

ENGINEERING FACULTY COUNCIL, August 24, 2021 11:00 a.m. – 12:05 p.m.

Meeting Minutes – Rob Kunz Secretary.

Zoom (all materials in Box)

Welcome by Puneet – Puneet internet is in and out – he had to reconnect by phone – Jeff ran items 1-3.

Prior to meeting Anthony Atchley sent out an RSVP link and a copy of recent Justin e-mail regarding the Provost's open faculty meeting regarding pandemic issues. Included in Appendix 1.

- Approval to record – approved
- Approval of minutes for the meeting of March 9, 2020 – approved
- Dean's report (before chair report due to Puneet's internet issues). Peter Butler. See attached Appendix 2.
- Chair Report – Puneet Singla: Everyone has been assigned to a committee per Puneet survey – he'll follow up with those who did not respond – see Appendix 3 for his e-mail summarizing these assignments. PS has set up an ad-hoc committee - goal to have our internal recommendations for constitution modifications complete by end of semester. AA Comments: Almost done with going through Constitution and by-laws to give Puneet a head-start – almost done, down to standing rules on committee formation. With Jody and Terri's help should be done in a few weeks. A lot of the current policies don't work for us any more. Will send to Puneet for information. Introductions of all members.

- Update from Undergraduate Studies Committee – Rob Leicht
 - EE 465 – Course Add - Approved
 - IE 428 – Course Add – Approved

- Update from Graduate Studies Committee – Mehdi Kiani
 - Nothing to report

- Update from Engineering Technology Committee - Ram Rajagopalan
 - BE_T – Course Change – Approved

- Update from Faculty Equity and Inclusion Committee – Tonya Peeples went through a presentation – included as Appendix 4

- Update from Faculty Senate – Alok Sinha – no meeting but there was a senate meeting which identified “no confidence” in plan was passed – identified steps to boost confidence among faculty. Next meeting is September 14.

- Update from Graduate Council - Bo Cheng – need new rep for graduate council
 - Nothing to report
- Other business – none

Appendix 1 – Justin Schwartz e-mail

From Justin's email ...

Dear College of Engineering Faculty,

As we all get ready for the semester, I know that many of you still have questions about how things are going to proceed and how decisions will be made as the pandemic evolves. I've invited the Provost to join us for a College-wide faculty meeting by zoom, and he has happily accepted. So while I apologize for the short notice (this only happened yesterday) –I'm emailing you to invite you to join us on Friday August 27th from 11am to noon.

This will be an unscripted, open Q&A session with the Provost. Bre and I will collect questions in advance through the RSVP but will not share them with him in advance. Zoom info will only be sent to those that RSVP.

I hope you can join us!

Appendix 2 – Dean’s report – Peter Butler

8/24/21

Tuesday, August 24, 2021
10:25 AM

- University updates
 - Masking requirement for all indoor activities
 - Vaccine requirement or testing for all students, faculty, staff,
 - Approved work adjustments for some faculty have resulted in the creation of remote instruction
 - Need to let student know
 - Has created some complications for international students
- College
 - We welcome Ivan Esparragoza, Assistant Dena for Curricular innovation and Program Assessment
 - We have about 300 additional students who entered first year this year
 - About half of those are in CMPSC
 - Creates stress on EDSGN 100 and CMPSC courses
 - Has also created stress for students to find available courses in other colleges
 - Working through this with other associate deans
 - There will be a Provosts meeting for all COE faculty this Friday
 - 11 am August 27th (this Friday)
 - ETM
 - The class entering Su Fall 20 is now (mostly) qualified for ETM
 - As we increase capacity (faculty hiring) we are allowing some GPAs for controlled majors to expire (or go down)
 - Students who are in the old ETM are being allowed to use the new ETM criteria (otherwise, they might be compelled to withdrawal and re enroll to reset their plan, which doesn't make sense).
 - Advising proposal is still with Provost
 - Building construction continues as scheduled.
 - Graduate
 - Have some students who cannot get here this fall
 - TA program facilitated matching TA needs in departments with course needs in SEDTAPP (16 matches)

Appendix 3 – Puneet Singla e-mail regarding EC Committee assignments

From: Singla, Puneet <psingla@psu.edu>

Date: Friday, August 20, 2021 at 10:22 AM

To: Atchley, Anthony <aaa9@psu.edu>, Butler, Peter <pjb28@psu.edu>, Peeples (she, her), Tonya <tzp225@psu.edu>, Masters (she, her), Christine B <cbm100@psu.edu>, Stoffels, Shelley Marie <sms26@psu.edu>, Esparragoza, Ivan Enrique <jee1@psu.edu>, King, Debra R <dry1@psu.edu>

Subject: EFC Committee Assignments

Dear Colleagues:

I hope that you all had a good summer and getting ready for the start of the another unusual semester. As a coming EFC chair, I would like to thank you my predecessor, Jeff Chiampi for navigating us in the last academic year. Jeff will continue serving on the EFC as an immediate past chair and will lead the EFC planning committee as per our constitution.

Given the uncertainty surrounding the COVID-19 situation and the mask mandate, we have decided to conduct EFC meetings virtually for time being. We may add an in-person option depending upon the COVID-19 situation but will have zoom option available to join our committee meetings at least for the Fall semester. Debra will be sending you the zoom link for the meeting soon along with the agenda and meeting material.

