

Faculty Senate Steering Committee
Tuesday, March 25, 2014
Meeting Minutes

Present: Mark Rahdert (Pres.), Tricia Jones (Vice Pres.), Paul LaFollette (Secy.), Joan Shapiro (Past-Pres.), Li Bai (Engr), Cheri Carter (SSW), Deborah Howe (SED), 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), Michael Sachs (CHP), Catherine Schifter (Educ), Joseph Schwartz (CLA), Karen M. Turner (SMC), Matthew Miller (TFMA),

Absent: Mark Anderson (Law), Kenneth Boberick (DENT), Robert Reinstein (Law), Jeffrey Solow (BCMD), Cheryl Mack (Coord.)

Call to Order:

The meeting was called to order at 1:00 PM.

Approval of Minutes:

The minutes from the March 18 meeting were approved as distributed.

President's Report – Mark Rahdert

The election is set to begin. We have more than one candidate for Vice President. Rahdert asks that we all encourage our colleagues to vote. A large turnout sends the signal of an engaged faculty.

There followed some technical discussion of the mechanics of setting up the election.

TUGSA has sent us a letter. We will discuss a response to it at next week's meeting.

One member of the FSSC reported that their college is feeling increasing pressure to create new masters programs to serve as cash cows despite the fact that they lack both space and faculty to do this.

Diane Maleson, Sr. Vice Provost for Faculty Affairs, will meet with us on April 8.
Provost Dai will meet with us on April 15.

Vice President's Report – Tricia Jones

Jones had a conversation with Brooke Walker who expressed her thanks to the FSSC for our support. The International Committee is now up to 17 members and will be losing only two, so its membership should be stable for the next few years.

Jones also asked us all to continue urging people to volunteer for service on Senate committees.

The sub-committee on T&P practices has been meeting and has drafted some recommendations. These will be sent out to the FSSC ASAP.

Q: Is this committee looking into NTT promotion and re-appointment?

A: We believe that this needs to be done, but that it is not the charge of this particular sub-committee.

Another member indicated that the personnel committee of their college has met to begin discussion of these processes.

It was suggested that it is time to re-awaken the FSSC/TAUP liaison committee.

Korsh and Newman identified themselves as interested in being members from the FSSC.

There was a discussion about the possibility of having Senate meetings in other locations, possibly on other campuses as a way of reaching out to our membership.

We then had a brief discussion of the recommendations that the P&T subcommittee is drafting.

Guest – President Neil Theobald

President Theobald began by outlining the progress that has been made on the six commitments that he made during his inauguration.

1. Reducing student debt. The Fly in Four program has been introduced. This will include \$4000.00 grants to 500 incoming students each year who commit to work fewer than 15 hours per week. The students will be eligible for continuing grants if they make adequate progress each year towards graduation in 4 years.
2. Publicizing our academic excellence. The USN & WR rankings were very good this year. The Temple Made campaign will begin to concentrate on academics.
3. Service to Philadelphia. 4706 Pennsylvania residents graduated from Temple last year, a 40% increase. We are working with the school district of Philadelphia to find ways of helping them. Our healthcare system served more Medicaid patients than anyone else in Pennsylvania.
4. Scholarship. Research dollars awarded lifted our ranking from 132nd to 95th.
5. Diversity in our student body. The percentage of our minority students has risen.
6. Entrepreneurship. We are increasing our career advising services.

The President then commented upon the resolution that the FSSC had sent him regarding best practices in faculty involvement with the budgetary process. While he is not comfortable interfering with the various cultures of our schools and colleges, he has asked the Provost to distribute the resolution to the deans. The Provost will then meet with the deans and explain that President Theobald endorses these ideas. Successful inclusion of faculty in the budgetary process will be a key part of decanal reviews.

Several members of the FSSC thanked President Theobald for his support of the resolution.

Q: Will those who receive the \$4000.00 from Fly in Four have to pay it back, or is it an outright grant?

A: It is not a loan, it is a grant.

