PFA MEETING: TUESDAY, NOVEMBER 12, 10:00 AM–11:30 AM

Location: Theresa Lang Community and Student Center (I 202)

AGENDA

10:00 am–10:10 am
Introduction

10:10 am–10:30 am
UFS Report and Conversation

10:30 am–11:00 am
PFA AY19/20 Active Topics – Vote!

11:00 am–11:30 am
Tim Marshall and Bryna Sanger (Cancelled and Rescheduled for 12/10 meeting)

10:00 am–10:10 am
Introduction

Meeting starts with review of agenda, announcement of headshots organized by DO communications team this week and next PFA

Brief report back on Associate Dean of Faculty position and break down in communication and process.
-Action item: PFC Co-Chairs to reach out to Dean’s Council to clarify process.

Should PFC extend a standing invite to Parsons Executive Dean to attend PFA meetings?

Comment: I’m ambivalent about it, and see there are pros and cons.

Comment: There’s a lack of clarity around policy, communication processes, etc. Requested that the Executive Dean provide a diagram/plan for how to establish clear faculty governance processes.

Comment: If the Executive Dean had been here, she could have spoken immediately to the topic around the Associate Dean of Faculty communication flow. Perhaps we divide the meeting into parts: half with the Exec. Dean, half without.
The above idea was seconded.

Question: How can things change around faculty governance when the Exec. Dean is present? I suspect that qualities of the conversation would shift with the Dean’s presence.

Comment: Tim Marshall, Provost, is also faculty, and so is technically welcome at these meetings.

Question: What is the point of the Exec. Dean visiting these meetings? To observe us? To participate with us? Often, higher-ups turn their presence into information sessions rather than as regular meeting participants. Seems like it should be case-by-case depending on the topic at hand.

Caroline and Alfred: As things currently operate, PFC sets the agenda for PFA, and can then determine if the Exec. Dean’s presence is needed/wanted.

Question: Would this be a change in the bylaws?

Answer: No

Comment: There have been previous issues around the Exec. Dean interfering with the openness of the conversation(s) between faculty.

Comment: I see the value of the Exec. Dean attending, which helps with communication issues that happen on a regular basis. Curious if there is a reporting process to share what we discuss w/ DO?

Caroline: We post our PFA meeting minutes on our website. Also, PFC Co-Chairs are invited on an as-needed basis to Dean’s Council. As Co-Chairs, we try to manage the communication flow up and down the food chain.

Comment: I believe it is important to have the Exec. Dean at these meetings. School Deans already attend, and so in the spirit of open communication, it is a good idea. Also, what about the “university faculty” who seem both within and above Parsons, and their lack of participation in these meetings.

Comment: We can certainly extend an invite to the Exec. Dean, and she may or may not want to attend. Also wondered about how we can strengthen the relationships between PFA, PFC, and DC.
Comment: I wonder if we should formalize the process for asking the Exec. Dean to not attend or leave for sensitive topics.

Question: Are there standing meetings between the PFC co-chairs and the Exec. Dean?

Answer: Historically, there was a standing monthly meeting between PFC co-chairs and the Exec. Dean.

Comment: We need to re-establish communication for establishing shared governance; out of this, sort out the plan for Parsons Dean’s participation in PFC and PFA.

Comment: The Exec. Dean should attend PFA whenever PO attends.

Proposes a motion to change the bylaws around the Exec. Dean based on today’s discussion. Motion seconded, voted unanimously.
Action items: PFC draft bylaws amendment per above motion.

10:35am – 11:06am
School Dean Appointment + Renewal Processes

Caroline provides background on the current situation: document drawn up by ad-hoc PFC sub-committee was voted on by PFA after negotiations w/ DC, and then sent to PO for approval. PO had issues, some of which were echoed by Rachel S. The primary issue is the faculty vote—Tim believes it will politicize the process. Caroline shares that PFC co-chairs made clear our intention to maintain a vote, even if it is advisory. Dec 3 PFC will involve discussion with Rachel to iron out the open issues. PFC wants to know position of PFA body.

Comment: I wonder how we see the vote being different from a regular faculty job talk process. Also wondering about how the search committee role would change based on a vote.

Comment: The current language in the doc has the vote provided to the committee and the Parsons Dean. This took the pressure off the search committee.

Question: Are we having this conversation under the assumption that school deans will come from the current faculty body?

Caroline outlines the three situations covered by the current language. There is language about “international searches” that has remained important to DO at least.
Comment: I’d like to reiterate that this process is really impacted by the “international search”. With external searches, the faculty body is less knowledgeable.