Depending upon the committee membership survey conducted, I have finalized the committee assignment. Luckily, I was able to assign everyone to their first committee choice but do let me know in case you think that you may not be able to serve on the committee assigned to you. Here is the final committee composition:

Graduate Studies and Research (GSR)

Mehdi Kiani (Chair) EFC
Daning Huang EFC
Nicholas Meisel EFC
Thomas Wellesley Hannah Student Rep
Deana Leng Dean Nominee
Juliana Simon Dean Nominee
Peter Butler/George Leisutre Dean Nominee

Undergraduate Studies (UGS):

Rob Leicht (Chair) EFC
Lucas Passmore EFC
Thomas J. Skibinski EFC
Krittika Shahani Student Rep

David Salvia Dean Nominee
Megann Marshall Dean Nominee
Ivan E. Esparragoza Dean Nominee

Faculty Equity and Inclusion (FEI):

Swaroop Ghosh EFC
William Walters EFC
Jeffery Catchmark EFC
Stephanie Velegol EFC
Saurabh Basu EFC
Shelley Stoffles and Tonya Peeples Committee Liaisons

Engineering Technology:

Ramakrishna Rajagopalan (Chair) EFC
Jeffery Chiampi EFC

I look forward to seeing you virtually on Tuesday and feel free to reach out to me if you would like EFC to discuss any item in particular.

Bests,

Puneet.

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Puneet Singla
Professor of Aerospace Engineering
234A Hammond Building
The Pennsylvania State University
University Park, PA-16802.

Voice: 814-865-3892

Web: <https://cass.psu.edu>

Appendix 4 – Tonya Peeples presentation on Equity and Inclusion Committee Update.

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Equity and Inclusion Update

Tonya Peebles
EFC 08.24.2021



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We have made some exciting progress!



- College Level Faculty Search
- NSF S-STEM Grad Scholarship Program Funded
- Equity Action Plan in Final Stage
 - Frameworks
 - Early Learning
 - Priority Activities for Year 1

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We are at the final stages of a successful College level search.

- Interviewing 5- 6 candidates
 - Departments
 - IME/CS, BME, SEDTAPP/ME, EE)
 - Demographics
 - 3 African American
 - 1 Hispanic/Latinx
 - 3 Women
- First hire -- Chris Dancy -- joining Janua
 - IME/CS
 - Research: AI systems that can ethically, competently, and autonomously interact with all people
- Additional Candidates currently in final stages of hiring and outcome



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NSF – SSTEM: Strengthening Pathways for the Domestic Graduate Engineering Workforce and Future Professoriate: Increasing Access to Engineering Master's Programs



Orientation program



Faculty Fellows apply best practices in inclusive research mentoring

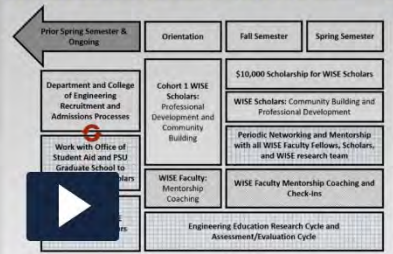


mentoring and professional development program




Model for recruitment of First Year Cohort

PI: Julio Urbina
 Co-I: Catherine Berdanier
 Reginald Hamilton
 Tonya Peeples
 Eval: Cathy Cohan



Legend

WISE Scholar Activities	WISE Faculty Activities	WISE Leadership Team Activities	Department and COE Activities
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We have made progress on Equity Action Planning

We are continually engaged in a cycle to design, implement, audit and iterate to foster a more diverse and inclusive engineering community.



Newly designed or reimagined interventions and experiences for student, faculty, and staff communities help us expand best practices to **SUPPORT EDUCATIONAL AND CAREER ADVANCEMENT.**





- ## Overarching COE Equity Actions for All
- **Engage College of Engineering stakeholders**
– in continuous equity action process.
 - **Provide educational and professional development opportunities**
– to deepen knowledge and leadership to advance equity and inclusion within the college and in partnership with engineering professional communities.
 - **Provide equitable and inclusive access**
– to career advancement, engineering facilities, programs, resources, and services, by being responsive to the needs of diverse engineering constituents
 - **Recruit diverse and inclusive people into all units and programs.**
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Year 1 Theme:

Mentorship and community building to enhance belonging



Audit



Evaluate



Consult



Design
(redesign)



Implement

Early Learning and Actions from EAP

- **Executive needs**
 - Resources and toolkits for local interventions
 - Professional development and support for sustained activities
 - Consideration of community for leaders from underrepresented groups
- **Faculty needs**
 - Community and “counterspace”
 - Attention to onboarding during onboarding
 - Continued professional development
 - Opportunity to advance and not be undermined by equity activity
- **Post Doc needs**
 - Visibility as a group within the Penn State workforce beyond the lab PI
 - Attention to mentoring and career development

Early Learning and Actions from EAP

- **Staff needs**
 - Attention to onboarding
 - Continued professional development
 - Opportunities for mentorship for advancement
- **Graduate Student Needs**
 - Peer mentoring organization support
 - Continued professional development
 - Opportunities for mentorship including in equitable practices related to mentoring and faculty activity

Early Learning and Actions from EAP

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- **Undergraduate needs**

- Peer mentoring organization and support with special attention to second year students
- Continued Justice, Equity, Diversity and Inclusion (JEDI) education and professional development
- Development of inclusive climate spaces
- Bystander interventions to support inclusivity
- Analysis of path for Commonwealth Engineering Scholars



How can we develop equity supports that align with Departmental Needs?

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