

**Faculty Senate Steering Committee**  
**Tuesday, April 8, 2014**  
**Meeting Minutes**

**Present:** Mark Rahdert (Pres.), Tricia Jones (Vice Pres.), Paul LaFollette (Secy.), Joan Shapiro (Past-Pres.), Mark Anderson (Law), Li Bai (Engr), Deborah Howe (SED), Michael Jackson (STHM), Michael Jacobs (Pharm), Chip Jungreis (TUSM), Stephanie Knopp (Tyl), Jim Korsh (CST), Michael Sachs (CHP), Catherine Schifter (Educ), Joseph Schwartz (CLA), Jeffrey Solow (BCMD), Karen M. Turner (SMC), Cheryl Mack (Coord.)

**Absent:** Kenneth Boberick (DENT), Cheri Carter (SSW), Forrest Huffman (FSBM), Matthew Miller (TFMA), Steve Newman (Fac. Herald), Robert Reinstein (Law, On Leave)

**Call to Order**

The meeting was called to order at 1:05 PM.

**Approval of Minutes**

The minutes from the April 1 meeting were approved as distributed.

**President's Report – Mark Rahdert**

President Rahdert and Vice President Jones will meet tomorrow with Sharon Boyle from HR and Zeb Kendrick from the Graduate School.

We have still not received the diversity information that was promised us by the Provost. The schedule now is that Sitler will present the report to the Provost this week and then will probably give it to us. If we do not have it quite soon, we will ask again.

Q: Could we not wait until the end of the Semester?

A: No. We need it to help in the planning of the diversity seminar.

Rahdert and Creedon are working to find a date for a special faculty meeting to discuss the master plan. The FSSC members present agreed that Monday May 12 at 2:00 PM would be a good time.

We will meet with Provost Dai next week.

There was a brief discussion about the agenda for the Senate meeting on Thursday.

**Vice President's Report – Tricia Jones**

The results of the Senate elections were announced.

Joan Shapiro, who chaired the nominating committee, first thanked Cheryl Mack, Michael Jackson, and Karen Turner for all of the help that they gave. She then announced the results of the election of officers.

The total number of people voting was 361. This is a much better turnout than last spring. The results were:

President

Tricia Jones was elected with 299 votes

Vice President

Marina Angel received 165 votes

Chip Jungreis was elected with 182 votes

Secretary

Deborah Howe was elected with 289 votes.

The results of the elected committees were reported by Vice President Jones.

Educational Programs and Policies

William Miller was elected with 278 votes

Personnel Committee

Mark Rahdert was elected with 285 votes

Research Programs and Policies

Mahmut Safak was elected with 247 votes

Timothy McDonald was elected with 239 votes

University Honors Program Oversight Cmte.

Erik Cordes was elected with 146 votes

Steven Gross received 117 votes

David Pryluck received 100 votes

Mahmut Safak received 68 votes

Paul Swann was elected with 164 votes

University Tenure and Promotion Advisory

Rebecca Alpert was elected with 273 votes

Therese Dolan was elected with 271 votes

Tricia Jones was elected with 299 votes

There was some discussion about the difficulty that some faculty at the Medical School had with the election process. It was suggested that there is increasing interest in the Senate at the Medical School. It was suggested that we hold at least one of our Senate meetings next year at the Health Sciences campus.

Discussion then turned briefly back again to the diversity data.

Q: Will we have a way to test the validity of the data once we receive them?

A: It may be possible. There is another body of data to which these can be compared.

### **Report from the *Ad hoc* Committee to Look into P&T issues**

Tricia Jones, who chairs the committee, reported on the committee's findings and recommendations. Four recommendations were brought to the FSSC for its approval. Of these four, it was decided that one of them needed further study. The remaining three were proposed as motions to be brought forth to the Senate. After some discussion and wording changes, the following three recommendations were moved and approved.

1. That the Senate be informed, in writing, of exactly what changes have been made to the 2011 Presidential Guidelines document and receive written clarification that these guidelines are still in effect. That an explanation be made to the Senate as to whatever amendments have been made, and the process, if any, by which faculty were consulted in the making of these amendments. That the current guidelines be immediately posted on Temple's web page where those guidelines are readily available to all faculty. That the current guidelines developed by schools and colleges be placed on Temple's website so that all interested parties, particularly the pre-tenured faculty of our various schools and colleges, can easily find them.

