Meeting Agenda

10:00 – 10:05
Introduction

10:05 – 10:35
Space / Equipment / IT Organization
Nadine Bourgeois, Dean of Academic Planning and Rebecca Hunter, Registrar

10:35 – 10:45
University Faculty Senate (UFS) update

10:45 – 11:00
Update on the Executive Dean Search Committee
Laura Auricchio and Lucille Tenazas

11:00 – 11:15
STAFF (PSC) / PFA / PTF Collaboration Initiative
Antonia Craig

11:15 – 11:30
SENS-UAW Student Union - Potential Strike, with Jonas Voigt, Zoe Carey, Michael Dobson
Provost Office update with Larry Jackson and Bryna Sanger

MEETING MINUTES
Submitted by Alaiyo Bradshaw 11/28/18
Attendance at approximately 80-85 members

The meeting was called to order at 10:00 by John Sharp, co-chair of the PFC
John presented the agenda items. Caroline Dionne, co-chair of the PFC, introduced Nadine and Rebecca

10:05 – 10:35 Presentation by Nadine and Rebecca
Nadine spoke about needs regarding spaces.

PFA comments for Nadine and Rebecca:
Rebecca - Can you give me examples of the technology problems?

Comment – The Optimizer is problematic. It gives you unsuitable rooms with unsuitable technology. The classroom information shows the wrong capacity of people. Technology – Design and Technology (DT) students are an example. An average class wastes around 3 hours of time fiddling around with the technology to get it to work. There is a turf war between faculty and IT. What we call teaching they call tampering.
Comment - The classrooms are jammed packed with tables. Students in rooms 502 and 503 in 25 E. 13th Street are forced to spread out and will get paint on their clothes. Faculty should choose the classrooms because they know the best needs. Rent more space because student numbers have gone up.

Rebecca - I want to provide updates for the spring in response to issues that were experienced in the fall. One room used for admission tours is being repurposed as a classroom due to space needs. We are considering square foot per student now for the spring. That was never factored into the classroom attributes before. Last summer with the capital budget project we installed 41 rooms but the square footage was not considered, so we are going to make changes for the spring. As the Optimizer runs it will consider what the space holds as far as furniture and actual people. We will have to redefine the definition of the rooms for studio and seminar.

Nadine- In the spring semester, 12-15 existing rooms will switch to the coding to meet the needs of the FY all the way to some of our MFA programs.

Rebecca – We have to redefine the spaces for the Optimizers.

Comment - We need more PC lab spaces for outside of class work, as it is important for the School of Constructed Environments. The space we have does not contain pin up space. The UC space would be suitable but is not accessible.

Comment – Thank you Nadine and Rebecca for coming to speak to us today. At the AMT leadership meeting, which references 11 programs of practice, we reached a consensus that we have a lack of appropriate learning spaces for teaching inside and outside of class times.

Comment - Some classes come in during the blackout times. So that is an issue.

Rebecca - Those spaces are meant to be blacked out and I will be happy to have a later discussion about those issues.

Comment - IT usage is different in every lecture hall. I have to figure it out every time I enter a new hall, which does not make me look good.

Comment – For Fashion, studio-based classrooms are problematic. They are lacking at the University. UC spaces are booked for classrooms and cannot be used for open space. Some classrooms are listed as hybrids and they are not.

Comment - BFA Communication Design population has grown. Studio classes are filled with chairs and white boards. We need better projectors. Too many students are shoulder to shoulder. This may be a fire code issue.
On top of that there is a lack of transparency. We do not know when the Optimizer is being run. We do not know who to talk to and how to resolve the issues. I am glad we have this opportunity to talk to you in person but it has taken a long time to get to this point. We hire 70 plus PTF every semester. I am having trouble attracting and keeping faculty due to learning space issues. These are highly paid professionals. We are competing with SVA, Pratt and other design schools with hiring and obtaining good faculty. I hope these issues can be resolved.

