



TO: Faculty, Staff and Academic Administrators – Jefferson – East Falls Campus
FROM: Jessica L. Holt
Manager of Faculty Affairs
RE: December 12, 2017 Jefferson – East Falls Faculty Meeting Minutes

Approval of the Agenda

Professor Pierce called the meeting to order on Tuesday, December 12, 2017 at 12:33 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 November 21, 2017 Full Faculty Meeting

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

Faculty Voices

Ballot Results for the Graduate Internship Ballot

J. Pierce

John reported that there was a 55.2% response rate to the ballot, and all three proposals passed.

TJU East Falls Faculty Representation on the Jefferson Academic Board

N. Howard

Nancy spoke regarding the representation of faculty on the JAB. While it is a huge step forward to have representation, there is a lack of clarity to how certain faculty members ended up serving. There is a concern that if the faculty has representation on JAB, the representatives may not understand who they represent. In addition, there is a lack of clarity around the charges of the JAB and Nancy would like to see a more open process.

Matt Baker spoke and agreed that it is an improvement in having faculty serving on JAB. He explained that faculty members were selected based upon their past service on committees that relate to the JAB sub-committees: Research, Education and Academics, Finance, Faculty and Student Affairs and Personnel. The faculty represent both junior and senior faculty, as well as tenure and practice track.

Megan Fuller asked if there would be a report out period so that faculty are aware of what is being discussed and occurring within the committees.

Provost Tykocinski commented that this is a new organizational structure for both campuses and a great step forward. He clarified it was a decision of the JAB, and not senior management, as to the guidelines and demographics of populating the faculty members for representation on the sub-committees. Provost Tykocinski added that while they are faculty members, their role on the sub-committees is not to advocate for the faculty, rather to look at the larger picture.

Matt said that we will speak with administration about the periodic report outs. Dana Scott, a faculty member serving on a sub-committee, questioned sharing information, as the sub-committees are making recommendations to the Board. They are not making final decisions. Karen Novielli added that the sub-committee meetings are confidential. The JAB minutes, however, are public.

In a question regarding the terms of service for these faculty members, Karen Novielli stated that they are 1-year reappointments that are renewable. A request was made for a list of the names of faculty members serving on the sub-committees.

Report from the Provost's Office

M. Baker

Matt wished everyone a safe and happy holiday season and thanked everyone for their work this year.

Updates of the Standing Committees

No reports were presented.

Special Reports

Short Course Faculty Applications

L. Phillips and M. Wilcox

Lisa and Madeleine reminded attendees that the deadline to submit a proposal for Faculty-led Short Courses is February 1, 2018. Additional information can be found on the [Study Abroad webpage](#).

Early Findings from the Faculty Listening Sessions

B. Shepard-Rabadam

Beth directed attendees to the presentation materials. She began with an overview of the number of listening sessions held and attendance on both the East Falls and Center City campuses. The sessions focused on Appointments, Promotion and Tenure and Shared Governance. In January, listening sessions will be held to discuss Faculty Development and Wellness and Recruitment and Retention of a Diverse Faculty.

The main reoccurring themes regarding the East Falls Faculty are that they are committed, engaged, and civic-minded, they wish to understand the rationale behind policy changes and participate in dialogue about what they mean, they desire to vote on things within their purview, they believe East Falls is a special place with certain recognitions, and they strive to preserve what brought faculty to East Falls and embrace future possibilities.

In regards to Faculty and Shared Governance, there was common feedback regarding combining faculty bodies, University-level and College-level committees and items with are time sensitive.

In regards to Appointments, Promotion, and Tenure there was common feedback regarding how to measure achievement based upon discipline and that college personnel recommendations should continue to have weight. Concerns were expressed over the proposal to decouple promotion and tenure, practice contracts, outside assessors, post-tenure review, and achieving research expectations when East Falls is a teaching intensive campus. Faculty want to talk more about valuing industry experience, how to define “research” and including creative work and pedagogy in “scholarship.”

Beth stated that the next steps are to summarize and synthesize feedback to present to leadership and begin policy development. Work will continue on Adjunct and Affiliated Faculty Affairs.

Nancy Howard thanked Beth for her sensitivity and being a great listener. She said that Beth provided great perspective throughout this process.

Unfinished Business

None at this time.

New Business

None at this time.

Chancellor’s Report

Dr. Spinelli

Dr. Spinelli reported that all metrics are positive. Both philanthropy and press recognition are up. He also noted that the way in which the integration occurred gained national attention and the response has been positive.

Provost’s Report

Dr. Tykocinski

Dr. Tykocinski directed attendees to the presentation materials. He explained that the materials are still a work in process, except for the top level framework, and should be viewed as a draft. As a result, the presentation materials will not be made available for review following the meeting. Dr. Tykocinski is impressed with the talent of East Falls Faculty. He stressed the importance of patience with the integration process. The University is breaking new ground and addressing complex issues through a careful and considerate process.

Dr. Tykocinski began by reviewing the pre-merger and post-merger college structure. Of note, the Center City college of Health Professions will become two: Rehabilitation Sciences and Health Professions and Biomedical Sciences will become Life Sciences. The East Falls College of Science, Health and the Liberal Arts will become Humanities and Sciences. At East Falls, CABE and DEC will remain unchanged. Dr. Tykocinski then reviewed the total number of faculty across the University and student enrollments. He noted that DEC has the largest percentage of student enrollment followed by SKMC, JCN, and CSHLA.

The exercise this year is to combine two Universities into one through both standard and novel approaches. He commented that the tripartite central administrative framework features would focus on providing a single point of contact, balance centralization and decentralization, offer real-time web powered tracking, and embrace matrixed organizational interfaces.

Dr. Tykocinski sees the University as the first in a new category of “Professional Ivy” schools that leverage a rich academic system, have discovery as core value proposition, have clear visions for both the clinical and academic enterprises, are both engaged in evolution and revolution as well as harmonization and homogenization.

Dr. Tykocinski reviewed the Strategic Academic Framework, noting the four components:

- Fields of Tomorrow
- Curated, Personalized Education
- Dynamic Academic Community
- Outward-Looking Enterprise

He then noted the sub-components and Fiscal Year 18 priorities, reviewing how each relate back to one of the four main components.

In terms of Academic Space, Dr. Tykocinski reviewed the ten year plan. Of immediate need for East Falls, is the Honors College and Institute for Advanced Study and the Ronson Building. The Ronson Building should break ground in spring 2018. In the next 3-5 years, the goal is to establish space for CTiNL and two new academic buildings.

Lastly, Dr. Tykocinski also commented on the establishment of International Centers, such as in Ireland, Finland, China and Australia.

Dr. Tykocinski then took questions from the faculty. In response to a question surrounding funding available to increase the number of full-time faculty, Dr. Tykocinski stated that the prospects exist for growth, but the University needs to experience the financial benefits of the merger along with increased philanthropy. He agreed that programs on both campuses operate well, but at spread very thin. A conversation that has occurred with the Deans is for them to prepare information on what it takes to get their respective programs to the next level. The University is also reviewing compensation so that it is competitive but also supported by the market demands. In regards to transportation, it will be an issue of when it is the right time or the appropriate trigger point. Currently, estimates are being obtained and discussions on use. Increased cross-pollination between campuses is underway .

Announcements

Next Meeting: January 16, 2018 at 12:30 p.m.

Adjourned at 2:00 p.m.