

11-6-2015

PAT Senate Meeting Minutes

Plymouth State University

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PAT Senate Meeting Minutes
November 6th, 2015
8:15am Newfound Room

I. New P.A.T.s: No new PAT's.

II. Guest Speaker: Provost Julie Bernier and the Academic Deans: Gail Mears, Robyn Parker, Cynthia Vascak

Update and overview on Strategic Clusters:

- Julie mentioned the summer retreat, University Day, and meetings with faculty members about developing clusters. A survey was given to faculty to gain feedback about interest in being a part of clusters. Julie, Gail, Robyn, and Cynthia presented at the Operating Staff meeting as well.
- Robyn discussed the purpose of clusters (why do this?)
 - o Reputation/Focus/Branding
 - o Together we are more than the sum of our parts.
 - o High impact learning- Engaged learning models that promote collaborative interdisciplinary applied research for UG and GR students, staff and faculty.
 - o Student recruitment and retention, career preparation.
 - o Revenue streams
- Robyn explained that we will define the clusters in December/January.
 - o In the Spring of 2016 the implementation plan will be developed
 - o In Fall 2016 we will implement the plan.
- Gail spoke about how this is an evolving process. She talked about transformation being the frame; transformation of students and communities.
- Cynthia spoke about the elements of a cluster
 - o Overarching theme- under which we can identify teams consisting of individual faculty, program representatives, discipline representatives, community partners, and team leader.
 - o Goals / Communication plan / Shared resources
 - o Activities and Projects engaging students UG and Grad in applied projects/research/creative work, etc.
 - o Internships and or Open Labs and or Innovation Studios
 - o Mini-Clusters and Satellite- Clusters may emerge.
- Julie gave an example of what a cluster might look like. She discussed the Berlin Mural Project, which the Center for Rural Partnerships, the Art Department, the Communication and Media Studies Department, and History and Philosophy Departments were involved in along with community partners. This interdisciplinary project came together to solve a real world problem.
- Other projects include: Bienvenue NH, the EcoSystem Services Valuation, and the Environment Management Decision Support Project.
- Andy Palumbo asked what the efforts for branding and market testing are. Julie explained that the timeline is for the spring to test the market. She noted that this is an evolution. The President has said that this will take 5 years to evolve. Andy followed up by asking if there will be a promotional plan put together to help us communicate this.
- Tony Trodella asked if we have started to reach out to other potential external partners. Julie explained that President Birx is doing that. This work is just beginning.
- Ashley Phillips asked what role staff could play in getting involved with clusters. Julie explained that much would depend on the nature of staff roles. Beyond supporting clusters through staff positions, there might be ways for staff to get involved with things like steering committees, and other opportunities.
- Gail noted that there would be open space sessions to students, staff, and community. They are tentatively scheduled for the Monday and Tuesday prior to Thanksgiving.
- Robyn noted that we are all educators. Education doesn't strictly happen in the classroom.
- Terri Potter asked how URSA would fit in. Julie explained that the big planning time would be in January, because we will have URSA results. The URSA information will feed into our future directions.

III. Acceptance of Minutes: October 2nd, 2015 meeting

Moved to consent- no objections, minutes approved.

IV. Speaker's Report: Terri Potter

- The University Leadership Team met at 3pm on Friday, October 16th, and included Ann Jung Matthews (Faculty Speaker), Joe Boisvert (Student Senate Speaker), Chris Chiocca (OS Speaker Elect) and me.
- Student concerns that were shared with President Birx included campus safety, in light of the two bulletins about women being approached in the late evenings. Better lighting around campus was also mentioned, including areas near Lamson and the pedestrian crosswalk on Merrill Street.
- Chris Chiocca expressed that more opportunities for town meetings, where all campus constituencies are intermingled would be helpful. He also indicated that OS are curious how clusters will incorporate working across all constituency groups. Chris shared that it might be a boost to morale if there were funds allocated for some sort of year-round employee recognition program, creating more opportunities for us to highlight the good work that individuals and teams are doing.
- I shared the list of concerns that were sent to me, which included a request that the campus governance structure be reviewed. (I bet no one knows who submitted that item!) In particular, our concerns about who has authority in campus decision-making. The administrator selection process was the example I provided, where the current structure dictates that faculty have the majority vote on administrative positions that aren't part of the academic affairs structure.
- Dave had provided me a list of issues submitted to PAT Welfare, which I also shared. Those issues included employee morale, pay increases, internal and external salary equity, PAT / Teaching Lecturer inequity and work load expectations across campus.
- President Birx indicated that we would have answers regarding salary increases after the October 29th and 30th BoT meetings, and we will be hearing from HR soon about distribution of a 2% across the board increase, with a one-time \$300 bonus also being distributed to all eligible employees. The salary increase does not include hires after July 1, 2015.
- In regard to the other issues shared, Don's message was to have faith that positive change is coming. He values and respects the URSA process that the campus is undertaking – it's a unique gift he's been given to join the campus community as an evaluation process of this magnitude is transpiring, and he wants to ensure that the results of that process are incorporated into the decisions that will be made going forward. He looks forward to focusing on the opportunities that will exist on the other side of the URSA process, but he did share that we need to be prepared for these changes to take some time. We will all need to participate as agents of change and it will likely be 5 years before we're in a position of real strength in a new model of strategic clusters.