Comment – We have spoken about the nature of the problems, I want to emphasize the severity of the situation for the BFA DT program. I have a class in room D1132, 13 students can sit in the room but cannot bring in their projects. We have a better room assigned to us every other week but I still have to plan around the other day in the small room. 40% of the rooms are inadequate. In DT we do not need computer labs but we have them assigned. Students have to stand up because the screens are in their face. They have their laptops so they do not need monitors. Several other programs have the same classroom issues. Great faculty leave to teach at other institutions with better facilities. Some students are saying that they would rather go elsewhere. This problem is not wide spread but it is important to note.

Comment - Everyone owns a laptop. Economic issues are another consideration. Students should not always have to own the greatest and fastest computer. You could look at ways to support students with computer issues.

Comment - Task time impacts both dedicated and non-dedicated space. There is no extra space for reviews. The spaces are used for classrooms. We need to reexamine IT resources. They refuse to support some equipment and we cannot do it ourselves.

Comment – The Sustainable Systems FY course has difficulty getting accesses to particular Making Center spaces for demos. We are readjusting the science aspect because of lack of space.

Nadine- We will have a new CIO starting hopefully in January and I urge you to welcome this individual and also to share some of your concerns. Technology serving, not technology driving was a huge issue brought up during the interview process. By a show of hands how many of you have experienced technology issues this fall? (Several PFA members raised their hands)

Rebecca - Parsons makes up a large part of our population. However, when we think about design we have to think about teaching spaces that can accommodate a wide variety of disciplines. That is not studio space, it is general practice space, which I see as different in how we look at them.

Caroline - Please send questions to the PFC to forward to Nadine and we will follow-up when
the new Optimizer is in place and if there is a conversation that needs to take place again.

10:35 – 10:45 Presentation by University Faculty Senate (UFS)

Derek Porter from the School of Constructed Environments - Student unionization is a big topic. We are in the process of formulating a series of questions that we want to submit to both the institution and the union to try to clarify the grey areas that seem to be present between the two parties with the objective to learn more. We can report back to the PFA and form an opinion relevant to these issues.

As you know there may be a strike after Thanksgiving.

There was a breakfast meeting with David who said the bargaining is very close. They are meeting with a mediator in the coming days. The institution is hopeful that in the next 10 days we will have an agreement. That is good news. We all want that.

The Senate is working with the Provost’s Office to embed UFS members into committees. We are asking the board to have faculty membership on the board. There is an agreement to that notion as I understand. The voting and approval will take place soon. Progress is taking place

Centennial project -Tim is planning workshops and studies to dream in a provocative way of how the University can move forward. The UFS will have more conversations in the next few months.

We are meeting with David and Tim about the conversion of EE to Tenure status. Revisions to the bylaws are being worked on.

I will take this moment to remind you all about the Faculty Governance Day in the spring and what we will need to focus on is what that means across the university. This will be followed by information on workshops.

PFA questions for the UFS:

Q. In regard to the strike issue, what is the timeline for the questions and when do you hope to get responses?

A. We are formulating them by today and submitting them to the Union and Institutions with the hope of getting responses early next week. We will meet to discuss those questions ASAP and will share the details.

10:45 – 11:00 Update on the Executive Dean Search Committee by Laura Auricchio and Lucille Tenazas
Lucille - So far we have hosted 4 finalists. We will have the final 2 today and tomorrow. Thank you all for giving feedback through the forms. In all the years I have been here I have never experienced such a collaborative ethos as I have in the last 9 months. We began this process in March.

After tomorrow, the different communities within Parsons will debrief and make decisions based on the criteria that we have given to the candidates as prompts. 4 schools within Parsons have created formats to get feedback. AMT, SDS, ADHT and SCE have dates in place and Fashion will be determined. You will hear from your schools. Through participation, knowledge is power.

Candidates are subjected to a long day, which starts at 8 am and ends at 10 pm. We would like for you to be engaged with them and host them.

After Wednesday a final survey will be sent out for an overview on all candidates. November 21 will be the due date to submit the survey. All information about the candidates can be found online. After we receive the completed surveys, the committee will gather and consider the feedback. We as the committee will be drafting a report to the President and the Provost assessing all 6 candidates.

