MEETING MINUTES
Submitted by Anezka Sebek and Alaiyo Bradshaw 2/26/19

Meeting was called to order at 10:00
Caroline Dionne, co-chair of the PFC

10:00–10:10 Introduction and Announcements, Caroline Dionne
Introduction to new full-time faculty members joining us this spring, including colleagues in ADHT, AMT, and SoF

Introduction to PFC members, mission, goals, and achievements

Introduction to Molly Rottman, representative from the Deans Office, who is helping PFC with communication and web presence.

Announcement of the School Dean Transition Language—faculty-led committee with the Dean’s Council

Announcement of the “Share the Love” event, encouraging FTF, PTF, and staff to meet over breakfast and discuss their exhibitions, research, etc. on February 14th
10:10–10:30 Executive Dean Search Wrap-up, Laura Auricchio and Lucille Tenazas, Search Committee Co-Chairs
The search was an intense, nine-month period between considering candidates, interviewing, and the hire process.

Lucille and Laura did a final review of the composition of the search committee, which contained representation across faculty, staff, students, board members, and university leadership.

This venture consumed an incredible amount of the committee members’ time – we still have not caught up with the work left undone because of the search. There were six job talks in a two-week period, which allowed an opportunity to see different kinds of leadership.

The committee examined:
What can a candidate offer? What do we need?
There was a surprising amount of agreement across Parsons and The New School. We were keen on hearing every voice. There were strong feelings about certain candidates. We all have to live under the leadership of this candidate.

By mid-December, the committee felt they had done enough polling. There were clear trends across the population. A report was drafted to Tim Marshall and David Van Zandt without a ranking the candidates, but instead, focusing on the pros and cons of each candidate. The categories candidates were placed into were viable or unviable.

The final report was written collaboratively, which consisted of 21 pages with a table of contents. The report was also about the process. Learnings going forward can be used for future searches. We tried to make sure that people would be supported and their confidentiality protected. We gave the report to Tim and David in person. Lucille and Laura then presented the report verbally - recommending three final candidates and distilled what was verbally in the report. Soon after the meeting an offer was made to Rachel Schreiber. The terms were negotiated and her position announced in mid-December.

A transition team was suggested by the Executive Dean Search Committee. This team would need to be inclusive and representative, such as the search committee itself, and with continuity and new input from approximately 10 people. Recommended – PFC/Staff Council/Parsons Promotion and Tenure Committee/Dean’s Council representation, as well as working with Joe Hosking for student representation.

There will be a Parsons Town Hall Meeting with Joel at 3:00pm on February 14 with Rachel joining the meeting. Her term begins on July 1, 2019.

Lucille and Laura step down and are very proud of what they accomplished.

PFA questions for Laura and Lucille:
Q. Can we see bits from the report to Tim and David for other searches going forward?
A. Laura —Yes

Caroline - the PFC decided to change the format of the PFA meeting to make room for conversations and input. We want to bring your thoughts to Rachel Schreiber, build a relationship, enact self-governance.
Margot Bauman and Mike Verbos will lead the conversation about the transition for the President of TNS along with delegates from the UFS, PSC and others around the university.

10:30–11:00 Leadership Transitions at The New School, Margot Bouman and Mike Verbos (PFC members)
The PFC is a faculty advisory council to the Dean's Council

Margot Bouman—What are some of the things we should bring to Rachel or the new president?

PFA questions for Margot and Mike:
Q. Do we know the composition of the Presidential Search Committee?
A. Margot—No, we don’t.
C. We should. Process and inclusion are everything.

C. There was an email that the board sent out—the search committee was assembled by two chairs, two trustees—so it is probably not representative.
We just had the capacity to force the shape of our Exec. Dean search. We need to demonstrate power and say you won’t get buy-in without us.
Replacing the President here is like cutting off one head and another sprouts. It will take different kinds of effort to change the New School.

C. Laura—Joe Gromek, Board Chair, sent an email stating we are committed to select a broad committee and invites input from the community (we happen to have an example of how this is done).

Q. Do we ask for something proportional to our size as Parsons is so much of the university?
A. We need to unite TNS rather than just Parsons—we have to stop acting as if we are bigger and deserve more power. We can argue for creating a platform and process for the presidential search—we created this process out of crisis. We would like to see representation around gender, race, class and role diversity.

C. I would like to take this opportunity to say that we have developed shared governance over the past 15 years. Increased horizontally but not above to the Provost and President. What has been achieved through shared governance? The President was hired during a crisis last time and he was renewed in the dark. We should look ahead to later transitions and reappointments. There are broader, more diverse voices that need to be heard.

C. There was shared articulation of the job description through the executive dean search. I think a comparable process would be helpful.

C. I agree. I feel it is time sensitive. One of the rushed parts of the Exec Dean search - we didn’t have a say about the search firm. The search firm pulled a lot of power. There are search firms that have a reputation for equitable and diverse hiring.

C. Jerry Cutler, the head of HR, has been asked to staff and administer support to form the search committee. He may be a good contact to talk about the search firm.
R. Margot—It is a good idea for this body to reach out to bodies in other parts of the university to have more global communication—to talk about the firm and committee.

C. I wonder if the group that gets together tomorrow says first you do this, then that. Give a set of demands as faculty of TNS to the trustees. If this is public, it is much harder for them to say “no.” Say that WE HAVE A PROCESS.

C. Caroline—Our meeting tomorrow is made up of the staff senate in collaboration with TNS and Faculty Senate. Timing is good because I can bring a list of actionable items. Last year we created Google Docs to act on quickly. This is not a crisis mode or time sensitive process right now.

