

**Representative Faculty Senate Meeting
Monday, September 8, 2014 – 1:45 p.m.
Minutes**

Attendance:

Representative senators and officers: 58
Ex-officios: 1
Faculty, administrators, and guests: 12

Call to Order:

President Jones called the meeting to order at 1:51 p.m.

Approval of Minutes:

The minutes of the April 10, 2014 meeting were approved.

President's Report:

President Jones announced a number of new initiatives and events.
The Fall Presidential Address will occur on Tuesday, October 14, 2014 (Note location: MBA Commons, Room 702, Alter Hall, 1:15-3:00)

Webex links will now be provided for streaming meetings.

On October 28, there will be a Diversity Symposium (Imagining and Re-imagining Diversity, 8-5, MBA Commons, Alter Hall, 702), with outcomes fed into the agenda for the Council of Deans/Faculty Senate Steering Committee retreat.

The Faculty Service Awards and Stauffer Award Brunch is scheduled for, November 12, 11:00-1:30 (MBA Commons, Room 702 Alter Hall). College nominees are sought.

On December 5, there will be a joint Council of Deans/Faculty Senate Steering Committee Retreat in Morgan Hall, 301D, from 9:00-1:00.

Part of the Faculty Senate's Strategic Agenda will address treatment of Adjunct Faculty at Temple as part of a joint task force of Provost's Office and Faculty Senate to examine issues of concern to adjunct faculty. This event will be co-chaired by faculty senate and provost's office and will include faculty representation from all faculty levels and across schools and colleges. Basic charges of the task force will include: Defining variety of adjunct faculty across university and gathering information on adjunct faculty issues from focus groups. This information will be used to refine the process and to focus timelines for accomplishment.

A Faculty Senate Task Force on non-contractual and non-AA/EEO faculty conflict (Alternative Dispute Resolution, ADR) has been convened. This task force includes 4 members of the FSSC and two college ombudspersons. Its initial charge includes: mapping existing dispute resolution processes for Faculty, examining best practice systems at other HEIs with faculty unions, and exploring best practice models for faculty ombuds (International Ombuds Association). Recommendations for action will be provided by the end of 2014-2015.

Faculty Team Development in RCM workshops:

CFO Ken Kaiser and Faculty Senate will deepen faculty competence with respect to RCM and best practices on budget review committees. Initial plans are to include 4 sessions with 4-5 teams in each session. Teams would include FSSC representative from that college, 1-2 members of current school/college budget review committee, and 1-2 possible budget review committee members for the future. It is expected that meetings will be scheduled for November. Faculty input will be sought on how best to engage with this practice.

Future Faculty Leaders Luncheons:

A series of informal lunches with new faculty and librarians interested in shared governance will be hosted. Suggestions for faculty to invite are welcomed.

Communication Technology Outreach and Upgrades:

WebEx access to senate meetings will now be available in order to allow faculty members to sign in to WebEx during senate meetings. WebEx moderators will report chat function questions to the body. There is a need for moderators for this process.

There will now be an increased range of listservs that will now distribute information and announcements to all faculty. On 8/26, the FSSC passed a motion to expand access to listserv and Faculty Herald to all faculty including administrators with faculty appointments.

Additional changes and upgrades include: expansion of the faculty senate website, development of a Faculty Senate Blackboard site, links on the Faculty tab of TUPortal, and a Faculty Senate Steering Committee Communication Technology committee. Work to strengthen connections across Temple campuses has also begun.

President Jones expressed appreciation to Temple's administration for their overtures to include senate participation. There has been increasing and sustained effort from university leadership to get input from Faculty Senate. Faculty Senate Officers and Faculty Herald Editor were invited to the Council of Deans meetings in July to discuss the Temple Option, and the Faculty Senate President is now invited to provide a regular short presentation board of trustees meetings.

Vice President's Report:

A report from Vice President Howe was circulated, which outlined updates on activities of several committees including:

- a. University Tenure and Promotion Advisory Committee
- b. Budget Review Committee
- c. General Education Executive Committee
- d. Faculty Non-Voting Advisory Members of Committees of the Board of Trustees
- e. University Sabbatical Committee

Guest: Provost Hai-Lung Dai

Provost Dai addressed a number of issues and solicited and responded to questions.

Student Enrollment

Corresponding to the continuing decline in high school graduates in PA, freshmen and transfers numbers declined from 2700 to 2550. In response, the intake of freshman was increased, and the university ended up with 4500 incoming Temple freshmen. Notably, out of state enrollment is up, particularly international students (by 490). Enrollment in doctoral programs is holding steady, and master's program enrollment is up slightly.

