

Minutes  
Faculty Senate Steering Committee  
Tuesday, January 13, 2015  
3B Conwell Hall

**Present:** Tricia Jones (Pres.)[teleconference], 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) Jane Evans (Tyl), Michael W. Jackson (STHM), Jim Korsh (CST), Paul LaFollette (Fac. Herald), Matthew Miller (TFMA), Michael Sachs (CHP), Joseph Schwartz (CLA), Jeffrey Solow (BCMD), Karen M. Turner (SMC), Cheryl Mack (Coord.)

**Absent:** Michael Jacobs (Pharm), Catherine Schifter (Educ), James Shellenberger (LAW),

1. Call to Order

President Jones called the meeting to order at 1:01 p.m.

2. Approval of December 2, 2014 Minutes

The minutes from December 2, 2014 were approved as amended.

3. President's Report

In the next couple of weeks, we need to provide a list of 2-3 names for the Deans' review committee in addition to those being furnished by the Collegial Assemblies. Discussion will continue via the listserv. More information about the expected composition of the committee will be requested from Deputy Provost Sitler.

Vice President for Faculty Affairs search appears to be nearing completion.

There is progress in making an appointment for the Interim Dean of CLA.

Resolution is expected soon for the three subcommittees of UTPAC.

Trish and Deb are meeting with Michele Masucci about the scope of her portfolio.

Karen Turner asked if there was any follow up from the Council of Deans retreat, and Trish is trying to get time on the Provost's calendar.

4. Vice President's Report

Michael Jackson was unanimously nominated as the FSSC representative to the Faculty Athletics Representative Search committee.

Deb Howe is updating on-line materials for committee roles and responsibilities (Sabbatical committee and Research and Creative Awards committee).

It was clarified that the Honors Oversight committee is a faculty senate committee.

Recruitment for the Adjunct Task Force is underway.

Budget Review committee has three vacancies. Steve Balsam was unanimously approved for a third term. Materials for applicants for the remaining applicants will be in place for the next FSSC meeting.

5. Guest: President Neil D. Theobald

President Theobald provided an update on activities of the past semester as they were presented to the Board of Trustees. Two major initiatives included Fly in Four and the Temple Option (which has been selected by 24% of applicants in its first year; more likely to be PA residents, women, and members of under-represented minority groups), and then opened the floor to questions.

Jeffrey Solow: New academic calendar was put in place without faculty input, and has not been universally well-received in particular because it disrupts momentum of the semester.

Mark Rahdert: In conversations with the Provost, we understood that, with one year's experience under the new calendar, this issue would be revisited with faculty input.

Joseph Schwartz: Impressions within the CLA executive was this mid-semester break was disruptive for faculty and students.

James Korsh: Scheduling of final examinations can follow up to two weeks after the end of classes. This is disruptive for students.

Michael Jackson: For individuals with late examinations, grades are due too soon afterward, within 24 to 48 hours.

Karen Turner: Study days are often used for administrative purposes, such as collegial assembly meetings.

Jeffrey Solow: Many administrative requests are sent right at the point of semester breaks when faculty are least likely to be available.

Response: The President will look into this and ensure that faculty have involvement in calendar changes.

Joseph Schwartz: The composition of the faculty has changed, but the administration has not kept pace with these changes, such as mandates for the proportion of undergraduate courses that are taught by tenured and tenure track faculty.

Li Bai: What marketing efforts are underway for Fly in Four initiative?

Response; Many of the Fly in Four efforts are made after recruitment, rather than before.

Jeffrey Solow: Stellar faculty in 100 level courses can really increase the number of majors.

Karen Turner: Do you have demographic information on faculty recently recruited to Temple?

Response: Please send a message and the President will see what data can be made available.

Trish Jones: How can we be supporting initiatives to get tenure track faculty in 100 level undergraduate teaching in an environment such as GenEd?

Response: The incentive is to provide good instruction early, so that there are more students in your classes later.

Trish Jones: Plans to make it easier to put tenure track faculty into these roles should incentivize them as rewards rather than punishments. Under RCM, many colleges are becoming more protective of their GenEd offerings.

