and the committee structure, but to add to this conversation. These conversations come to us from you, and we take it to the Deans.

We are also responsible for creating committees and additional workload. As faculty we are bad at saying “no.”

In collaboration with the APT Committee we are also hosting a spring conference building on the workshop about mentorship that Robert Kirkbridge conducted last semester to clarify rank, RTA, EE, Tenure, and Teaching as Service. Our goal is to discuss how to validate and evidence different kinds of research. How to “count” various forms of research. We will be asking for your feedback and input. Our first meeting will be with Bryna and Eleni on the 30th.

Supplement Committee—supplement to the FT Faculty handbook. Craig is overseeing this. University task force overseeing all the university supplements. Our supplement is being reviewed. We are waiting for feedback. Dean's Office is doing a draft of Workload doc and Grievance procedure will be filled into the supplement as well.
Thomas - There is a push to have the supplement done by the end of this semester. Grievance process – the faculty has to have a voice on this. Committee structure and Workload, Teaching and how various courses are being evaluated as we move to 120. Research and how this is clarified.

**Income and raises Committee**

Aaron—will briefly discuss—We have the ability in PFC to formulate our own agenda. We tried to canvas faculty on issues dear to our hearts. Our faculty salaries were frozen (5 years). Fiscal life of the institution. What are the salary bands? How do we engage that our salary was frozen and how this constitutes an investment in the university and our future? What are the baseline expectations? Normative expectation that there would be salary increases. We need to understand the dynamics on how this works.

Merit raises vs. raises for the entire faculty. We need to engage in the conversation. If we don’t, nothing will happen. You, we are the life of the school. Our biggest issue is not having individual offices. With your support we will try to get some clarity. We don’t drive the bus but we can inform the conversation. Self-reports—Literati—will be put into place. Positively received. A new and consistent self-evaluation process? Faculty governance—we are for the first year driving our agenda. We were not given a mandate by the Dean’s office. This is a big step. We need your input and guidance. Feedback to your reps.

**Benefits Presentation**

Denise Radicone
Rachel Taylor

Benefits Team—arose from a group of faculty – whether we are covered—retirement—childcare—issues for healthcare. HR Benefits Committee-Thomas was invited by the Provost’s Office. Very few faculty university-wide on this committee. Denise has come to answer questions.

--DENISE--
Thomas invited to provide with resources and clarifications. HR located on the 18th floor of 79 Fifth

Link to benefits website—details—summaries—important—
Benefits Page

We are open to individual meetings with everyone—you can do open enrollment next week.

SPD—Summary Plan Description – document—how is X procedure covered? What is covered?

Serious medical conditions, are they covered?
Denise can let us know what is covered: United Health Care—programs are designated for serious health conditions. Serious conditions-diagnosis—looking at the claims that come in and they have a team designated to manage those conditions. The reason they are there...a lot of conditions require multiple visits-multiple medications. The health care provider, your doctor, is supplemented by this service.

Meeting with different doctors to manage the care (UHC) provides resources.

Treatment decision support and other resources are available to you.

Benefits meets with the University Benefits Committee—quarterly—to discuss how are our members using care. Where there are areas – where we do well, or people may not know that there is support for someone going through pregnancy or other forms of support.

Benefits Committee-sampling of divisions—legal counsel—what do people not know about?

United HC—transplants are overseen only at special hospitals.

Claim denial—explanation of benefits.

Denise—looks at benefits program from our peers—compares—cost analysis—what are we hearing from people?

Do FT faculty and admin have the same packages? – are the same for faculty and staff. Vacation—FT fac—do not accrue vacation time.

Dependent tuition benefits for education at other institutions—

Do FT/PT have same benefits—PT are not offered the same Healthcare and Dental. FT pays lower contributions. Life Ins. Benefit—university provides you. Accidental ins. And supplemental life ins. These are benefits not avail to PT faculty.

100% SALARY continuation if you are deemed unable to work. TNS replaces your salary at 100%.

The possibility of a day care center on Campus in the university center was discussed.

Utilization and cost—liability is very high—legal issues. It is not a dead topic. Yes, there are space issues. Fringe benefit acct—pool of money that supports and pays for all of the benefits that are provided. The number of people benefits— a child rearing/elder care age – “we found tough.” Something would have to give in the benefits package.
EAP – Employee Assistance Program
Emergency back-up care

Andrea pays more than half of her salary to childcare. There should be a registration of need. Faculty hire grad students?

Aaron—What about inviting people off campus to share our daycare?

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Creation of solutions—how can TNS provide a creative solution—can we be a part of that conversation.

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Elder care—
TNS only pays for disabled people—until retirement but not thereafter.
Long term/hospice care.

Dependent flexible spending acct. $5000.00 not paying taxes on this. Reducing tax liability.

A coop model for child care at the university?
Community org could offset much of the cost.

--Benefits – and some of the problems with UHC having information about us but not the other way. How are we going to package those benefits? UHC should be providing more benefits to us for being healthy.

Denise—looking quarterly and annually—per member, per month.

Wellness program—incentivize population to understand health risk assessment.

Elder care or sick parent/spouse or parent—faculty up to 12 weeks within a 12 month time-frame.

NY City- 40 hours paid for care of children. How do we apply for that...?

Benefits Upon Retirement
When you’re leaving—
If you leave NS—at age 65 after 10 years at the school you can get Medigap partial coverage
-- $1500 for your life-time to cover the 20% that Medicare does not cover. TNS—will reimburse for supplemental insurance.
For information Denise will need your Zipcode—age—type of service you use.
Common Premiums that you pay for gap insurance--$50 to 250?

Retirement Benefits:
TNS email continued for your lifetime
TNS ID to all common areas – library and all borrowing privileges

HR did roll out a Retirement incentive program but there was very low interest in this. They tried if for a SECOND YEAR around to offer richer offerings. But then decided not to continue. Currently there is no offering.

Important to meet with Denise to discuss your own needs, so that questions can be answered with greater clarity.