Q. Are you starting with Laura and Lucille’s report recommendations?

C. Lucille—We want to present very clear recommendations without flexing too much – a very wise, tactical approach.

Q. When does the search begin?

A. Jerry Cutler called last week to say he was asked to staff the search. He stated, “The document that you and Lucille wrote was well-written. Who wrote that?” I said it was us. He said, “I don’t write as well as you do,” but I was not getting pulled in. He said there is no committee and no search firm yet. He’s looking for guidance.

R. Lucille—we found it very helpful to draft a job description.

C. It is important to prioritize finding a search firm aligned with our values. We had people too overworked and overextended. If we don’t know who is going to be on the search committee yet the power will be in the hands of the search firm.

R. Margot - A clear and actionable presentation is necessary.

C. Joel—We were told it would take two years for the transition to take place. It’s 17 months to the end of David’s term. The time is very immediate. It’s not crisis but it is pretty soon. There are a set of things that should be happening to set the stage for this. This is not a time to step back and act. You need to be proactive.

C. We met with other divisions to share thoughts last time we had the transition with the exec dean. This is an extraordinary time so that the new President could come into the landscape with some of the shared governance.

Laura – A search firm for exec dean was chosen in fall before the committee.

C. True shared governance has to come from both sides. Incredible strides toward healthy structures for participation and input: democracy. Making demands by force is important but it is not shared governance. Innovation is needed. We need shared agreement on where we are on this issue.

Q. Lucille—Caroline, what is your role tomorrow and what will Margot and Mike’s role be?

A. Caroline—We improvised for the meeting tomorrow (Ad Hoc Committee). We want to build more bridges through discussions across the university. We want to build more bridges between
the different colleges at TNS. PFA/PFC, colleges, staff senate. Bring together representatives of the various part of university. There will be sub-committees of volunteer faculty willing to lead some of the meeting—Margot and Mike were PFC current leaders of open conversation. For example, Shana leading the health services conversation that is now being discussed at the Faculty Senate.

Q. Can we first get a report back on the meeting? 
A. Caroline - yes I can share around a google doc with notes

C. Joel— It was very effective how faculty brought staff into the executive dean search. There’s an opportunity for this to be done again and have staff involved in the presidential search subcommittee.

C. Mike - You can always email PFC@newschool.edu or your PFC representative with questions or comments.

Caroline: we could put forward a motion to have staff in any discussions related to the search for the new university president.

**MOTION: seconded and VOTED – most of the population said YEA.**
**President Search: Staff will be invited to time slots that pertain to the presidential transition at TNS**

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**11:00–11:15 School Dean Renewals and Appointment Process, Caroline Dionne**

Appointment of School Deans process was shared with the PFA in the google doc. This doc has not been validated by the assembly yet. It’s open for question and comment for one week from today, then will return to the Dean’s Council and hopefully ratified at the next PFA meeting. Faculty can suggest a different way of doing things such as the possibility for faculty to intervene? New in the discussion is the vote for the candidates.

**PFA questions and comments for Caroline:**

C. Joel – To clarify, outside the school means outside the university. Sitting dean is current dean and renewal. Open dean search is open to any FTF at Parsons, which will not be changed. External search means candidates outside the university, but doesn’t count out internal candidates. We are not getting rid of the opportunity to record reactions to candidates.

C. Caroline- We looked into language at NSSR. We tried to make the language in the model of shared governance. We still have a bit of time to discuss this. This language in the shared Google Doc can be used to ask questions and weigh in on the process. It’s our tool to go into the faculty handbook and define what’s done for future generations.

Q. For the external question, are we considering budgetary impact? Might that get internal candidates to step up? In some cases we’d love to encourage candidates—how can we make this attractive to you? Nominate? We’d love to encourage an energy and interest for candidates stepping forward.

A. Caroline- I don’t mind taking a little more time but there was an agreement that a task force would be formed to do that work. In discussions about budget, etc. with the deans, we were
active in these talks to ensure protocol makes sense. It’s defined under leadership structures currently at Parsons. We could go further on that, but I’m not sure I understand exactly what’s being asked for.

Faculty spoke to other comments existing in the Google Doc—A lighter process for advancing faculty to Dean positions. Processes—rotating into a higher role. Some of the steps might be demoralizing and people may not step up.

C. Caroline—we could have a discussion about the unresolved elements of this language in the next PFA, and then we can have an online ballot.

R. This was well received by the PFA and it seemed more time was desired to review and respond.

11:15—11:30 University Senate Update, Craig Bernecker, UFS Co-Chair
We held 2 meetings this spring. Parsons representatives:
Derek Porter
Ulrich Lehman
Craig Bernecker
Laura Penin
Simone Douglas
Luciana Scrutchen (currently on leave)

We would like Parsons to hold an election for an Alternate for the Senate, especially with Luciana on sabbatical.

March 5th is the next UFS meeting. We made revisions to the by-laws, as they were out of date.

We should have a physical office for the Senate, which needs to be approved on Feb 28th at the Board of Trustees meeting.

We asked to form an Open Campus advisory committee with a faculty committee to Tim and David.

We voted on a slightly different Child Care plan a year ago. NSSR was looking for a working group to include faculty, staff, and students to explore our community and other universities plans in this area. This was submitted to the Provost and President last week.

Continued discussion - conversion of Extended Employment to Tenure. There was a conversation with Committee on Trusteeship to have 1 PT and 1 FT faculty on the Board of Trustees. The Senate will vote on a FT and PT faculty member on the board.

We are looking ahead at the revival of the AAUP, centennial activities, reconstituting learning environments committee (physical teaching spaces), and subcommittee for course evaluations. April 9th is Faculty governance Day

Meeting Adjourned by Caroline Dionne at 11:30