Faculty Senate Steering Committee Meeting  
April 12, 2011  
Minutes

Present:
Paul S. LaFollette (Pres.), Joan Shapiro (V. Pres.), Roberta Sloan (Secy), Adam Davey (CHPSW), Joan Delalic (Engr.), Margaret Devinney (CLA), Don Harris (Law), Tricia S. Jones (Educ.), Charles Jungreis (Med.), Luke Kahlich (BCMD), Stephanie Knopp (Tyler), Jim Korsh (CST), Laurie MacPhail (Dent), Douglas Wager (SCT), Cheryl Mack (Coord.).

Absent:
Nora Alter (SCT) on leave, Deborah Howe (SED), Michael Jackson (STHM), Mark C. Rahdert (Law) on leave, Charles Ruchalski (Pharm), Karen Turner (Past President) on leave, Jay Sinha (FSBM)

Call to Order:
The meeting was called to order at 1:10 pm.

Approval of Minutes:
The minutes from April 5, 2011 were approved as amended. The minutes of March 29th were approved.

President’s Report – Paul LaFollette:
President LaFollette reported that from what he has been able to ascertain, the decision to fold the special interdisciplinary programs in CLA into existing departments, were made with very little, if any, faculty input.

There was a report on some issues that came up at the President’s Town Meeting, and these were discussed.

President LaFollette passed out letters from the Faculty Senate Chairperson of Penn State, the Faculty Senate President of the University of Pittsburgh and the Faculty Secretary of Lincoln University. These were in response to his letter to them of April 5, 2011 asking if they would like to join in responding to mutual budget concerns.

Guests – Vice President and Provost, Richard Englert; Vice-Provost and Adjunct Associate Professor, Jodi Levine Lauflgraben; and Professor Frank Friedman

VP and Provost Englert stated that he wished to discuss three topics with us. These were “Appropriations,” “Actions that are Under Consideration in Relationship to the Budget,” and “Recommendations that Came from the Huron Group.”

Appropriations:

VP and Provost Englert said that according to the Governor's budget recommendation, the E & G line from the Commonwealth to the University was reduced 50% which is approximately 82 million dollars. The medical education line of 14 million dollars completely disappeared from the budget. The natural gap of 30 million dollars that represents normal increased compensation will automatically happen for 2011-2012. All together this is 126 million dollars that represents the difference between the 2010-2011 budget and the 2011-2012 budget if the legislature accepts the governor’s recommendation.

Englert mentioned that there are other dollars that flow through to the university through the medical health system. No one seems to know exactly how much money this is so that would be an added indefinite amount of deficit. Through various efforts, the university is trying to reduce the impact of this budget cut as much as possible, even though most realize that the legislature will not accept the governor’s recommendation as presented.
Englert mentioned that the Faculty Senate Budget Review Committee suggested taking reductions over two years, rather than one, and the administration has adopted this plan.

**Actions that are Under Consideration in Relationship to the Budget**

- Freeze on all non-union salaries, plus asking the unions for some consideration of in-kind assistance.
- Hiring freeze exempting current open searches underway, grant funded positions, positions directly related to student success (like advisers), and Development/fundraising.
- Travel restrictions keyed to a new travel policy to be crafted.
- Potential changes in benefits currently offered (still needs more clarity).
- Delay all five current Dean's searches, pending economic outcomes of the current situation.
- Examine making substantive administration structural and organizational changes including the integration and reorganization of academic units.

**Recommendations that came from the Huron Group**

The Huron Group (consulting) report summary was also distributed, which echoes some of the above, structured as a comprehensive table analysis of the feasibility, impact and benefit each cost saving initiative could provide.

Provost Englert mentioned that the university is looking for ways to reduce costs and increase revenue. He said that he would like to return to the FSSC next Tuesday to discuss these items and that discussions will continue with the Faculty Senate Budget Review Committee.

There was lively discussion following Provost Englert’s Presentation

Some questions that arose and issues that were identified included:

1. There was some puzzlement over whether or not these recommendations are for one time or indicate a policy shift.
2. There was considerable objection to the SCT Dean's Search being delayed since four candidates have already been brought in and of them, two are African American Women, one is an Asian man and the other is a Caucasian man. It was pointed out that there are few minorities on the Council of Deans where out of seventeen deans, there are only two females and one African American, and that one of the female deans is the African American. If the university is really devoted to diversity as it states that it is, this is a deplorable situation. Additionally, the current SCT interim dean was not among the finalists for the positions. Delaying the search now would be a huge blemish on the university and would be communicated across the nation, showing Temple in a most negative light.
3. Why does one size fit all in the dean searches?
4. There was a question as to why all the dean searches need to be delayed when each is at a different point procedurally.
5. It was asked when we will know what effect the health system situation might have on the budget?
6. It might be a good idea to amortize any losses over two – five years, but what happens if there is an additional cut in the future?
7. How many faculty lines will be left empty?
8. How will this impact the 20/20 plan?

When asked, Provost Englert said that finding new sources of revenue is as important as finding places to economize. Some other things being considered are tuition raises and the offer of buy-outs for faculty members. One senator said that we can “cut, cut, cut,” but what we really need to is be entrepreneurial.

The Huron Group report was distributed and explained regarding the various categories and what they meant. It was mentioned that the list that the Huron Group provided is not sacrosanct and other areas can be added and discussed.
Senator Frank Friedman, one of the guests to the FSSC representing the Faculty Senate Budget Review Committee said that there needs to be maximum input on the dean search situation and if interim deans need to remain that faculty should have great input on who those interim deans should be rather than just assuming they will be those now in office.

President LaFollette thanked the guests for coming. Englert said that he would like to return to the next FSSC meeting to continue the discussion.

**Vice-President’s Report – Joan Shapiro:**

Vice-President Joan Shapiro reminded all the senators to tell their collegial assembly chairs if a new FSSC representative needs to be elected. It was mentioned that when there is a vacancy on a committee, the FSSC can select a qualified faculty member.

**New Business:**

Senator Trish Jones reported on the progress of developing the retreat. One idea is to center the retreat around the “best practices for entrepreneurial ideas.” This agenda was warmly received. Additional suggestions were made by members of the FSSC.

President LaFollette introduced discussion of the recent presumptive action taken by Dean Teresa Soufas in folding the interdisciplinary programs into existing departments with little if any input from the faculty. Apparently no consultation with faculty was involved. This change did not go through the Committee on Instruction but was an administrative decision. Many senators felt that it is not an administrative decision, but an academic one, and as such, the decision should not have been handled the way it was.

A lively discussion ensued, with the majority opinion condemning this action.

Senator Jim Korsh said that there will be an upcoming report of the Senate/TAUP Liaison Committee that is examining and making recommendations regarding the procedures of the UTPAC.

**Adjournment:**

The meeting was adjourned at 3:05 pm.

Respectfully submitted,

Roberta Sloan, Ph.D.
Faculty Senate Secretary