Comment: One of the five schools are often treated differently, and this is a real problem. Also, there’s a clear process and timeline that was worked on by PFC/PFA, which is not being followed for ongoing renewal processes.

Comment: Speaking personally, I agree with what others are saying.

Question: Are there more details about the voting process?

Answer: The vote will be announced publicly. Said PO came to the UFS concerned about what happens if a negative vote still leads to a renewal/hire.

Comment: There’s a great hypocrisy in calling the vote politicized.

Comment: We have two ongoing renewals and one new appointment about to start, so this is a really important topic for us to assert input on.

Question: Can the vote be backed with rationale of why vote was positive or negative?

Question: I wondered if info would be provided to candidates not selected? That is an issue for all searches, the lack of feedback. I’m in favor of the vote, but just want to make sure we’re really thinking this through.

Comment: We are always in an advisory role in regards to hires (and all other matters).

Comment: In regards to renewals, it is a yes/no process, but with new searches, it should instead be a ranking.

Comment: We need to be reminded that due to our advisory role, we have to be prepared for outcomes faculty aren’t comfortable with.

Caroline: Yes, this is why we are reiterating that PFC wants to get faculty input in the process.

Comment: Circling back to the comments about rankings for searches. We should remain mindful about colleagues who run for school dean that aren’t appointed.
Comment: I’ve asked the PO the question about dissonant outcomes between faculty vote and the ultimately appointed person.

Comment: There’s confusion about what, exactly, we’re voting on here. Will the vote be made public?

Caroline: The outcome of the vote would be made known to the faculty.

Comment: As I recall, there are no committees in renewal processes, correct?

Caroline: The PFC needs to know PFA’s position on pursuing the vote in the process or not.

Alfred: Do we want to maintain the current language, or are we willing to negotiate?

Caroline says we will bring back to PFA to vote. Motion seconded, vote passed. Action item: PFC will continue work with DC/RS, and will bring back to PFA once ready for review.

11:07am – 11:16am
Old Business: Student Well-Being Proposal and Childcare Initiative

Caroline: Should we continue to push along to resurrect these conversations? I know the issue of childcare has been on the table since I joined the university.

Comment: There is likely no resolution of these in my children's childhood.

Comment: We have to push these along.

Comment: Rachel has said wellness is an important issue, so we should bring this back to her. Also, we should get in front of the new president ASAP, making him understand these issues are important to PFA.

Comment: UFS has these on a tabled list. Can UFS request follow-up on these topics?

Comment: The BoT approved $150,000 for emergency childcare three years ago.

Comment: These funds were reallocated.

Comment: We don’t know exactly what happened other than it is in the hands of HR.
Comment: UFS ratified two years ago, and that was passed to PO for action. UFS went back again last year to remind PO of this outcome. Went back to HR again. Urges us to bring PO/president to PFA to report back why these haven’t happened.

Comment: We need to hold firm on all issues we bring before UFS/PO/president.

Comment: We should get staff senate involved, as they are also impacted by childcare.

Comment: We should also revisit the consortium question, which had been rejected by the higher-ups, and that we should bring this back onto our plate.

Caroline: We will draft a resolution to bring these back up.
Action item: PFC will co-draft resolution with PSC that will be sent to DC and UFS.

11:17am – 11:28am
New Topics for 19/20 Agenda

Caroline introduces the topics for this year.

Comment: May we include the leave equity topic, as well as status of OARS, EE, RTA folks?

Comment: NSSR is stalling the conversation about leave equity.

Comment: In discussing the leave and teaching equity situation - PO came to UFS to let folks know they were going to make proposals about this. NSSR got wind of this, and asked UFS to not address these proposals. UFS said they wouldn’t until a proposal arrived, at which point the regular process would unfold. NSSR then did end-run around UFS and went directly to PO to try to stop the leave equity conversation. UFS then reiterated the request for proposals around teaching and leave equity, and await arrival of proposals.

Caroline: What can PFA do to help?

Answer: PFA can ask that the process unfold via PO proposals.

Caroline: We’ll draft a resolution around this.

Comment: We need to have a direct dialog with our faculty colleagues in other colleges.
Comment: UFS are already the conduit for this. It is important that we respect that communication channel and set of processes. I'm not saying NOT to talk with other colleges, but instead “yes and”.

Question: What about long-term care for family members around health insurance and retirement?

Comment: For the sake of time, we will put together a Google doc/form to help collect faculty interests for pushing these topics along. 
Action item: PFC will create Google Form to share with PFA.

11:28am
Meeting concludes