We will base that report on 2 categories – There will be a summary with feedback from the PFA. Suggestions and feedback will be given to the candidates. On the forms it is easy to circle those numbers but we rely on the statements the PFA writes on the bottom of the page.

Laura – It is an honor to work alongside of Lucille and the whole committee. The only thing I want to add so that you actually understand what we do with the feedback is when we get the forms the committee reviews them. The more feedback, the better. We want the final candidate to be set up for success. The only way to do that is to have the full community have the opportunity and for the committee to hear. We appreciate your time. It is a real commitment and investment in our collective future.

**PFA questions for the committee:**

Q. After the committee writes the report is there an estimation of what the timeline will be?

A. I can’t say but I will be happy to ask.

Statement – I think it is important to remember that we continue with our fight and we applaud the work that the committee has done (clapping). We need to back the committee up or we will lose our momentum. As we are coming upon the break I feel a concern that things will be done while we are away. We don’t want to come back to a decision made in our absence.

A. Laura - This is my understanding of the process. The committee writes up a report, which goes to the President and Provost. After that, I don’t know.
Q. We trust the committee. I do not trust that as this goes forward, despite the work we are doing, we will wake up to a new Dean and we will not be happy. I feel we still cannot trust the final powers that be any more than we did 9 months ago. How do we ensure that the final decision remain in our hands?

A. Lucille - We are fighters in the room. We are doing the work and making sure that we are listened to.

Statement - The three selected finalists will hopefully be the strongest candidates that match the community’s choices.

A. Laura - We play good and bad cop. There may be 2 to 4 finalists, not just the 3. We should not prejudge anything.

Statement – I argue that it is likely that someone else is chosen without taking into account our input.

A. Laura - I will step down from my current role if our 3 finalists are not chosen. I just want you to know I am certain of that.

Statement - We as faculty need to act if our recommendations are not considered. (clapping)

Caroline – Thanks so much for all the hard work.

11:00 – 11:15 Presentation by Antonia Craig on STAFF (PSC) / PFA / PTF Collaboration Initiative

Caroline - We are going to have a brief conversation about how we teamed up with staff to try to broaden the conversations that we are having as a community.

Antonia - Kate may be here. We are talking about ways to create engagement with staff and faculty. There is potential participation of PTF as observers and not participants in the PFA.

Caroline - We want to create events with experimental time and space for all to be included. We have support of the Dean’s Office and Provost to make this happen for the next semester. We will attempt to have a forum with a space and a time where the whole community to get together.

Antonia – We want to create a new space for PTF, FTF and Staff to present their expertise from inside and outside of the institution. AMT has been hosting a forum for the last few years that has allowed this interaction to happen. If you have attended you will have an idea of the type of event we are considering. We will invite students to observe and interact.
Caroline – There is a possibility of faculty co-teaching with staff. We are figuring out ways to make this happen. If the PFA has ideas or concerns, email us and we will bring it up again in the next PFA.

11:15 – 11:30
Presentation by members of the SENS-UAW Student Union - Potential Strike

Caroline - We want to give you the opportunity to ask questions about the possibility of a strike. Hopefully it is not going to happen. We have invited students from the union to present. We have (additional names ?) Zoe Carry

Zoe Carey - The PFC is the only organization that has invited us to speak.

Zoe listed the schedule for bargaining and spoke about the package that needed to be reached before November 26, the strike line. The following issues are those that the University has not provided us with a proposal.
- Issue - Tuition and fees. We were offered 40% reduction of the $190.00 University Services fee that every student is required to pay. This is only available for those who have already worked a semester and are currently working over 10 hours per week. Some may not qualify for benefits due to restriction.
- Issue - Wages. Since we have organized in 2013 we have only had one raise. We are trying to make up for years of low wages. We want to bring the lowest paid workers up to $21.00 per hour. We want to balance wages and increase the first year of wages to make up for the lack of raises.

