Finalizing a Stable Structure of our Academic Units
Presentation to Faculty Meeting
04 March 2020
Why?

- Current structure is complex, chaotic, and places far too much administrative burden on faculty.
- Administration wants us to reduce release time, which requires reducing administrative burden.
- PSU-AAUP Contract negotiations will likely begin end of Summer.
CBA Examples

- 8.2.1. Individual workload assignments shall be recommended by the *supervisor/evaluator*...

- 8.5.1.1. Program/Discipline Coordinators with significant responsibilities (*variable* depending on size and responsibilities)

- 8.5.1.2. Department Chairs will earn a minimum of two course releases per semester.

- 12.3.3. Evaluation Levels, Process, and Timeline:
  - Department/disciplinary P&T Committee,
  - *Evaluator.*
How?

- Based on Academic Units
- Separate “administrative” and “creative” activities
- Size AUs appropriately to consistent release time
- Consistency in structure between AUs
Goals

- Utilize Faculty Governance
  - Task Force to provide recommendations
  - Vote of faculty (May Faculty Meeting?)

- Clearly defined structure and duties

- Rapid timeline for development

- No More Change!!
Time Line

- Vote of full faculty at May meeting (?)
  - April 29 Faculty Forum (?)
- Start of Negotiations End of Summer
- Move to new structure AY 2020-21
- New CBA starts July 1, 2021
Downside?

- One more change
- Some may have to make more change than others
- Rapid time lines challenge Faculty Governance
What do we want in return?

- Commitment from Administration not to push changes in release time for at least Fall 2020
- ???
Motion: We, the faculty, request that the Steering Committee form a Task Force to develop recommendations to finalize a stable and well-defined academic administrative structure. This Task Force shall consist of about 10 full-time faculty members, selected to represent a wide variety of Academic Units, with particular attention paid to representing different models of AU structure. It is recommended that at least one of the full-time faculty on the Task Force represents the PSU-AAUP. In addition, it is recommended there be at least one representative from both the Administration and the support staff to serve in an advisory role to the Task Force. The chair of the Task Force shall be appointed by the Faculty Speaker. The Task Force shall have the goal of providing its recommendations to for approval at the May, 2020 Faculty Meeting.