

**Faculty Senate Steering Committee**  
**Tuesday, October 22, 2013**  
**Meeting Minutes**

**Present:** Mark Rahdert (Pres.), Tricia Jones (Vice Pres.), Paul LaFollette (Secy.), Joan Shapiro (Past-Pres.), Li Bai (Engr), Kenneth Boberick (DENT), Forrest Huffman (FSBM), Michael Jackson (STHM), Michael Jacobs (Pharm), Chip Jungreis (TUSM), Stephanie Knopp (Tyl), Jim Korsh (CST), Matthew Miller (TFMA), Steve Newman (Fac. Herald), Robert Reinstein (Law), Michael Sachs (CHP), Joseph Schwartz (CLA), Jeffrey Solow (BCMD), Karen M. Turner (SMC), Matthew Miller (TFMA), Cheryl Mack (Coord.)  
**Absent:** Cheri Carter (SSW), Deborah Howe (SED), Catherine Schifter (Educ)

**Call to Order:**

The meeting was called to order at 1:03 pm.

**Approval of Minutes:**

The minutes were approved as distributed.

**President's Report:**

President Rahdert thanked all those who participated in the inaugural activities last Friday. He reported that he had been asked to post his remarks. The FSSC feels this would be a good idea.

Rahdert will be meeting with Chairman of the Board O'Connor prior to O'Connor meeting with the FSSC.

Leaders from Temple Student Government have been invited to meet with us next semester. The retreat will be this Friday from noon until 5:00 PM. Final details of the agenda are being planned.

**Vice President's Report:**

Daniel Fesenmaier from the School of Tourism and Hospitality was approved to serve on the Handbook Committee.

The question was raised as to whether the SFF committee was still a Senate committee.

Answer: Yes, but we have lost control of it.

Another question arose as to whether Doug Wager is still on the University T&P committee.

Answer: No, but the web page has not been updated to reflect this.

Servio Ramirez, TUSM was approved to serve on the Invention & Patents committee.

In addition Steven Jefferies- Dental School, Feroze Mohamed - TUSM, and Greg Mandel – LAW were all approved for Invention & Patents. One more volunteer for this committee will be considered next week.

Professor Howard – CLA was approved to serve on the International Programs Committee

We still need to give Diane Maleson names for her to consider for her appointments to the University T&P Committee.

LaFollette announced that he had been approached by Brooke Walker, Assistant Vice President for International Affairs. She asked for help in setting up a new Senate committee to give advice on providing services to students from abroad studying at Temple. LaFollette told her that he would present the matter to the FSSC and that Vice President Jones would confer further with her. There was some discussion as to whether a new committee would be the best way to do this, with considerable agreement that it would be better to make use of the existing International Programs committee, perhaps augmenting its membership if necessary. Jones will talk further to Walker.

**Letter to Provost Dai:**

Rahdert thanked Newman for drafting the letter.

It was moved and seconded that the letter be sent to the Provost, and that President Rahdert sign it in the name of the Steering Committee.

The motion carried.

A motion was made and seconded that we bring the following resolution to the Representative Senate at the November meeting:

“The Faculty Senate recommends that the University officially adopt the guidelines put forth by the Distance Learning Standards/Guidelines Committee. These can be found at <http://www.temple.edu/provost/resources/distance-learning-guidelines.html>”

The motion carried.

A second proposed resolution was discussed regarding the number of faculty and method of choice on the newly formed Academic Program Advisory Committee. After some discussion, we decided to postpone further discussion of this resolution until next week to give opportunity to add one or more additional resolutions. Accordingly, the motion was made and seconded to return this resolution to committee. The motion to return to committee passed.

There followed a discussion of various ways in which this committee might have unintended consequences.

- While not the stated intent, it might be used to replace existing programs/courses in one school with newly designed programs/courses in a different school.
- One member suggested that quality is assured because every college has a Committee on Instruction or similarly titled committee the job of which is to vet proposed new programs and courses.
- It was also asked whether it might not be a good thing for our students if weak existing programs were replaced by stronger new programs even if in a different school or college.

## **Guest – President Theobald**

President Theobald began by briefly reminding us of the six commitments he made during his inaugural address:

- Affordability and managing student debt.
- Quality Teaching
- Relationship with the city of Philadelphia
- Research
- Diversity and Internationality
- Creativity/Entrepreneurship

He has begun taking steps to address each of these.

He then responded to a variety of questions.

1. Not all schools have yet established the mandated budget committees to advise their deans under the upcoming RCM budgeting procedure. Some of those that have established them may not have chosen faculty representation in democratic manner. What can he do about this?

Answer: President Theobald is reluctant to reach into schools and colleges and tell them how to do their business. Every dean will be reviewed within the next three years, and will be held accountable at that time.

