PFA MEETING: TUESDAY, OCTOBER 8, 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
University Ombuds
Anne-Louise Shapiro

10:30 am–10:50 am
Associate Dean of Faculty (New Position)
David Brody and Rosemary O’Neil

10:50 am–11:20 am
Open discussion - Centennial Project

11:20 am–11:30 am
UFS Update

________________________________________________________________________

10:00 am–10:10 am
Introduction

10:10 am–10:30 am
University Ombuds
Anne-Louise Shapiro

Pleased to be here. Want to explain my role. It can be unclear what I do and how it works. Please take advantage of the resource. Safe and confidential place for faculty and staff to discuss confidential issues. There are so many issues that are happening in our institution. Part of the int. ombuds assoc. Everything is 100 percent confidential and I work independently. Topics we can discuss range from concerns such as differences with a coworker or professional development, as well as discrimination and ethical questions. I try to get the visitor unstuck and discuss ways of seeing things that will open up options for them. I also go through consequences of actions, such as feedback on a letter they plan on sending out to their boss, or productive outcomes. I can work with you one on one or in
small groups, providing informal mediation. I also look for trends across the University, telling the administration if there are serious issues that occur on a regular basis. Cautious about what she reports (not to serve as a whistle blower.) She doesn’t have direct power regarding outcomes, but can make suggestions. She then makes a report to the president at the end of the year.

She is offering workshops on skills to help people navigate successfully—how to have a serious conversation, how to give feedback and manage conflict. This coming Thursday is National Ombuds Day, and in Wolff Conf. Room, she will be hosting an event to show how the office wants to be more a part of a fair, inclusive workspace.

Ombuds Office is in 66 W. 12th, 704. Shapiro@newschool.edu and reachable via email at Ombuds@newschool.edu

Q. Have you felt that there are actions and effects to your reports?

A. Someone said are you responsible for the climate report. I have seen some situations where there have been actions. Other issues are unclear about their outcomes. Sometimes I send them to the right place and right person. I have been doing this for many years.

Q. Is it common in other institutions for the Ombuds to report to the President?

A. Yes, it is the pattern to report to the President. There is always an issue of how you hold people accountable. I keep statistics regarding issues that reoccur. Find allies to make suggestions. Need to have a level of top admin. who are accountable for the recommendations that are made.

Q. Is your report oral or written?

A. I deliver orally and deliver a slide presentation.

C. I would like to suggest that report be made public.

A. Question about how much the report should be made public. I look at other reports at other institutions are very limited with their information. I cannot include the variables in the report. Hard to balance all of these things as we try to figure things out.

C. The faculty senate has the same issues with what to share and what we cannot share.

A. I need to think about what parts of my report can be made public.

Q. Are your findings shared with the Bd. Of Trustees?

A. I am not sure.
10:30 am–10:50 am
Associate Dean of Faculty (New Position)
David Brody and Rosemary O'Neil

John - We shared the job description via Google docs, which is open for comments until the end of the week.

Rosemary (Chair of APT, reviews dossiers for those who are going up for rank reviews) – We are looking for someone to provide mentoring and support. Need to have additional faculty support.

Asked the Deans and Provost to bring back this position in the role Rosemary served in before. Rachel is in support of this role. We have taken suggestions and comments very seriously. We would like to open up the discussion about the job description.

Should this individual be supportive for both PT and FT faculty? We have reservations about the PT role. We think the role should be about FT.

C. Important to bring FT and PT faculty together. Which body has oversight over RTA or Oars rank review?

A. This role would oversee all FT faculty issues

John read the screen, which gave numbers of FTF and their categories.

Q. Would the assoc. dean work with the person in this role?

A. Yes

C. There is a diff. way in wh. Assoc. Deans play in the mentorship to faculty. The Deans are also serving as mentors.
C. I am wondering what kind of power they will have in search practices; what roles are needed. Expertise needs to be listed in the job description.

A. The language needs to be more robust. Expertise, needs, equity.

A. Listed the ways the issues are addressed in the job description. We would appreciate your adding suggestions in the comments.

C. I agree that the job should deal with FTF issues specifically. We need support beyond the Dean of the school. Rank review support.

C. We are in a 2 yr phase with the equitable hiring issue. We need to address the issue of leadership.

Q. How does this role compare to Soo Chon? What about summer and contract?

A. We have discussed a 10-month role. We would like to think of this as a faculty lead initiative as opposed to an Admin lead role, which is Soo’s role.

A. Soo and Rachel would work together.

C. There is a similar role in the Provost office. This role should be distinguished as differing and sitting in the Deans office.

C. Thank you for making this role happen. The words mentoring should be mentioned in the title. Address potentials and gaps.

