

Minutes
Faculty Senate Steering Committee
Tuesday, December 2, 2014
3B Conwell Hall

Present: Tricia Jones (Pres.), Deborah Howe (Vice Pres.), Adam Davey (Secy.), Mark Rahdert (Past-Pres.), Raghbir Athwal (TUSM), Li Bai (Engr), Kenneth Boberick (DENT), Cheri Carter (SSW), Teresa Gill Cirillo (FSBM) Michael W. Jackson (STHM), Michael Jacobs (Pharm), Stephanie Knopp (Tyl), Jim Korsh (CST), Paul LaFollette (Fac. Herald), Michael Sachs (CHP), Catherine Schifter (Educ), James Shellenberger (LAW), Jeffrey Solow (BCMD), Karen M. Turner (SMC), Cheryl Mack (Coord.)

Absent: Matthew Miller (TFMA), Joseph Schwartz (CLA)

1. Call to Order

President Jones called the meeting to order at 1:00 p.m.

2. Approval of Minutes

The minutes from November 18, 2014 were approved.

3. President's Report

a. Updates on Adjunct Faculty Task Force

Tentatively have December 10 as first scheduled meeting. Still looking for recommendations for adjunct faculty from medical campus and arts-related faculty. A number of potential issues were discussed, including benefits and pay (for which we lose many of our best adjuncts to other local schools). Use of external (e.g., SurveyMonkey) program to reach out to adjunct faculty has been approved using Temple's internal e-mail list. Aim is to send survey by end of January or early February.

b. Talking points for Board of Trustees meeting December 9

President Jones will circulate a draft of these by listserv.

c. Recharging Faculty Handbook Committee

Now that we have a new contract, this issue must be revitalized. President Jones will circulate some of the issues that need to be addressed via the listserv. The Faculty Handbook is woefully out of date and provides very little useful guidance, particularly for new faculty. Models from other universities can serve as models for us. We should revisit the issue of what this document needs to include, particularly as the search for a new Senior Vice Provost for Faculty Development and Faculty Affairs.

4. Vice President's Report

a. Nilgun Anadolu-Okur was reappointed to the Committee on the Status of Women.

- b. We need to identify a new member to replace Rebecca Alpert for Presidential Sexual Harassment and Assault Oversight Committee.
 - c. Ken Kaiser has made minor corrections to the budget review committee document. The amended document was approved.
 - d. We received a request for a faculty member to serve on the Faculty Affairs search. This request may be passed through CATA.
5. Review of COD/FSSC retreat (agenda and facilitator bio attached)
Anita Foeman from West Chester University has agreed to serve as facilitator for the COD/FSSC retreat. It is hoped that a skilled facilitator can help to ensure that the meeting is solution-focused and can lead to concrete steps for action. There is some question about whether Deans will also be bringing members of their staff. President Jones will reach out to see if the group can be maintained at a size and composition that better promotes open dialogue and discussion.
6. Old Business
There was no old business.
7. New Business
There was no new business.
8. Adjournment
The meeting was adjourned at 2:58 p.m.

Next Meeting: Tuesday, January 13, 1:00-3:00 pm

Adam Davey
Secretary

Draft Agenda
COD/FSSC Retreat
December 5, 2014
9am-1pm
Morgan Hall

We have organized our draft agenda around three topic areas and suggest alternating between full group and small group processes.

Facilitator: Dr. Anita Foeman, Ass. Dean, College of Arts and Sciences, West Chester University

9:00-9:15 BREAKFAST

9:15-9:20 Welcome and Overview of the Day
(Provost Dai, Tricia Jones)

9:20-10:15 Action Strategies on Faculty Diversity

9:20-9:35 Review of Diversity Symposium and Key Action
Strategies (Karen Turner, Rhonda
Brown)

9:35-10:00 Full Group Discussions on Enacting Key Action
Strategies in Schools and Colleges (resources needed,
best practices already being used, challenges to moving
forward, suggestions for overcoming)

10:00-10:15 Discussion for Moving Forward

10:15-10:35 BREAK

10:35-12:00 Building RCM Competence in Faculty

This is the most significant focus for us because of the need to have great input on how to address a variety of issues related to building faculty competence in RCM and building better structures for RCM faculty input.

10:35-10:50 Issues with RCM (brief discussion from FSSC member
and Dean) sharing what are some of the critical issues
we're seeing now that we're 1 year in to the RCM
process (Mark Rahdert, Moshe Porat, Joanne Epps)

10:50-11:00 Building Strategic Alignment through Faculty
Competence development (RCM
workshops sponsored by CFO's office and linked to

improved budget review conferences and linked to revised faculty senate budget review committee) (Tricia Jones, Ken Kaiser/Katie D'Angelo)

11:00-11:45 Small Group Discussions

-how can we make this even stronger – better serve the schools and colleges?

-how can we best link with budget review committees and/or processes at the school or college level?

-follow through -- how can we continue to set and monitor successful faculty input after the competence development?

-How else can faculty best participate in budget review and RCM

11:45-12:00 Report Out and Next Steps

12:00-1:00 LUNCH and Session on Clarifying shared governance understandings

This comes from questions about operative bylaws, questions of structural independence, and some ability about processes available to address concerns. This also is timely in that we are about 5 years from the 2009 reorganization in some schools and slightly less out from the 2011-12 changes.

12:15-12:30 Clarification on Bylaws

-Susan Smith Review (UC Office) Clarification of understanding (perhaps from Susan Smith or UC's office) about current state of independence/interdependence in "nested" units

-Updates from the Provost on clarification with deans on bylaws revisions

12:30-1:00 General Discussion and Conversation

Prof. Anita Foeman received her Ph.D. from Temple University's School of Communication and Theater in 1982 with a focus on organizational communication. She is a Professor in the Department of Communication Studies at West Chester University. Her research examines African American communication in organizational contexts and identity issues for multiracial people and families. Her co-authored works on the stages of development in interracial relationships are a template for research in the field. Her most recent grant-funded research investigates the relationship between DNA ancestral data and the social construction of racial identity. She is currently examining interracial couples' (Black, White, Asian, Latino) goals and values associated with educating their children. Dr. Foeman just completed a coauthored book *Intercultural Communication: A Peacebuilding Perspective*.

Over the past 30 years Dr. Foeman has provided facilitation and consulting services in a variety of organizational contexts including sexual harassment training for the US Attorney's office, team building for Penn Charter Friends School, and parenting support for staff and faculty at Princeton University through Carebridge services. Dr. Foeman is also Assistant Dean of the College of Arts and Sciences for Student Issues at West Chester University.