Comment: Transfer students may be eligible for Fly in Four, but many are at a disadvantage because there is no way to control the rigor of the programs they were in elsewhere. In many cases, material that they have gotten credit for needs to be repeated here if they are to be successful. This makes a total four year graduation difficult to impossible.

Q: Will we see another capital campaign?

A: Yes, there clearly needs to be one.

Q: In the new commitment to financial literacy, will we be telling students which majors lead to what jobs? Who will be making these decisions?

A: The sense of these courses and the related web sites is to make sure that students know what kind of jobs people get with degrees in various fields. They also discuss the effects of various lifestyle choices, housing options, and spending habits.

Q: Along with financial literacy, should we be encouraging the development of moral literacy? Is there a need for a balance between these two things?

A: Theobald would prefer to call it “ethical literacy” but agrees that this is also important.

Q: Can you give us a peek at the current status of the master plan?

A: The athletics matters caused a bit of a delay. The consultants initially proposed a 30 year vision, but did not include priorities. They have been asked to return with recommendations for the next 3, 6, and 10 years and for years beyond 10.

We will possibly be building a library, another science building, a building for Allied Health, and a new research building for the Medical School. Beyond that we will be looking at renovating existing structures. We are still struggling with the question of Ambler.

Q: Is there a time frame for decisions about Ambler?

A: Not yet.

Q: Are we looking into the funding of TA’s and RA’s? Temple does not provide anything close to adequate for these?

A: With RCM, these become school level decisions. There are no quick answers to this problem.

Comment: While the \$4000.00 awards to 500 Fly in Four students next fall will be helpful, many of our students are, for example, single parents for whom \$4000.00 will not be enough to allow them to work only 15 hours. We need to continue to look at the demographics of our student body.

Comment: We are being asked to review our pre-requisites in many of our programs in an attempt to remove impediments to four year graduation. But many of these pre-requisites were carefully put into place to ensure the quality of our programs and the likelihood of our students’ success in upper level courses.

Q: As we think about the future composition of our student body, should we think also about the composition of our faculty? RCM will almost certainly increase the percentage of NTT’s. The career track for our NTT’s is, in many cases, worse than that of suburban high school teachers. We need to consider easing the teaching burden on adjuncts, NTT’s and TA’s.

A: Last year we hired 54 TT faculty members. This year we have authorized 90+ TT lines. We will be reviewing RCM after two years looking for unintended consequences.

We have announced a goal that 60% of each school’s NTT’s be on long term contracts.

Comment: The faculty are unprepared to deal with serious emergencies such as active shooters, hostage situations and the like. We should receive some training about these matters.

Q: RCM will force us to increase class size. In his school classes have been increased from 25 to 55.

This makes it impossible to run classes that include field trips. Will these sorts of changes be evaluated?

A: These are decisions to be made school by school. Theobald did not see these effects at his previous job, but we will see what happens here.

Comment: High school students are hearing that our standards are too high, and are going instead to various junior colleges.

Comment: With future enrollments expected to remain flat, one member is concerned about cross collegial cannibalization.

Q: In terms of timeline, what are viable possibilities with respect to the hospital?

A: Eighteen months from now, we cannot be where we are now. What should we do?

1. We will not walk away from our primary care mission, but neither will we fund indigent health care.
2. We need to grow.
3. We need to control costs through merger and acquisition.

Comment: Hiring more TT faculty does not necessarily suggest that more undergraduates will be taught by TT faculty. Many new hires coming in with 1-1 teaching loads are replacing retiring faculty who have been teaching 2-3 or 3-3.

Q: Are we going to build a football stadium?

A: We are getting closer to a decision. The Eagles want five million dollars/year to use their stadium six times.

Comment: At our current rent, the cost of seating in the stadium is about \$10.00/ticket. That increase would bring it closer to \$35.00/ticket.

Comment: It is easy for transfer students to fall through the cracks. We need to be actively working to make sure this does not happen.

Old Business:

None

New Business:

None

Adjournment:

The meeting was adjourned at 3:05 PM.

Paul S. LaFollette, Jr.
Secretary