Deborah Howe: Given the significant reality that NTT faculty are more cost-effective in a tuition-driven model, what institutional incentives are available in the university system.

Paul LaFollette: Senior faculty, who used to provide considerable teaching service, are increasingly being replaced by tenure track faculty who do very little teaching; as a result, more of the teaching is being done by non-tenure track faculty. It seems fairer to bring in individuals who are tenurable primarily through their teaching.

Joseph Schwartz: We have to really look at our faculty composition and their roles, in order to ensure that student needs are met.

Response: A large contextual issue beyond the university that needs to be changed is how the state sees the role of public higher education.

James Korsh: In regard to faculty governance and college by-laws, a letter to the deans from January, 2002, indicates that by-law amendment procedures will expire at the end of 5 years, and must be resubmitted for approval or amendment.

Karen Turner: What is the status of stadium discussions?

Response: The 15 year lease for football stadium ends in 2017 and currently costs approximately \$1M per year. The renewal offer is currently \$24 for 5 years.

Jane Evans: One concern about the budget is that the budget committees within the schools are not receiving the kind of information they need to inform decision-making.

Response: As part of RCM, Deans are reviewed every 5 years; budget is a significant part of this process.

Trish Jones: Since the resolution was passed to involve faculty in budgetary decisions, perhaps it would be helpful to have models of best practice for these committees to provide clearer guidelines and reporting structures.

Response: This is something that will need to involve Ken Kaiser with; the President will follow up with Kaiser, and Kaiser will follow up with the FSSC.

Mark Rahdert: Deans are often the sticking point, operating from a perspective of symbolism rather than realism.

Response: Maybe I believe too much in decentralization. We need to set up an expectation and make consequences for not meeting expectations.

Michael Sachs: Five years is a long time to wait for feedback on a Dean.

Response: If there is an issue for a dean within the first five years, we might need an "intervention" for someone who is new but not following the spirit of policies.

Trish Jones: There is concern and difficulty with how the process is happening in different units that is not being communicated up the organization in large part because there are no mechanisms. Colleges and Schools have collegial assemblies that are run by the Deans and other examples of insular processes that do not permit communication of negative feedback with impunity. More ways are needed to voice how the RCM process is going (as distinct from evaluations of Deans).

Joseph Schwartz: Reaction to short-term secular trends is affecting the balance of programs across the university.

Deb Howe: How do we systematically look at planning to buffer short-term changes in order to achieve long-term goals?

Response: Two schools with declining enrollment (CLA and Education) have been asked to provide a plan. Given that plan, what are the financial realities of how these issues are addressed? The converse is true on the growth side.

Michael Jackson: What are the implications of free tuition at the community college level?

Response: The big losers in this equation are the for-profit schools. If you can find a funding solution, then this is likely to be a good thing. Reallocation from funds directed toward schools like Temple, Penn State, and Pitt seem unlikely.

Michael Sachs: What new initiatives should we be expecting?

Response: To be determined.

Deb Howe: One suggestion is expanded support for master's level students.

Matthew Miller: Temple does not have tuition exchange programs with other universities. An initiative in this direction would be welcomed.

Response: Those work very well for private universities; it is unclear how this might work in the context of Temple.

Michael Sachs: Have all of the Visualize Temple plans been approved by the Board?

Response: No. The purpose was simply to look at the entire campus for the purposes of planning.

Michael Jackson: There are many infrastructure considerations that need to be incorporated.

Li Bai: How does the university support growing initiatives?

Response: There are two ways. First, there is central money in the budget conferences. More likely is using a College's own resources.

Jeffrey Solow: An official Temple Ombudsperson has been discussed frequently within the FSSC.

Response: You want to make sure that information flows, but you do not want to end up with centralized decision-making.

There are three members of the search committee for the Faculty Athletic Representative committee; an additional member from the FSSC is required, if possible, by Friday. The role will come with a one-quarter time release and a strong faculty representative is required.

6. Old Business

There was no old business.

7. New Business

There was no new business.

8. Adjournment

The meeting was adjourned at 3:02 p.m.

**No meeting next week – Representative Senate Meeting, Tuesday, January 20, 1:45 pm.**

Adam Davey  
Secretary