Meeting Agenda

10:00 am - 10:05 am
Introductions
John Sharp

10:05 am - 10:15 am
Senate Update
Craig Bernecker
President Search Committee
Mariana Amatullo

10:15 am - 10:45 am
Equitable Faculty Hiring Working Group
Shana Agid and Rit Premnath

10:45 am - 11:00 am
Update on the School Dean Renewal and Appointment Process
John Sharp

11:00 am - 11:30 am
Open Forum/Topics for AY19/20 (budget, governance, etc.)
John Sharp

MEETING MINUTES
Submitted by Alaiyo Bradshaw 4/23/19

Meeting was called to order at 10:00
John Sharp, PFC Co-Chair

10:00 to 10:05
Introductions and Announcements
John Sharp
Announcement from Mike Verbos, promoting the “Who Are We“ event on April 1, 2019. PFC and the PSC are working along with PT Faculty Affairs on this event to highlight the work of our faculty and staff. It will occur from 3 – 6pm on the 2nd floor of the Making Center.

John Sharp
Caroline is out of the country serving on a PhD dissertation defense committee. Happy to announce that Lisa Norton is our new PFC member from SDS and we are now a complete committee.

10:05 to 10:15
University Faculty Senate Update
Craig Bernecker

Announced final allocation of two faculty members on the President Search Committee. Originally, the co-chairs of the search committee wanted 2 members from the various Senates. They only wanted faculty, staff and students. Our pushback led to success.

Mariana Amatullo, faculty member on the search committee, joined Craig and introduced herself and purpose for being in the Senate. Mariana promoted the upcoming town halls and other forums for the committee to listen to the community. She offered her contact info, for future discussions. It was noted that we are electing the University President to look beyond Parsons - we don’t want a super star role. First task is to get a very thorough audit within the institution. Looking at the job description, that the search team will enforce, etc. Resource-check list on President search committee, AAUP top list of things that need to happen for this search to succeed.

JOHN - the search firm was invited to the PFA and they declined.

Mariana - Jerry would consider the request.
John - we want them to come and not just consider.

Shana - Did you get a sense of the importance of the search firm? Were they able to use some of the PFA concerns? Diverse candidate, not the solo model?

Mariana - I know them from the past. They are very thorough and sensitive re how they screen candidates. The committee members have to develop the principles. They are facilitators. We are not taking anything for granted.

Lisa - I would like to see an input process, not mainstream.
Mariana - Not an auditor, not a third person coming in.

Lisa - We need a public viewing.

Mariana - A forum. they have been announced last week. Please come and speak up.

Craig – On a different note, Faculty Governance Day is coming up. A big focus will be on the Centennial. David and Tim will be there. A panel to look at governance over time. They will use findings as a basis for workshops later. There will be posters around the room. Round Robin presentations. Planning for the next 100 yrs.

FTF members of the Senate to look at shared gov. We need to be more assertive.

10:15 to 10:45
Equitable Faculty Hiring Working Group
Shana Agid and Rit Premnath

John-We shared a link for the documents over the last academic year via email.

Rit-We spoke at the last PFA meeting, so not too much to add. We met with Dean’s Council and the Exec Dean. We had support from this body and Rachel has shared her past approaches to help with this process. The PFA has a couple of weeks to look at our documents, and we will then present based on your input.

Shana-I’d like to better intro this doc, and look at the timeline rep to the Dean’s Council. It would be helpful to get feedback from search committee and shape the job description, where it should be shared, etc. Bias training before info is put out would be valuable. A pilot role with AMT to get info to search committee. We don’t want this to fall into a void.

Rit-I did not mean to have complex docs fall into a void. Process was done within a search as a pilot. Also, it’s important to ask what diversity looks like. Each department needs to assess on their own. This has to happen on a University level and also more on a granular level within the programs.

Comment-We need the diversity training to happen each year for all. Have the Dean’s Council agreed?

Shana-Reviewing CVs and other practices. Need language for this in all areas we are doing. We do have anti-bias training possibility. We need to see who will participate.
Comment-We need resources to help continue new faculty going through the training.

Comment-We need to make it essential. We need that and want that to serve our students and our jobs.

John-This is going to take time. We need a timeline. This will not meet a deadline or have everyone’s buy in or have the money to support it.