2. Do you plan to modify the Presidential Guidelines for T&P? If so will it be done in the same spirit of open collaboration between faculty and administration as happened during the last modification of these guidelines?

Answer: The President stated that he has no plans to modify the guidelines. He went on to address the T&P cases that have been mentioned on the Senate listserv. He assured us that there was careful consideration both individually and jointly by the President and Provost, and feels strongly that the proper decisions were made

3. The previous questioner stated that he was more interested in the recent changes to the guidelines over the summer mandating a larger number of outside letters.

Answer: That decision must have come from the Provost. He will ask the Provost for more information.

4. With respect to the aforementioned cases of tenure denial last year, were the Provost's recommendations made known early enough that interested faculty could present rebuttal material to the President?

Answer: In at least one case Theobald did receive significant additional material.

5. One of the FSSC members brought up President Theobald's reluctance to intervene with poorly formulated RCM budget advisory committees, and the advice to wait perhaps as long as three years to seek redress through the dean evaluation process. This member likened this to a situation in which students come to a department chair with complaints about the quality of a faculty member's teaching and being told, "wait a few years and you can make negative comments during the tenure evaluation process."

Rahdert reminded us that Ken Kaiser has said that he is ready and willing to provide training to schools and colleges but apparently some colleges have not asked for it. President Theobald will follow- up on this matter.

6. Can the President at least express to the deans what his experience has been with regard to best practices in forming and using RCM advisory committees?

7. How can faculty become involved in the dean's reviews?

Answer: The details will be made public. The Provost will be running the reviews.

8. We can distinguish between faculty anonymity and faculty confidentiality in providing information to the review process. While anonymity may not be appropriate, finding a way to provide confidentiality would be a good idea.

Answer: These details are still not filled in.

Rahdert suggested that the FSSC and Senate would like to offer input into the filling in of these details.

9. What is the timeline for the Visualize Temple process? Where will the library be?

Answer: The plan will be delivered in February. The library will almost surely be where Barton is now. HSC will be the next campus under discussion. Other matters under discussion are how best to use Ambler and whether we should build a football stadium.

10. Can the faculty still give input?

Answer: yes

11. We were reminded by one of the members of the FSSC that at one time a previous Provost agreed to create a checklist to make sure that all stakeholders were consulted. Included on this checklist was consultation with the FSSC. Perhaps we should re-institute such a checklist.

Answer: President Theobald will discuss this with the Provost.

12, Diversity is a core value of Temple. Scholarship funds are an important part of this commitment. But creating a welcoming atmosphere is equally important.

13. We earlier asked the President about getting data on faculty demographics. We still have not received this.

Answer: The diversity office is under the CFO. The President will look into getting the information.

14. Some parts of the scheduling changes brought forth during the summer may not work as well as intended. We need to keep a close eye on how they work out.

Also, is "entrepreneurship" possibly a charged word to use in the context of a public university? Finally, this member hopes that the increase in merit based scholarship does not come at the expense of need based aid.

Answer: Diversity and quality must grow together.

There was then some discussion about the mechanics of RCM and whether schools which made choices about use of space under the old model would now be punished for those choices under the new model.

Answer: Everything starts out as it currently is. Old decisions will not be taxed. New decisions post-RCM will have tax consequences.

One member thanked the President for the symposia that were a part of the inaugural celebration. The President credited this idea to the Provost. There then developed a discussion about several of the ideas brought forth in these symposia. These included time to graduation. The President announced that the legislature is considering a performance formula for funding higher education which would increase funding to schools that improve their 4 year and 6 year graduation rates.

15. Are we interesting in finding ways to collaborate with other Philadelphia colleges and universities?

Answer: CCP would be the President's priority.

16. RCM has many good qualities, but it might also cause schools to discourage students from studying abroad. We need to find ways to encourage study abroad.

Answer: The Provost has a fund of money for this.

17. We have been increasing our student population every year for the past 15 years. We are too big for our physical plant. Should be thinking about shrinking?

Answer: We plan to maintain a flat undergraduate population for the next 10 years. Will be trying to expand masters students and international students.

18. What are your thoughts about encouraging people with unfinished degrees to return to complete them?

Answer: This may be a serious place for online learning.

19. We have not for a long time talked about quality of faculty life. Could we re-institute on campus day care, for instance?

Answer: this is a good point for discussion

The President's visit ended with a short discussion of the appropriateness of the Temple Made campaign.

### **Service Brunch**

It will take place November 12 in Alter Hall, seventh floor.

We still need a letter from the dean of College of Education

We still need a nominee from the Medical School

The meeting adjourned at 3:05

Paul S. LaFollette, Jr.

Secretary