V. Committee Reports:

1. Athletic Council: Denise Normandin, Morgan Stepp

- The meeting began with a tour of the new ALLWell North building
- Approval of the minutes of October 5, 2015: Accepted
- Athletic Director's Report (Kim Bownes):
- Fall has been a very successful sports season on many fronts:
 - Cross Country John O – Placed 3rd in the LEC with 2 All-Conference Freshman in Men's Div. and 5th in conference for Women's Div.
 - Volleyball – Hosting RI College in LEC playoffs on 11/2/15 (currently 5th)
 - Field Hockey – Sole Champions of LEC, playing Fitchburg at New Hampton on 11/3
 - Men's Soccer - Co-Champions of LEC hosting UMass –Boston at 1:30 on 11/4. Felix Linderburg and Nick Rutherford Academic All-District, 1st team eligible for Academic All-American.
 - Women's Soccer – Traveling to UMass Boston for 11/3 post-season

Football – Very impressive comeback game on Saturday as they went into 20-20 tie overtime and lost on a pass interfere call.

Tennis – Zara J. recognized “player of the year”

Winter season opened this past weekend –

Men’s Ice Hockey won 5-2 over Becker and Women’s lost on the road but had an amazing game. JV teams with full rosters!

- Women’s Hockey has officially joined the New England Hockey League.
- PSU conducted random drug testing through our Educational Drug Testing Program which resulted in 2 positives. Both players were in counseling treatment for Marijuana use. Student athletes have mixed opinion on getting tested.
- Old Business:
Discussion resumed regarding the annual review of our retention and graduation rates for our athletes.
- New Business:
The issues involving our undergraduate and graduate athletes and our current two calendar system at the graduate and undergraduate level were discussed.

2. Fundraising and Benevolence: Diane Tiffany (co-chair), Leslie Castonia (co-chair), Dave Gyger, Lauren Lavigne

- Diane announced that they are collecting items for the raffle and silent auction. If you have a donation, please see a committee member.

3. Governance: Frank Cocchiarella (chair), Phil Atkinson, Dave Gyger, Courtney O’Clair, Pat Plante

- Frank noted that at our last meeting we approved adding a treasurer to the Executive Committee, as well as two members to Fundraising and Benevolence. We need to continue the conversation on how PAT’s would like to proceed in with the fundraising and benevolence process. Ideas are appreciated. We will continue to look at additional review of potential changes. Please review the by-laws and recommend any changes you might have. The overall governance system is on the agenda for cabinet to look at, as well as at one of the Town meetings.

4. Honorary Degrees and Awards: Rodney Ekstrom

- Rodney mentioned that the group has not met. A call for nominations went out. The committee is currently waiting on nominations from alumni and advancement. The committee will review nominations in next couple of weeks.

5. Media Advisory Board: Angie Ricciardi

- No report.

6. Nominating and Balloting: Phil Atkinson (chair), Pat Plante, Lindsey Stepp, Morgan Stepp, Tom

- Phil noted that the committee is planning for elections for the positions that Frank mentioned.

7. Observer to Operating Staff (OS): Patti May

- Patti submitted the following report.
- At the OS meeting held Wednesday, Oct 21, an announcement was made for the upcoming Festival of Trees. The 8th annual event will be held December 4 & 5 at the Plymouth Regional Senior Center. All proceeds go to the OS Scholarship which benefits NH students. Please consider supporting the event by either donating a themed tree or attending the festivities, see the attached flyer for all the details (not sure if we should print copies for the meeting or just distribute it to the PAT listserve).

