Faculty Senate Steering Committee Meeting
April 20, 2010
Minutes

Present:

Karen M. Turner (Pres.), Paul S. LaFollette (V. Pres.), Joan P. Shapiro (Secy.), Robert M. Aiken (Past-
Pres.), Joan Delalic (Engr.), Michael W. Jackson (STHM), Tricia S. Jones, (Educ.), Luke Kahlich
(BCMD), Stephanie Knopp (Tyl.), Robin Kolodny (CLA), James Korsh (CST), Laurie MacPhail (Dent.),
Mark C. Rahdert (Law), Jay Sinha (FSBM), Roberta Sloan (SCT), David Waldstreicher (Fac. Herald),
Cheryl Mack (Coord.)

Absent:  Adam Davey (CHPSW), Charles Jungreis (Med.), Charles Ruchalski (Pharm)

Call to Order:

The meeting began at 1:13 P.M.

Approval of the Minutes:

The Minutes from April 13, 2010, were approved with no changes.

President’s Report: Karen M. Turner

President Turner announced that she will be meeting with the Executive Committee of Project
Enterprise today. She will meet to discuss Principle Investigators’ concerns with Project Enterprise’s
interface Karen Turner then spoke of the Dean’s Retreat which will begin at 8:30 a.m. and will be held at
the 1810 Conference Suite on Liacouras Walk on Wednesday, May 5th. She first talked about the
conference call she had with Pam Strausser, Senior Human Resource Consultant from Cornell University,
who will be the facilitator for the Dean’s Retreat. She then provided the FSSC with an overview of the
process of the meeting. It will begin with a listening exercise. From 9:00-10:30 a.m., there will be six
breakout groups focusing on the diverse topics selected through feedback from the FSSC. Participants
will move from group to group. Each will have name tags with just first names. There will be tight
guidance. There will be considerable data gathering. Index cards will be used to identify questions.
There will be a debriefing session of one and one-half hours.

President Turner spoke of the May 5th University Senate Meeting. Provost Lisa will try to attend.
President Hart, unfortunately, cannot be present nor can the President of the Board of Trustees. She
then spoke of the retiring faculty who would be acknowledged at that session. A discussion followed
about what to give the approximately twenty retirees from the Senate. It was decided that James Hilty’s
(CLA) book, Temple University: 125 Years of Service to Philadelphia, the Nation, and the World,
coauthored with Matthew Hanson, would make a superb gift. Hopefully, the book will be signed by
Professor Hilty. A letter of recognition from the Senate was also suggested for those leaving Temple.
Vice President’s Report: Paul S. LaFollette

Vice President LaFollette sent out an email today asking for volunteers for diverse Faculty Senate Committees. Within minutes, volunteers responded. He hypothesized that faculty have begun to realize merit is being given for service.

There will be a celebration for Mark Haller today at 3:00 p.m. Paul LaFollette put forth a resolution that he hoped would be passed. It read:

The Temple University Faculty Senate Steering Committee wishes to express its profound gratitude to Professor Mark Haller for his many contributions to Temple University and most especially for his dedication to the Temple University Faculty Senate.

The resolution was passed unanimously.

It was suggested, however, that there be consistency and that others who retire who have given outstanding service to the Faculty Senate should also receive such a tribute. Everyone present agreed.

Unfinished Business:

Tricia Jones (Educ.) continued the discussion of the Dean’s Retreat. She spoke of two documents. One was handed out to the FSSC that was an Abbreviated List of priority issues for the Retreat. She also spoke of a longer list. On the short list, main topics were highlighted in blue. In grey, there were subtopics that at least two FSSC members suggested. The main topics were: Shared Governance; A Culture of Fairness; Improvement of Communication; Mentoring of Associate Professors; and Dean’s Position Issues.

What followed were some comments from the FSSC related to the Dean’s Retreat. They included:

- The role of the chairs of departments moving from some autonomy over faculty hiring and curricular issues to centralization due to budget constraints, and the worry that some autonomy might not be reinstated in the future;
- Concerns about the role of interim deans, who lack some of the power and authority of a leader by the nature of their position;
- Issues of decentralization and centralization;
- The importance of being able to raise difficult questions at the Retreat.

Guest: Provost Lisa Staiano-Coico

Provost Lisa said that the Deans were looking forward to the Retreat with the FSSC. While she visited with the FSSC, she also listened to concerns. Some of what was expressed consisted of:
• The need to clarify the Adjunct Policy immediately was stressed. Comments regarding this issue were:
  
  o If the policy is not formalized soon, graduate students will be hurt financially over the summer;
  
  o Formal and informal problems exist with graduate students who might want to have part-time jobs elsewhere and must choose about being a TA, GA or RA. Some clarification was needed about work outside of the university as a TA.
  
  o The problems facing externs was raised. One, for example, took a full-time job at the university this semester, but also was asked to continue on as an extern. The numbers of hours this student has worked is excessive;
  
• The importance of straightening out the merit policy. In some schools/colleges, the deans did not contact the faculty about merit points in a timely fashion so that they could not rebut a decision. In some schools/colleges, letters from the deans indicated the number of merit units but omitted categories.
  
• The number of interim deans was raised again and their lack of power and respect.
  
• The problem of having a dean who has not been evaluated properly was put forth.
  
• The issue of the position of the chairs was again mentioned.
  
• The problem of decisions being made in colleges/schools by non-academics who then by-pass the Collegial Assemblies.
  
• The importance of the bylaw template and the need to have it ready as soon as possible as it might be useful in a discussion with the deans.
  
• Above all, the need for “deliverables” emanating out of the Retreat.

Provost Lisa felt all of these points were important. She plans to work on the Adjunct Policy right away with her financial officer. She mentioned the importance of following TUGSA policy; however, she also saw that there were indeed some problems regarding the Adjunct Policy that needed to be addressed immediately.

She hoped that the other issues mentioned could be woven into the discussion with the deans. She thought a dialogue on the role of the chair, the evaluation of deans, and other issues mentioned could be raised. She intended to speak with Senior Vice Provost Diane Maleson and Associate Counsel Ginny Flick Lederman about the bylaw template and when it would be ready.

Provost Lisa ended by hoping that the Retreat would be an opportunity to talk openly and comfortably with the deans. She agreed that “deliverables” were very important.
Old Business:

There was none.

New Business:

Cheryl Mack asked for RSVP’s for the luncheon on May 4th.

The poor attendance at the last representative senate was raised. After some discussion, it was proposed that a list of those who attended meetings, and possibly those who did not attend, should be published in The Faculty Herald.

President Turner suggested that at the beginning of the next academic year, the FSSC should develop an attendance policy, make it known and follow up on it in The Faculty Herald. In addition, it was mentioned that the representatives of the schools/colleges should let the collegial assembly chairs know the dates and times of senate meetings and stress that there should not be an overlap of collegial assembly meetings with the senate.

Adjournment:

The meeting ended at 3:09 P.M.

Joan P. Shapiro
Secretary