Faculty Senate Steering Committee Meeting

April 27, 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.), Charles Jungreis (Med.), Luke Kahlich (BCMD), Stephanie Knopp (Tyl.), Robin Kolodny (CLA), James Korsh (CST), Laurie MacPhail (Dent.), Charles Ruchalski (Pharm), Jay Sinha (FSBM), Roberta Sloan (SCT), David Waldstreicher (Fac. Herald), Cheryl Mack (Coord.)

Absent: Adam Davey (CHPSW), Mark C. Rahdert (Law)

Call to Order:
The meeting was called to order at 1:02 p.m.

Approval of the Minutes:
The Minutes were approved with one amendment.

President’s Report: Karen M. Turner
President Turner spoke about the Dean’s Retreat. She will be talking with Pat Strausser, the facilitator, about the retreat this week. Stephanie Gillin, Provost’s Chief of Staff, Tricia Jones (Educ.) and she will hopefully have a conference call with the facilitator next week.

Karen Turner has been looking into the possibility of finding complimentary copies of Temple University: 125 Years of Service to Philadelphia, the Nation, and the World for the retiring faculty who will be honored at next week’s University Faculty Senate. The Bookstore and Temple Press could give a discount, but the Institutional Advancement Office does have some copies available. Fortunately, David Unruh, Senior Vice President for Institutional Advancement, will be visiting today. She will discuss this with him.

Ken Blank, Senior Vice Provost for Research Administration and for Graduate Education, will be starting at Temple next week. President Turner invited him to the FSSC luncheon. It will be his second day on the job, but he will do his best to join the FSSC for some of the luncheon meeting.

Paul LaFollette (V. Pres.) and Michael Jackson (STHM) will craft letters of thanks for the retiring faculty who will be honored at the University Faculty Senate Meeting.
Guest: David Unruh, Senior Vice President for Institutional Advancement

David Unruh provided a power point presentation about Institutional Advancement at Temple. Some of what was discussed was the following:

• An overview of the capital campaign, Access to Excellence, was offered. The campaign raised approximately $380 million, $80 million over the goal. A hope was to develop a sustainable culture of philanthropy. Some of what was accomplished was:
  o 300 new scholarships were funded;
  o $20 million dollars was raised for faculty support including 13 endowed chairs;
  o $67 million dollars was raised for research initiatives;
  o New and renovated facilities were built;
  o The 20/20 Framework moved forward;
  o 62,000 alumni/ae made gifts;
  o 12,000 parents donated monies;
  o 3,600 faculty and staff contributed;
  o 67 individuals gave gifts of $1 million dollars or more;

• Despite the wonderful accomplishments of the campaign, there is a need to increase philanthropy to $150 million or more yearly. There is a need for broader and deeper engagement.

• The Academic Strategic Compass, the 20/20 Framework and Destination Temple all work together to provide a very good rationale to give to Temple.

• Despite the positive aspects, there is a need to have a better system where those who donate are treated properly so that giving can be a joyful experience.

• There is especially more need for private philanthropy because of less money coming from the state.

• Small gifts count. Usually those who give consistently, even small gifts, will remember Temple for their estate planning.

Questions were raised by the FSSC and whenever possible David Unruh tried to answer them.

Some of those questions and answers included the following:
How is contact information kept? David Unruh hoped that the data base conversion, under Banner in February of 2011 for Institutional Advancement, would help keep track of alumni/ae, and even Interns and Residents who left the hospital;

What was the composition of the 12,000 parents? The answer was that most of the parents had children who were undergraduates.

Can faculty be of help in, for example, Temple on the Road? David Unruh said that he would be pleased to have faculty join him.

Why are alumni/ae who give small amounts of money treated so poorly? The Senior Vice President said that he believes that small amounts should count and that they can lead to large gifts in the future.

Why is it so hard for faculty to be allowed to develop personal relationships with donors? Why should a department chair have to send copies of personal thank you notes to donors to the institutional advancement representative in her college? David Unruh seemed concerned about this problem.

Do students call up alumni/ae and ask for donations? Yes, there are students who do call at Temple.

Will you help me to provide a constant development person who can provide assistance in raising monies for a scholarship? Why is there disdain for people who give a little? Why are the same athletes asked over and over for monies and then treated badly when they try to return to college as students? Can gifts be accepted? Who determines relevancy of a campaign? Chair? Dean?

So many questions were asked by the above faculty representative that David Unruh and he will talk offline.

Vice President’s Report: Paul S. LaFollette

Vice President LaFollette asked the FSSC to go on Blackboard and review the CV’s and statements of those who volunteered for different committees. Next week there will be a discussion of the faculty volunteers.

However, this week, Marjatta Lyyra (CST) was unanimously accepted to serve on the Ad Hoc Committee on Faculty Life.

Guest: Tiff Archie, Director of Faculty Recruitment and Retention Programs

Tiff Archie explained that the Office of Multicultural Affairs had been split by functions. She now works for the new office of Institutional Diversity, Equity, Advocacy and Leadership (IDEAL). This office is located in Conwell 303, and it no longer has student functions.
Tiff Archie then discussed the faculty retention and recruitment aspect of this new office. She helps faculty search committees recruit diverse candidates as well as work on the environment to create a positive climate for new faculty members. This office is developing an online search committee training program highlighting affirmative action requirements. Before interviews begin, it is essential to have a diverse pool. So there is a need to work with her office at the outset of a search. If there is a candidate in mind for the position early on, her office should be notified.

This office is also running intergroup dialogues focusing on race, gender, sexual orientation, religion and social class. The event will take place on May 21st from 8:30 a.m. - 4:30 p.m.

Schools and colleges who do well on searches usually have recruiters who will attend conferences and seek out candidates. She mentioned the University of Iowa that has Recruitment Ambassadors who locate and help out new faculty.

Ms. Archie feels there is a need for some kind of standardized process so that letters from candidates are acknowledged.

Karen Turner suggested the need for a check list to remind search committees of the process before they embark on it and end up not doing the search correctly.

Advertising was discussed and the need to make the advertisements inviting. There is also a need to write ethnically sensitive ads. Models of good ads were suggested.

There also was discussion of the need to understand different career paths which sometimes exist for women and people of color.

The importance of pressure from above was emphasized so that diversity is taken into account in a search.

The problem of budget administrators deciding when faculty recruitment can occur was also discussed. In fact, this office reports to Ken Kaiser, Associate Vice President of Finance and Budget, who reports to Tony Wagner, CFO. Although the Provost is authorized to begin searches, it seemed as if budget administrators play too important of a role in the faculty search process.

Some recent searches produced eight white males and one white female in the same school. FSSC members were troubled by this.

Old Business:

There was none.

New Business:

A gift for Provost Lisa was discussed. Michael Jackson (STHM) came up with an original idea that was accepted by the FSSC.
Tricia Jones (Educ.) announced that a Director for General Education had been selected. There were two internal candidates. The name will be announced soon.

Karen Turner mentioned that David Unruh is able to supply books for retiring Temple faculty members at next week’s University Faculty Senate Meeting.

**Adjournment:**

The meeting ended at 3:14 p.m.

Joan P. Shapiro

Secretary