A. We would appreciate adding comments to the document.

C. We should mention sustaining an environment.

Q. Why was the position dissolved in the first place?

A. The new Dean did not bring the role back.

The document will be open for comments until the end of the week
Caroline - We spoke to Rachel that this document be opened to PFA. We will bring the revisions back to this group for further comments.

Last year we asked the Dean’s Office for help. We want to thank Molly for her help, as well as Chris Rivera, Adam Parker and David West.

**10:50 am–11:20 am**
Open discussion - Centennial Project

John and Caroline – We heard back from faculty and students. Do we need to take action items back to leadership?

We had events organized by faculty and staff. A lot of issues were raised about recommendations. How do we pass the knowledge back?

C. Centennial Festival is different from the Centennial Project.

C. I am not one who thinks they are separate. I had issue with the disruption in the classrooms. Expectations were put upon faculty to cancel classes and give up classrooms. The asks were disruptive.

A. 48 hours were given as notice. Faculty were left to scramble. FY courses were effected. Tons of PTF were dealing with this as well as staff. Anthony Curry, Adam Parker, Chris Rivera and others worked with the daily fires.

C. We should know a year ahead. We should not be asked to “volunteer”. It is not a sustainable business model. I enjoyed the actual events celebrating why we are here and what we are about. Better job of curating the speakers-many were white. I think with the right planning and right budget, this should be ongoing.

Q. What is the budget for the branding of this festival? Why is it slipped in to our courses by marketing? It is not faculty driven. Not coming from an educational premise. Why is this driven outside of faculty and students? And with proper resources.

C. The branding and graphic design. I was both impressed and embarrassed about the branding. I understand the need to market but it was embarrassing.
C. The adds look expensive. Also, the attendance was very low. Students had questions about the timing and advertising of events. The events were lacking with content. There were not students involved. For instance, the discussion on immigration did not include undocumented students.

C. There was a missed opportunity. We were treated as content providers. We were not invited to the opening or closing ceremonies. Small details of recognition and acknowledgement were not addressed.

C. The community needs to be involved in the planning stages.

C. An email went out in May and that was the time when suggestions could have been made. The top admin do not consider the day to day. Long term goals. In what agency can we have now with how this played out?

C. I attended several events and found them well attended. I heard about things and organizations within the Univ that I never heard of. Some of the programing did come down to funding. Someone should come in and talk about how this was organized and the funding time line. Why was it communicated so late?

C. Accountability. Faculty who were organized as suggested. There was no advertising for the faculty lead events. Suggestions regarding diversity were ignored.

Q. Has anyone asked the organizers questions?

A. Do we want to organize? We will have Tim here to address. What suggestions do you have on what we want to do?

C. Announcement of a related event at Riverside Church.

C. We do need to ask for clarity with a debrief session with Admin. onward suggestions on needs to move forward.
C. Budget, attendance and what was recorded. Who was asked to participate?

A. Outsourced to an event firm. Do we need to vote?

C. The agenda for the next PFA open. We can allocate more time to this topic.

C. Let’s be sure to use our time more selectively. We need to put this into a larger overview. We need to use our time with Tim and Bryna strategically. Not too many complaints.

Caroline – There was a lack of transparency. How we experienced things from the ground up. The issue of equity and inclusion. We cannot dictate the theme of what the Provost discusses.

The theme could be about faculty governance. About the future.

C. We need to address faculty and agency. It is a failure to rep faculty and students.

Caroline - We can continue the conversation later and prepare some questions.

11:20 am–11:30 am
UFS Update

Caroline showed themes that were brought up with discussion. Slides are always shared with the minutes on our web page.

Presidential search is done. Nov. meeting will present the 2 candidates. One they favor, both are qualified.

We have a new chair. The new pres. will be in place in June or July of next year.

We may have a Parsons branch school in China (Shenzen).

Parsons Paris is growing to the outskirts of Paris in a converted warehouse. I have no number on growth. No more details on what will be housed. It will be in early Feb.

Fundraising for Parsons is going well. Infor. will be shared. COPA information was shared. (board of trustees meeting will meet with us before the next bd. Meeting)

Faculty affairs committee presented the decisions regarding faculty leave. NSSR intervened into the process. We had a heated argument at the Senate today. We asked the Provost. Leave equity, teach equity.
NSSR objected to bringing the issue to the Senate before the going to the other Schools within the Univ.

We have PTF reps. Now. we have filled out membership and committees.

Q. What programs will be in the new space outside of Paris. What are the student enrollment numbers?

A. We were not given that information.

C. It may be an MFA in Fashion program.

UFC- We will submit documents with you by the next meeting.

The meeting was adjourned at 11:38

70-80 were in attendance in the PFA.