The Provost discussed the new “Temple Option” program (not to submit test scores), Fly in Four (sign-up rate was 84% of freshman), Faculty development (57 Tenured or TT faculty of 90 searches this past year), continuing practice of increasing the number of NTT faculty on multi-year contracts (with target of at least 60%). He reported that most colleges are meeting this benchmark. Student Career Services is being completely renovated. The Teaching and Learning Center is considering how to reorganize university’s teaching, helping faculty with teaching, students with learning, and on-line education. His office will continue to monitor benefits and problems associated with RCM (study abroad, as an example of a challenging program). President Theobald has appointed a Committee on Sexual Assault to ensure that these problems are averted. A report from the company hired to prepare a campus master plan is expected to circulate later this year.

The Provost invited questions:

Greg Irwin (CLA): Faculty were asked to complete a number of trainings over the summer – a repeated theme is that if you see something you should report it. It ends by suggesting that there can be negative consequences for making a false report. How would such a decision be made, who would make such a decision, what protections will be in place?

Provost Dai advised following existing procedures: if it is a faculty issue, you go to faculty affairs, dean, or provost; if it is a student issue, go to the student conduct office. Everything is confidential after the initial report. Nothing will be made known until an investigation is very well along. With regard to students, there are very clear guidelines, resulting in a quasi-legal process with the possibility for criminal charges. Nationwide, ~40 male students are suing institutions for allegedly false claims. Temple wishes to proceed carefully and avoid lawsuits.

Jeffrey Solow (Boyer): Recommended proposing on-line trainings for students on what constitutes plagiarism.

Provost Dai reported that last year in faculty senate and provost retreat, this issue was considered and prompted a discussion of whether to purchase software to detect plagiarized text. The Provost emphasized that it is important to educate students on boundaries, and possibility of implementing honor code. This is being considered in office of undergraduate education.

Mary Conway (Fox): Many students and faculty depend on TLC, and there is considerable concern that this valuable resources be retained, enlarged.

Provost Dai indicated that the intention is to enlarge the TLC rather than contract it. The question is whether and which functions to combine into a single entity.

Joseph Schwartz (CLA): As composition of faculty between TT and NTT has changed, there should be a dialogue about career tracks in order to move away from short-term contracts.

The Provost responded that Temple has fewer resources per student than other institutions such as Penn, Pitt, and PSU. In light of this, a strategy is required; the current strategy is to improve quality within physical boundaries in order to improve reputation and attract better students. This year, more than 1000 students qualified for grants, but only 500 could be awarded. His office is aiming to have 2/3 of NTT faculty on multi-year contracts. This will take several years to achieve.

Karen Turner (SMC): Have there been conversations/goals to look at faculty who have gone through tenure process? What are the mentoring/best practices for mid-career (associate) professors?

The Provost questioned whether, having demonstrated excellent teaching plus independent research and been promoted to associate professor, faculty have demonstrated a certain level of maturity. The Provost reported that he is happy to hear whether there should be a formal mechanism or whether it should be left to the discretion of the college.

Art Hochner (Fox, TAUP): Echoing Schwartz's comment, NTTs were 16% of full time faculty 15 years ago; now they are 44%. Multi-year contracts are important, but their role (professional development) is imperative.

The Provost responded that fair treatment for all faculty is a principle of Temple. Fifteen years ago, TU's student population was about half of what it is today; state support was 1/3 then and is 11% today.

Discussion:

President Jones opened the floor for general discussion around several topics.

1. Suggestions for October 14th shared governance session

Mary Conway (Fox): Many schools have their processes in an attempt to be nimble or agile. A lot of that can be moderated with transparency and democratic where possible.

Art Hochner (Fox): It is important that faculty representatives be chosen by the faculty and not by deans.

James Korsh (CST): There are two components to faculty governance: 1) faculty must be willing and able to participate; 2) their participation should be facilitated by the administration.

2. Suggestions for RCM faculty team development process:

Stephanie Knopp (Tyler): As department chair, she expressed concern that chairs are now front-line for RCM discussions. Will responsibility be balanced with power/control/resources/clear directive about how to use best judgment?

3. Suggestions for Shared governance tasks:

Jeffrey Solow (Boyer): What has happened to by-laws submitted for vetting in 2011?

Jim Korsh (CST): How is RCM going to work within each college?

President Jones responded that she will find out what is happening, what are best practices, and feed this information back to faculty and COD. She reported that President Theobald supported involvement of faculty to be involved in all aspects of RCM.

Paul LaFollette (CST): Need to disseminate word about value of shared faculty governance to others. How can service be taken more seriously and people made to feel more accountable even in the absence of merit.

Old Business:

None.

New Business:

None.

Adjournment:

The meeting adjourned at 3:14 p.m.

Adam Davey
Secretary