

**THE PENNSYLVANIA STATE UNIVERSITY  
BOARD OF TRUSTEES**

**COMMITTEE ON ACADEMIC AFFAIRS, RESEARCH AND STUDENT LIFE  
MINUTES OF MEETING  
VOLUME AARSL 42**

**October 20, 2022**

A meeting of the Committee on Academic Affairs, Research and Student Life of the Board of Trustees was held via video conference call at 10:00 a.m. on Thursday, October 20, 2022.

The following members, constituting a quorum, were present: Chair Wagman, Vice Chair Pope, Brown, Davis, Detwiler, Fenchak, Hoffman, Riegel, and Rowland. Also attending were Chair Schuyler (*Ex Officio*), and Constituent Representative Stine. Also present were Ayala, Bieschke, Caldwell, Diehl, Gaudelius, Guadagnino, Harvey, Rameker, Schwartz, Sims, Smith, M., and Weiss.

Chair Wagman called for a motion for the Committee to approve the *Minutes* of the July 22, 2022 committee meeting. The motion to approve came from Vice Chair Pope, and Trustee Rowland then seconded the motion. The motion was unanimously approved.

Chair Wagman stated the topic of the meeting was The Future of the Higher Education Workforce: Trends and Potential Strategies in the Faculty Labor Market for Penn State. He thanked Justin Schwartz, Interim Executive Vice President and Provost; Kathy Bieschke, Vice Provost for Faculty Affairs; and Abby Diehl, Assistant Vice Provost for Faculty Affairs, for providing topic materials in advance of the meeting and for assembling the panel of faculty and academic administrators. Chair Wagman asked Schwartz to introduce the panel: Clarence Lang, Dean, College of the Liberal Arts; Tracy Langkilde, Dean, Eberly College of Science; Ralph Ford, Chancellor, Penn State Erie, The Behrend College; Ashley Patterson, Associate Professor of Education, College of Education; Michele Stine, Chair, University Faculty Senate and Teaching Professor of Biobehavioral Health, College of Health and Human Development; Brian Gardner, Lecturer, Information Sciences and Technology, Penn State Schuylkill; Christopher Dancy, Harold and Inge Marcus Industrial and Manufacturing Career Development Associate Professor, College of Engineering; Mari Pierce, Associate Professor of Criminal Justice, Penn State Beaver; Ying-Ling Jao, Associate Professor, Ross and Carol Nese College of Nursing; and Ozgun C. Demirag, Associate Director, Black School of Business and Professor of Operations and Supply Chain Management, Penn State Erie, The Behrend College.

Discussion and conversation focused on the challenges seen on the national level and at Penn State related to faculty retirement, resignation, retention and replacement. The faculty shared with the Committee their perspectives and suggestions for improvement on several topics they offered up including faculty workloads, university resources, salary levels, diversity in the academic and surrounding communities, and challenges for international faculty during the pandemic.

The meeting is available in its entirety [here](#).

Chair Wagman noted the next meeting for the AARSL Committee is scheduled for Thursday, December 15 at 10:00 a.m. ET. The public session of the Committee on Academic Affairs, Research and Student Life was adjourned at 11:00 a.m.

Respectfully submitted,

Susan Stevens  
Administrative Support Coordinator  
Office of the Board of Trustees