



TO: Faculty, Staff and Academic Administrators – Jefferson – East Falls Campus
FROM: Jessica L. Holt
Manager of Faculty Affairs
RE: November 21, 2017 Jefferson – East Falls Faculty Meeting Minutes

Approval of the Agenda

Professor Pierce called the meeting to order on Tuesday, November 21, 2017 at 12:34 p.m. in the Kanbar Performance Space. The agenda was approved.

Each meeting is recorded and posted on the Jefferson – East Falls Office of the Provost’s website [<https://www.philau.edu/provost/meetings/>] for any faculty not able to attend.

Approval of the Minutes of the October 17, 2017 Full Faculty Meeting

Professor Pierce presented the minutes, which were acknowledged and submitted.

Faculty Voices

Concerns about the Post-Tenure Review Policy

T. Schrand

Professor Schrand thanked Associate Provost Beth Shepard-Rabadam for holding the Listening Sessions around the topics of Appointments, Promotion and Tenure and Shared Governance. He expressed concern about the proposal to extend a Post-Tenure Review policy to the East Falls campus. He noted that the policy is currently applied primarily to faculty members in the Sidney Kimmel Medical College, who have very different teaching and research conditions from the East Falls faculty. He stated that he supports the American Association of University Professors position that post-tenure review undermines the institution of tenure, has unproven effectiveness, and is unnecessary in light of the multiple types of review that faculty members must undergo to earn tenure, promotions, raises and sabbaticals. He also warned against decoupling promotion and tenure, a policy that would serve to lead faculty members to delay applying for tenure, resulting over time in fewer and fewer tenured faculty members. He was concerned that the proposal to apply the post-tenure review to faculty members currently on tenure track could be perceived as “bait and switch” in terms of their implied conditions of employment. He noted that tenure without repeated reviews and defenses was vital for academic freedom and faculty governance—it offers him protection and confidence to speak openly about campus issues that his untenured

colleagues don't enjoy, and he encouraged the university to empower its faculty and promote academic freedom.

Ray Poteau commented that Post-Tenure Review places the campus at a disadvantage as well as impairs recruitment and retention.

Meriel Tulante expressed concern about the implementation of Post-Tenure Review would have on the attraction to underrepresented groups and diversity in attracting faculty.

Raju Parakkal expressed that Post-Tenure review is self-defeating. Faculty will focus their efforts on self-serving efforts once they have reached tenure instead of a focus on university service as they will be concerned more about satisfying Post-Tenure Review expectations.

Barbara Kimmelman commented that this is the time to think about what the University wants to become overall, and how East Falls should be.

Report from the Provost's Office

M. Baker

Matt Baker announced the departure of Kelsey Gilbert from the Registrar's Office. She will be assuming the role of Registrar at Unity College in Maine. He then introduced the new East Falls campus Registrar, Jan Mellon.

Matt expressed his thanks to everyone who participated in the recent Open Houses on campus. Applications are up in relation to this time last year.

Matt reported that Middle States concluded their visit last week. The team of three who visited, were focused on the complex substantive change items. He reported that the outcome was good, with the team providing four commendations. They encouraged development of the SIS/PeopleSoft systems as well as continued integration and similarity of student services on both campuses. In January, the committee will vote and the Commission will approve the progress in March.

Matt commented that a new student organization for veterans has been created that support both campuses. The group is looking for a faculty advisor.

The second Jefferson Academic Board meeting was held on November 20th. The Board is comprised of administrators as well as Center City and East Falls Faculty. They are impressed with the direction the University is going.

Updates of the Standing Committees

No reports were presented.

Special Reports

Student Reaction to the TJU Merger Roll-out and Suggestions for Communication Opportunities

C. Hermann, N. Howard, I. Siravo

Carol introduced the SGA and Junior Class Presidents to speak. They related the overall feeling of students thus far as well as the main concerns and questions they have. Specifically, students want to know when they will be able to meet Center City students and when will they begin to take classes downtown. Transportation also continues to be a concern, however until East Falls

students have a real need to be on the Center City campus, for events, classes, sports, etc, it might not need to be addressed immediately.

Overall, students are positive about the merger with freshman being very excited. Events are currently being planned for the spring to allow East Falls and Center City students to interact.

East Falls SGA have been speaking with Center City leadership about the East Falls student body.

The SGA will work to increase communication to the student body with monthly updates, instituting a virtual comment box as well as a comment box at the Kanbar desk.

For 2018-19, the SGA is planning to expand representation so that members are from both campuses.

The speakers thanked Dr. Spinelli for the opportunity to gather smaller groups together to meet.

Barbara Kimmelman expressed her thanks, which was supported by applause from the attendees, to the SGA in taking the initiative on this.

Three Transcollege New Course Proposals

V. Hanson

Valerie Hanson reviewed the three proposed courses, the materials of which were distributed prior to the meeting. The courses address Graduate Internship Credits and are open to all East Falls campus colleges.

Carol Hermann noted that the catalog states that students can take 2 internships. She would like this amended to state 6 credits. Rob Fleming commented that the suggestion from Carol can be adjusted in the Academic Policy Committee.

The motion was made and seconded.

John Pierce will send the ballot to voting members of the faculty and encourages everyone to participate.

Update on Faculty Affairs Integration Planning

B. Shepard-Rabadam

Beth reported that there have been five Listening Sessions held on the East Falls campus around the topics of Appointment, Promotion and Tenure and Shared Governance. There is a final session on November 28th.