8. Observer to Student Senate: Brian Dye, Erica Burke, Heather Huckins, Lauren Lavigne

- Brian submitted the following report.
- Provided feedback on the Tobacco Free Campus Initiative & recommendations on better enforcement of existing policy
- Funds have been granted to numerous student groups & student organizations for them to represent the campus at national conferences & competitions
- Senate has \$54k in excess revenue; they're putting \$12k into their CEA funding for unanticipated conferences, events and activities, and the remaining \$42k into a specially Programming Fund just for this year, for proposals from recognized student orgs producing campus-wide programming open to entire student body
- Panther Den student spirit section officially launched with it's first event at the first hockey game; they're purchasing 800 pom poms to be used at games
- Presidential Candidate Mark Everson was the 1st guest of the Presidential Speaker Series on Wed Oct 21st
- Senate met with Joint Cabinet on Oct 27th
- They're exploring opportunities to improve campus Wi-Fi, and they're also exploring ways to increase attendance at convocation by pairing their dinner more intentionally with convocation.
- History Club was re-recognized as a student organization, it had existed in past years, but had been dormant for some time
- Globally Minded Student Association (operating as ISA) had a Senate recognized name change to Friends of the Globe
- They've discussed concerns from their constituents surrounding campus safety and issued recommendations and received updates on plans to expand *safe walk, lighting, and emergency stations*.
- The proposals are in from area Mountains for this year's Ski Package, and they're looking very competitive this year. Senate is reviewing and preparing the voting process for the student body. Voting will take place next week and the winning proposal will then be reviewed and ratified by Senate next week, if it is determined to be in the best interest of the student body.
- 10 members of Senate met with Jason Connell of Ignited Leadership last month for a custom leadership session geared toward the Senate, we have a great group this year that's working well together and continuing to learn and grow as they do good work.
- They are an engaged group, larger than in recent years past, and they continue to serve on various campus committees and be added to additional committees; with 5 campus committees or working groups they're seeking representation for tomorrow alone; if there is every a campus committee or working group that you feel could benefit from representation from the student senate, please let me know.

9. Parking Committee: Al Baker, Ted Wisniewski

- Ted noted that the committee met on the October 28th. It was largely an information-sharing meeting. Parking is available under ALLWell. The committee discussed various pinches in parking due to construction projects. If anyone wants more detail, please send an email.

10. Planning and Budget Leadership Group (PBLG)/URSA: Rich Grossman, Lindsey Stepp

- Lindsey mentioned that evaluator teams are on schedule, if not a bit ahead of schedule. The URSA process moving along as planned. There is a PBLG meeting on November 19th.

11. Professional Development: Sarah Robertson (chair), Al Baker, Lauren Lavigne, Patti May, Deb Tobine

- Sarah said that the committee continues to meet monthly to review applications. PAT's can apply for up to \$550 per year from professional development. The committee will be sending out details about the Brown Bag gatherings.

12. Representative to the Faculty: Ashley Phillips

- Ashley noted that the faculty met on October 2nd. There was a presentation on the Physical Therapy program. The November meeting is cancelled.

13. Safety: Kerry Keating, Steve Temperino

- No report.

14. Scholarship: Patti May (chair), Jess Morel, Angie Ricciardi, Tom Weeks

- No report.

15. System Human Resource Committee (SHRC): Phil Atkinson, Kim Gammons

- No Report.

16. Welfare: Dave Carpentiere (chair), Phil Atkinson, Crystal Gaff, Lauren Lavigne, Rodney Ekstrom, Morgan Stepp

- Dave noted that the committee was pleased to hear about the pay increase. They are currently discussing items that require gathering additional information from HR. Please forward any concerns you may have to members of the committee.

VI. Old Business:

- None.

VII. New Business:

- Terri announced that Andy Palumbo stepping down from his position here at PSU and has accepted a position with WPI. Terri thanked Andy for his service.
- Terri announced that John Scheinman has joined the Executive Committee as speaker elect.
- Terri announced that Linda Dauer is leaving PSU. She encouraged everyone to thank Linda for her service when we see her.
- ALLWell North opening event for PSU students, faculty and staff TODAY from 10:00am-1:00pm.
- The HUB's new first floor, North entrance is NOW OPEN!

VIII. Announcements:

- Andy announced that there would be Open Houses on Veteran's Day and November 14th. He also noted that Tiffany Pena resigned and Marylynn is handling events over the next week. A plan will be crafted moving forward. Jim has appointed three directors to serve in admissions: Jeremy Heidenreich will be the Interim Director of Operations, Budgets, and Technology Innovations. Tony Trodella will be the Interim Director of Recruitment. Marylynn Cote will be the Interim Director of Strategic Initiatives.
- Terri announced that open enrollment ends today.
- Denise noted that if we completed the screening and survey we would receive a postcard in the mail in regards to this. She also talked about the tobacco free initiative, which is campus wide. A draft policy was submitted.
- Pat Cate announced that registration for spring classes starts on Monday. If you have a student worker in your office, please ask if they have registered and have met with their advisor. It is really important that we encourage students to meet with their advisors as soon as possible.

IX. Motion to adjourn: 9:00am

If you are a committee chair and will not be present to make the report, please ask someone else to do so, or send your report via e-mail to Jessica Dutille at jadutille@plymouth.edu in advance of the meeting.