Faculty Roles and Structure Topic Team  
*Strategic Planning Project*

**May 11, 2015, 10:00-12:00pm**  
**Location:** MCB, Gold Room

**Agenda:**

1. Initiative review and finalization of the Topic Team’s Report.

**General Discussion:**

- Support the Article 18 Task force report. Particularly the diversity elements in the report...See Percy proposed language
- The issue of Tenure in Article 18 should not be either/or...See Schecter’s proposed language
- Discussion about hiring rigor and the need for more diversity in the faculty
- Discussion of the need for standing pools of more diverse applicants
- Different departments manage the adjunct hiring process differently and often adjuncts are simply hired on the basis of who they know. There should be a consistent process for managing these hires...and we should be promoting diversity through how we populate the applicants pools we draw these hire from.
- Also, there needs to be more rigor and consistency in how we screen for and hire non-tenure track faculty like instructors and lecturers...and again....we should try to hire for more diversity.
- The screening process for adjuncts is not transparent or consistent across departments and more training is needed for screening and hiring committees.
- There is a desire to codify a system for hiring for diversity on the NTTF track.
- PSU needs minimum recruitment standards for adjuncts.
- PSU needs to expand its incentive funding diversity hiring. This will help PSU avoid the situation in which we sometimes find ourselves....where we “have the person...now we need the position.”

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**Invitees:**

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<td>Jennifer Ruth</td>
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<td>Leslie McBride</td>
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<td>Susan Lindsay</td>
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<td>Keva Miller</td>
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<td>Kelly Cowan</td>
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<td>Pamela Miller</td>
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<td>Abel de la Cruz</td>
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<td>Patricia Schecter</td>
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<td>John Eckroth</td>
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<td>Sonja Taylor</td>
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<td>Carol Hawkins</td>
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<td>Steve Percy</td>
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X=Attended
Discussion of Initiative # 1

**Initiative One:** Align Faculty Rights and Responsibilities to Advance PSU’s Mission as an Urban Research University through Heightened Transparency in Decision Making and an Expansion of Academic Freedom.

- Review the faculty roles, e.g., academic professionals (are all of the roles included)
- Ask the SPDT about how this Topic Team should handle definitions and the issues that did not get resolved during their deliberations.

Discussion of Initiative #2

**Initiative Two:** Ensure ongoing opportunities for faculty to engage in professional development that will inform and strengthen scholarship and research, creative activity, teaching and engagement.

- This initiative is ready for the report. No additional issues were raised during discussion.

Discussion of Initiative #3

**Initiative Three:** Actively connect faculty to student success through greater expanded role in academic advising.

- Committee to come up with additional “strategies” language for Initiative # 3
- This Initiative needs to strengthen the point that advising is also mentoring.

Discussion of Initiative #4

**Initiative Four:** Advancing the Diversity of Faculty at PSU

- More discussion about how there needs to be more attention paid to developing minimum hiring standards that take diversity into consideration.
- International scholarship and the work done to establish and maintain international relationship for the benefit of PSU (contacts, courses, publications, MOUs...etc.) should be taken into consideration for the promotion and tenure of tenure track faculty.
- An effort should be made to balance the diversity of the different types of faculty.

**Topic:** Scheduling and completing the Topic Team’s report. This is the last face-to-face meeting of the topic team. Discussions and reporting will continue by email.

**Adjourned:** 12:05