In January, Listening Sessions will be held to discuss Faculty Professional Development and Wellness and Recruitment and Retention of a Diverse Faculty. Adjunct and Affiliated Faculty Affairs is still being worked through. In addition to the Listening Sessions, the Provost's Office is working on creating by-laws, the Organization of the Faculty and the hiring/search procedures.

It was commented from the floor again that if administration wants higher participation documents should be made available not just to those who attend the listening session.

Policy Revisions Regarding Course Buy-outs and Summer Salary for Extramural Grants

B. Shepard-Rabadam

Beth directed attendees to the presentation materials which were distributed prior to the meeting.

She reviewed the policy of course buy-outs, noting that the buy-out is calculated based on prorated salary plus fringe as permitted by the funder. It is not calculated on replacement costs. In addition, the faculty member will teach at least half of their regular course load and fulfill other regular responsibilities. In response to a comment from the floor, it was clarified that even if a faculty member were to buy-out 100% of their teaching, they would still be responsible for the "other duties" such as advising, committee participation, and similar duties.

In regards to grant funded summer salary, only 9/10 month faculty are eligible. They make receive up to 2 months of their institutional base salary during the funded period. In response to a question from the floor, 2 months of pay is the National Science Foundation standard.

Unfinished Business

Faculty Concerns about Employment and Benefits

Faculty Council

John Pierce directed attendees to the presentation materials which were distributed prior to the meeting.

Shared Governance

John reviewed the concerns surrounding the structure of shared governance, the role of the Dean of the Faculty, and the structure of university committees.

In regards to Shared Governance, a comment was expressed that there is a difference between faculty input and faculty approval. Beth commented that the handouts from the Listening Sessions require context so that individuals have an understanding of what comments and information has gone into shaping the suggestions.

In regards to the Dean of the Faculty, Matt Baker stated that this role will not exist moving forward. He stated that the role varies widely in Higher Education and is defined differently at many institutions. He also noted that when he served as Provost and Dean of the Faculty, he was never totally independent as a voice for the faculty at the administrative level. Barbara Kimmelman commented that in the past the discussion has come up about splitting them before, so perhaps it is time to look at this again.

In regards to the structure of University committees, the suggested model looks like what currently exists on the East Falls campus. Beth confirmed that there is a Shared Governance Committee and an Executive Committee at the University level in the new structure. The charges, method and process of elections and representation have not been discussed yet. In addition, it is unknown if the faculty will vote on this.

Health versus Privacy Concerns

John reviewed the concerns surrounding the Health Conditions of Employment (Tobacco-free, Drug-free, Mandatory Vaccinations) and Health Benefits.

In regards to the tobacco-free policy, various questions and concerns were raised from the floor. The question was asked if the tobacco-free policy applied to students and inquired as to the support services that would be available to those who do smoke to help them quit. A comment was made that the policy should not apply to those who do not get their health insurance through the University. A question was asked about the repercussions to those who are found in violation. What about second-hand smoke or distance-faculty? How does this

policy compare against our peers? Matt Baker noted that the TJU enterprise consisted of 13 hospitals prior to the merger with Philadelphia University, and had healthcare as their focus. Now with the addition of the East Falls campus, they are reviewing their policies to see what makes sense. Matt added that when the tobacco-free policy was instituted in Center City, they did hire a smoking cessation vendor. He also added that for any testing, it is done by a third party vendor.

In regards to the Drug-free policy, there were concerns over drug testing. Matt Baker commented that he was unsure if this would apply to all employees. Currently, health profession students are drug tested.

In regards to the Mandatory Vaccinations, this applies only to those who work with patients.

A question was also asked about mandatory fingerprinting. Matt commented that this process should have been done last year, however a lobbying effort has delayed this. Currently, Center City does fingerprinting for those working in healthcare.

In regards to Health Benefits, a committee is currently reviewing this. Most likely there will be a choice of plans, with a cheaper plan favoring those who choose Jefferson physicians. Matt does not know if other providers, such as nurse practitioners/midwives will be included.

New Business

None at this time.

Chancellor's Report

Dr. Spinelli

Dr. Spinelli started by stating that he is enjoying the constructive discussions being held by both students and faculty.

He extended his congratulations to the following:

- The Fashion Design Program for increasing their international ranking.
- The 5th graduating class of AMI
- Jim Solano, Associate Professor of Accounting, on being awarded the Dick Vermeil Award for his dedication to family, team and community.
- Fashion students Keren Espina and Tommy Heidebrecht, for winning the "Good Morning America" challenge to redesign a wedding dress. The students beat two student design teams from other schools.

He reported that there have been 5,000 application inquires this year compared to last year at the time. This has resulted in 273 applications to date.

The Day of Giving resulted in a 200% participation increase this year over last year.

Announcements

Barbara Klinkhammer congratulated Associate Professor of Architecture David Kratzer on being awarded the RHJ Associates P.C. Term Chair for Architecture.

Juliana Guglielmi notified attendees that the Fashion Merchandising and Management student Pop-Up Shop is being held on November 29th in the Kanbar Performance Space from 10:00 am – 2:00 pm.

Jeff Cepull expressed his tanks for Rob Fleming, Rob Fryer, Andrew Hart, and Dana Perlman for their participation in the EduRoam presentation.

Next Meeting: December 12, 2017 at 12:30 p.m.

Adjourned at 2:12 p.m.