Faculty Senate Steering Committee  
Tuesday, April 10, 2012  
Minutes

Present: Paul S. LaFollette (Pres.), Joan Shapiro (V. Pres.), Mark C. Rahdert (Sec’y), Karen Turner (Past President), Nora Alter (SCT), Mark Anderson (Law), Adam Davey (CHPSW), Joan Delalic (Engr.) [teleconference], Deborah Howe (SED), Forrest Huffman (FSBM), Michael Jackson (STHM), Michael Jacobs (Phar), Tricia S. Jones (Educ.) [teleconference], Charles Jungreis (Med.), Stephanie Knopp (Tyler), Jim Korsh (CST), Laurie MacPhail (Dent.), Joseph Schwartz (CLA), Jeffrey Solow (BCMD), David Waldstreicher (Fac. Herald), Cheryl Mack (Coord.)

Absent: Jeffrey Draine (SSW)

1. Call to Order

The meeting was called to order at 1:08 p.m.

2. Approval of Minutes

The minutes of the April 3, 2012 meeting were approved with one correction.

3. President’s Report

President LaFollette reported that he has made several requests regarding either information or scheduling of meetings with the Provost and the President, but has not yet received any response from either office.

4. Vice President’s Report

Vice President Shapiro reminded FSSC members that there are still many vacancies for appointed committees. In addition to vacancies that have previously been discussed, it looks like we will need a new person for the Personnel Committee, which is a very important committee to have fully staffed. Shapiro is in the process of soliciting final reports from all committees, and she plans to have portions of the reports published in the Faculty Herald.

There was some discussion that it will be necessary to make adjustments to the allocation of Representative Senators and to representation on the FSSC if and when the proposed reorganizations go through. Nothing can be done until the reorganization plans are finalized and adopted. President LaFollette affirmed his view that representation in the Senate and the FSSC should be exclusively Faculty Senate matters.

5. Agenda for Representative Faculty Senate Meeting

In addition to reports from the President and Vice President, the agenda for the April 11, 2012 Faculty Senate Meeting will include a report from the Provost, a presentation on new travel policies and procedures by Controller Frank Annunziato, and a presentation by the Athletics Department, with a principal focus on Temple’s pending move into the Big East conference.
6. Workload Policy

On behalf of the workload subcommittee, Michael Jackson reported that a draft document has been sent by email to all FSSC members. He invited discussion of the document, and also requested that FSSC members send written email feedback regarding it. Oral comments at the meeting included these points:

- Rigid limits on the activities of NTT faculty could present accreditation issues for some programs.
- The draft Workload policy does not address issues of student load in some high-enrollment courses, which can run well over 200 students for a single course.
- The Workload policy may send the wrong message that teaching duties are almost a form of punishment, at least relative to research.
- The Workload policy does not address the need for a meaningful and effective dispute resolution process in cases where faculty members believe they have been given unfair teaching assignments.
- While a document responding to specific issues in the draft Workload policy is desirable, we also need to make the case that the entire approach is misguided and will not lead to improvements in the quality of students’ educational experience.
- The “one size fits all” approach of the Workload policy invites selective enforcement.
- The Workload policy fails to consider the growing phenomenon of weekend teaching, and it does not take summer teaching into account.
- The Workload policy does not address the problem of having large numbers of NTTs on one-year contracts that force them to spend large amounts of time looking for potential employment elsewhere in case their contracts are not renewed. Having NTTs on one-year contracts also interferes with strategic planning.
- If we are to have a large contingent of NTTs, we need to construct a sensible system for them to advance in terms of status and job security.
- Policies on faculty workload ought not to be allowed to drive curricular decisions, and we need to stand firmly against allowing curricular decisions to be made unilaterally by Deans.
- The FSSC members’ exercise of keeping track of hours yielded some interesting insights, including: the degree to which activities fluctuate among teaching, research, and service throughout the year; the significant amount of time required to manage email; the time demands occasioned by dealing with “hostile administrators”; and the inadequacy of time logs for measuring the intensity and efficiency of effort.
- It’s a mistake “to respond to bean counters by counting beans.” The real test of faculty performance should be measured in terms of quality, not quantity, of work performed.
- The Workload policy will send a message about how faculty performance is regarded at Temple that will affect the kinds of individuals we can attract, which in turn will affect the quality and reputation of our programs, and the quality of students who choose to come here.
At the end of the discussion, the FSSC approved a motion to authorize the subcommittee to receive and incorporate comments, then to prepare a final document responding to the draft Workload policy that will be submitted to the President.

7. Governance

There was an extended discussion about the proper strategy for strengthening the identity, autonomy and functioning of Collegial Assemblies. At the end of the discussion, it was agreed that President LaFollette should try to have an informal discussion with President Hart about whether there is any opportunity for effecting changes in University policy that would acknowledge a greater and more independent role for Collegial Assemblies.

8. Old Business

The FSSC reviewed a proposed Faculty Senate meeting schedule for 2012-13, prepared by Coordinator Cheryl Mack. A motion to accept the proposed schedule, with an amendment that all meetings should end at 3:15 p.m. rather than 3:00 p.m., was approved.

There was a discussion regarding what to do about chronically non-attending Representative Senators. Cheryl Mack will prepare an attendance record and send it to the FSSC through the listserve.

There was a question regarding whether there will be a year-end report on the work of the FSSC. LaFollette responded that he will give such a report at the May Faculty Senate meeting.

President LaFollette thanked David Waldstreicher for successfully publishing another excellent edition of the Faculty Herald.

9. New Business

None.

10. Adjournment

The meeting was adjourned at 2:59 p.m.

Respectfully submitted,

Mark C. Rahdert
Secretary