2. That the President and Provost shall convene a joint committee composed of leadership from the Faculty Senate and the administration, and jointly chaired by representatives of the Faculty Senate and administration. That this committee would be tasked with evaluating recent amendments, taking into account the considerable diversity among our schools and colleges and their various programs, and recommending any additional changes that seem appropriate.

3. That under exceptional circumstances where a decision by the President or Provost reverses a unanimous, positive recommendation from the departmental/college and dean's levels, the President and Provost should follow the spirit of the TAUP contract by providing written explanation, at least to the candidate, of the compelling circumstances occasioning this decision. That the written explanation shall be made available to the Faculty Senate Personnel Committee in the event that an appeal on that case is taken to that committee.

### **Guest – Diane Maleson - Senior Vice Provost for Faculty Development and Faculty Affairs**

Maleson began by with some announcements:

- There is a new syllabus policy in effect.
- Her office has sponsored two department chair training sessions this year. Both were highly successful, and these sessions will continue.

She then entered into a discussion with us on a variety of topics, including:

Q: How many P&T candidates are there this year?

A: Around 50.

Q: Considerable interest and anxiety was expressed by various FSSC members about the impending change in budgetary process. When will faculty get training? What will happen about those colleges that either have no budget committees, or whose committees have not yet met?

A: She has had no involvement in these processes.

President Rahdert observed that there appear to be two distinct concerns.

1. How will faculty be included in the process
2. How will the faculty receive training so that they can participate meaningfully

Q: Will taxes be applied in different ways to different schools and colleges?

A: Read Rich Jocelyn's recently published comments about the coming budget system.

Comment: Colleges are already beginning to engage in negative behavior in anticipation of RCM. Deans are increasing class sizes, curriculum committees are being encouraged to develop new courses that colleges may not actually need, and so on.

Comment: There seems to be pressure in some schools to increase enrollment at the expense of quality.

Comment: This also seems to be happening with respect to Fly in Four. Some schools are being asked to re-work pre-requisite structures that assure students are properly prepared to succeed in subsequent courses.

Q: Our increasing interest in entrepreneurship could have workload ramifications. Could a dean require participation in an entrepreneurial endeavor as a part of a faculty member's workload?

A: She has not seen any move to change the P&T guidelines in such a way. Off the cuff, she believes that such work would be more easily assigned to an NTT.

This caused a discussion about the fact that there is no clear understanding about best practices for deploying NTT's (and adjuncts). A member of the FSSC proposed forming a task force to discuss this. Some lines should not be crossed and we need to identify them.

Another member observed that when they were at a different university where RCM was practiced, even the best intentioned faculty learned to see students as dollar signs.

Comment: We are being taxed to provide undergraduate scholarships, but some programs cannot attract masters students without supporting them. We need to have some way to support some masters programs

Q: How do deans get to open new administrative lines? Faculty in some colleges have retired and not been replaced, but new administrators pop up all over the place.

Comment: We were told that forming the new Center for the Arts would cut expenses, but it appears to be increasing expenses.

Comment: The university needs to have a conversation about the composition of its faculty. 45% of full time faculty have no real career track. Teaching fewer students might well allow more students to Fly in Four. The bifurcated faculty will be driven even harder by the new budget structure.

Maleson agreed with the problems of increased reliance on NTT's.

Q: Do we have data about how many TT faculty leave after their 3<sup>rd</sup> year review? Also, how do you feel about converting NTT's to TT faculty?

A: She has no problem in selected cases as long as it is done in the context of a search.

Q: Have we had any NTT's converted to TT's?

A: She knows of one.

A brief discussion followed as to whether NTT's can be hired without a proper search. Maleson stated that except in emergencies, this should not happen, and when an NTT is hired in an emergency situation, the hire should later be confirmed by holding a search. Several members of the FSSC stated that this is not being done in all schools.

**Old Business**

None

**New Business**

None

**Adjournment**

The meeting was adjourned at 3:05 PM

Paul S. LaFollette, Jr.  
Secretary