Comment-What kind of communication happened?

Rit-We reached out to HR and it was not clear why they could not meet our request.

Shana- PFA should add in and share their related experiences that have gone well. We need sustained leadership. Not just one of people overseeing this, and the question to the diversity vs. meeting requirements.
We have info and capacity here. We need ideas. We need to have an outsider come in and train and share their expertise.
PFA, tell us about search committees and other practices and ideas.

Rit-We could craft language for training faculty to be trained and the money to do so.

Comment-Do we ask for Title 9? We are looking at self-assessment. Do we want an outsider to come in only one time? What is needed?

Comment-I would vote against Title 9.

Comment-We need individuals to come together. We all know how to test. But we need to engage with what is going on. Group of faculty and staff to have a productive conversation.

Comment-Will this reframe Annual Reviews?

Shana-There have been added approaches to the Annual Review. Language for diversity has not been added for review. Do we add a question about it to answer what has been done by an individual? Who is the faculty body? Who do they represent and who is under represented?

Rit-Online versus in person is another element. If you want a culture shift, we need to determine how we create a format.

Comment from one who did that workshop-three hrs and very productive. I think we all need this training. It is at the core and what we do. We can define what date it should take place in the semester.
John—We can not fix all that is wrong in the University.

Shana—But we can create or change a culture.

John—We don’t want to feel deflated but instead empowered.

Shana—We will remind you to review and comment on the documents. Don’t go through all docs. Only the areas of interest. We will take it back to AMT.

Rit—You will find a live link in the email sent out yesterday.

10:45 to 11:00
Update on the School Dean Renewal and Appointment Process
John Sharp

John—Want to provide a general update. Caroline was in the room for this, unfortunately I wasn’t so do not have all the information. On the vote shared after PFA, 80 percent voted yes. The documents received harsh comments. We needed those comments. We need your input is well.

Joel—We are proceeding to follow that document. The only new aspect is the voting process.

Nadia—Need to know issues with the document.

11:00 to 11:30
Open Forum - Topics for AY1920 (budget, governance, etc.)
John Sharp

John—Let’s talk about next year and what we want to do. We should do some kind of training that we talked about before and should have funding. I want to have PFA more involved in budgeting.

Comment—We need support to double. We need to see what is in that support.

John—Got to figure out how to get the student union processed. These are beyond budget.
Shana-I would be interested in us revisiting the faculty role and having some governance over student success. And health services. Things have gotten worse, according to colleagues, students, and staff. Things are hostile towards social justice. We need a voice of how the students are treated. Who runs the University - why and how? We are putting our students at risk. We need services to grow, not get cut back. We want to be better teachers and colleagues. I am talking about leadership and their decisions.

Comment-We are bringing in more students into the space which causes stress and unsafe physical ramifications.

Comment-Concerned about advising and the advising staff not remaining in their roles for any real duration. Some don't have offices and in some cases, they have shared spaces, which may discourage conversations that need to happen.

Comment-Could we stop rewarding people for not having offices?

Comment-There is not space. What are people supposed to do?

Comment-We need to put advisors there. Consider what a student pays. There is no space offered because it is not valued.

Comment-I agree. Given the constraints on having meeting spaces for faculty, advisors and students to meet. There is a shared understanding of that objective.

Comment-Many spaces are being transformed into classroom space as a priority.

John-Any other things to have us deal with for topics next year?
Shana-Anti bias trainings. Teaching strategies. I don’t get to learn from my colleagues enough, and I want to hear about all the incredible work you are doing and grow/learn from that.

Comment-I want to hear more from the other colleges about common issues. We are too divided. We can find how to act in coordinated ways.

John-We need more dialogue with the Senate. Need to understand how things become a law.

Comment-Has the studio and seminar classroom confusion been worked out better?

Comment-We need to revisit the salary issue. We were looking at the range. More equitable systems.

Joel-We have continued to work on that issue and no end. Ratio based compensation models. Median and mean approach. We are also looking at equity with staff. We need to look beyond Parsons. Standards are very progressive. Other corporations are at 1 to 10. Mission and vision need to be the model.

Comment-When are elections for next year? Usually May.

John-When seats open up. Will put a form up for nominations in the meantime.

Meeting was adjourned at 11:29am by John Sharp.