New School offered 2% raises for the first 5 years of the contract. The administration claims this is in line with others, which is not true. This increase is lower than other unionized workers. Others offer 2.5% raises. We need to keep up with the rate of inflation.
- Issue - Healthcare- Zoe explained the breakdown. I know you have received emails from the University about comparable wages, but their data is not true. The job descriptions are not the same. In our research we found that we are making considerably less than those in the same rolls at other institutions. The University currently spends 1.4% of their operating budget on student workers.
- We want to increase the funds for academic student workers by .04%

Michael Dobson - We are making reasonable demands without results. The deadline for negotiation will start on November 26. We will start a picket line. Please respect the picket line. Do not cross the picket line and find space off campus. If you need suggestions for space, please contact us. Don’t ask students to work so they can withdraw their labor. Decline to work in lieu of missing student work. Ask the administration to value the labor students provide to avoid the need for a strike. Students should direct concerns to the administration and not the PFA.

Caroline - Given the shortness of time I want to focus on how we can best support you.
Comment - I am in support of the strike. I am concerned about substitution for working space. I am also concerned about students not being able to finish work due to not having access to spaces. Some work cannot be done anywhere else. I ask you to come up with messaging for students and faculty in the next week or so. I would be happy to help in any way.

A. We are not asking students to not go to class if they need the spaces in the institutions. Students should not strike their academic work.

Comment - We are relying on PTF and we would have to cancel the reviews and will affect the student’s academic experience. Visas and scholarships would be in jeopardy. How do we manage our review week? They are essential to students. How do we support you and the students?

Comment - Presence of bodies and work cannot relocate to different spaces for reviews. We cannot just take pictures of the work. We need the Union to articulate language to help students and faculty make up their minds on a case-by-case basis.

A. We need to have pressure on the Administration. We are trying to support faculty and students.

Q. Should the PFA put pressure on the Administration?

A. We should pressure Administration and let them know this will affect students. Higher wages are important.

You can find information on line to use about the strike. Thank you for your solidarity.

11:30-11:40
The University Report on Union Negotiations by Larry Jackson and Bryna Sanger

Bryna Sanger - We will work through Thanksgiving break. We don’t want to have a strike. We want equity for other employee groups. We are mindful of other union members including PTF. We are doing strike planning and are concerned about the other students. 600 graduating students who need to finalize in good standing. We need to consider financial aid and international students.

We have hired a mediator who is very popular and only available for negotiations on one day.

We will provide options for other students and provide support.

Strike planning - 5 working groups/steering committee. There is space planning for off campus space. We want to protect students who cross the line to get to libraries and other areas they need. We are getting word out to faculty, students and parents for better communication. Parents are concerned. We want the administrators to work in good faith at the table with the Union. We are hoping the mediator will help soon.
Larry - We don’t ask that faculty not cross the picket line. We want to strike a balance to support us all. We are suggesting other activities for classes and utilizing technology. We want to continue our continuity of instruction.

**PFA questions:**
Q. Why was the mediator only brought in now?

A. Not sure. I don’t know at what point contact was made with the mediator.

Comment - We have a grad program where we are going to have two semesters of reviews. The Administration has a responsibility to solve this.

A. We are in agreement that we need to solve this. We worked with PTF and it takes a long time to bargain. We are getting close.

Q. The 9-month grad program gets less out of this. Do you have a timeline number that shows the gap?

A. Not sure. The latest report may have numbers.

Q. We will need continued reports through fact-based emails. The emails are given a certain spin. It would be useful to have you communicate openly. Last semester’s experience with the fire and strike is traumatic enough. The university could have stopped it from happening.

A. We are mindful by forming a communication group to report and ask how we can help.

Q. What is the parody? The ecology of numbers? 1/3 of the student workers are from Parsons. Why is there such a difference in numbers from the University?

A. There are 5 categories in the bargaining unit. Most are RA’s and TA’s for Parsons and not TF’s.

Comment - The importance of teaching our students what solidarity means. We had powerful dialogue last year. We have to give up some of our comfort. All of us together. This is part of a learning experience.

A. We should continue our dialogue. I’ve included my email address for further support.

John - Go back to your schools to encourage discussions on how we are going to deal with the overall situation.

**Meeting Adjourned by John Sharp at 11:40.**