

University Faculty Senate Meeting
Wednesday, September 9, 2015 – 1:45 PM
MBA Commons, 702 Alter Hall
Videoconference: HSC, 343 MERB – AMBLER, ALC201

Minutes

Attendance:

Representative senators and officers: 47

Ex-officios: 1

Faculty, Administrators and guests: 34

WebEx: 99

1. Call to Order
President Jones called the meeting to order at 1:55 p.m.
2. Motion to approve the agenda.
Motion approved.
3. Approval of March 18, 2015 Minutes
The minutes from March 18, 2015 were approved unanimously.
4. President's Report
 - a) Introduction of Senate Officers and FSSC - Senate Officers and FSSC members were introduced. Congratulations were given to Deborah Howe, elected as VP of Faculty Senate last spring and recently appointed as Interim President of the Oregon College of Oriental Medicine. Following the Senate By-laws, the elected Senate Secretary, Adam Davey, became Senate Vice President for the 2015-2016 year and Michael Sachs was appointed as Faculty Senate Secretary by the Faculty Senate Steering Committee.
 - b) Fox School of Business was thanked for their hospitality
 - c) A reminder was offered about President Theobald's State of the University address hosted by the Faculty Senate in the Faculty Senate meeting, October 8th from 1:45-3:00 p.m. in Feinstone Lounge.
 - d) A brief update was provided on CA and workload side letter. Volunteers are being solicited for a committee to address these issues.
5. Vice President's Report
 - a) An update on elections was provided.
 - b) The process for UTPAC elections in the Fall was noted.
6. Dialogue with Dai: Guest Provost Hai-Lung Dai
 - a) Freshman class update – for the 5th year, Pennsylvania High Schools have generated fewer High School graduates (reduction of 25,000). Institutions are facing declining

enrollment. Despite this, there has been an increase in our applications (9%) – a record number of applications. The class of 2019 has approximately 4900 freshman, a record – it is noteworthy that we have a lower than 60% admission rate (55%). Our average SAT scores are 32 points higher than last year.

- b) Transfer students – There were 2700 three years ago; this year 2400 (reflects decreased enrollment in community colleges across the state). There is sometimes a challenge with different evaluation of which courses transfer between community colleges and our evaluation. Efforts to fix this are underway.
- c) Graduate students – the need to make decisions in a shorter period of time was noted. Master’s enrollment reflects a 30% increase over last year.
- d) There is a 1.2% increase in overall enrollment, nearly 2% over 2 years.
- e) There is active recruitment of faculty. We have hired 58 new Tenured/Tenure track faculty this past year. Provost Dai noted the high quality of faculty hired. From the list of 100 most influential papers in the history of science, Temple has 5 authors/coauthors of these papers on our faculty. Our U.S. News and World Reports ranking went from 121 to 115 this year. We should go up faster. We have improved our quantitative aspects (graduation rate, etc.), but the ‘beauty contest’ part did not improve (actually went down a bit). We need to publicize our accomplishments with our colleagues at other institutions. We should nominate students for fellowships, and nominate our colleagues for professional merit awards (fellowships, etc.).
- f) Provost Dai emphasized we are an educational institution, not a commercial enterprise. We need to improve our quality and reputation, get more resources, and be more effective in teaching our students.
- g) Mary Conran (Fox) asked how many of the 58 new hires were replacements? Provost Dai thought about half were but indicated that specific information in response to this question would be forthcoming.
- h) Marina Angel (LAW) – noted that a written report must be provided ahead of time and presentation limited to 15 minutes. She raised a question about disseminating the new sexual harassment policy by President Theobald when individuals were not on campus. She suggested that the Faculty Senate and administrators need to know their limits. Provost Dai replied that the new policy involved a very long process over many years. There were state and federal requests for information. We had procedures for dealing with student misconduct. Statistics suggest approximately 20% of students may be sexually assaulted during their time in college (for Temple this would be 3,000 students). Provost Dai explained and an initial communication from the Department of Education indicated that Temple University should consider addressing its policies in the areas of sexual assault. President Theobald requested we look at our policies and practices. The Provost indicated we can’t apply the same standards as a court of law in our processes. We needed a policy or we could lose up to 10% of our operating budget if found out of compliance with the DOE mandate. A committee chaired by Laura Siminoff, Dean of the College of Public Health, developed the new policy after six months of deliberation. The Committee included three faculty members (some nominated by the Faculty Senate), students and administrators. The report was sent to the President in late spring, he studied the report, included substantial discussion among senior staff members and legal counsel, and then released the report/recommendations. One change in the new policy is that there will no longer be a three member panel to review complaints, but we will hire a

former federal judge to deal with the process. Discussion ensued between Professor Angel and Provost Dai on aspects of the process and the outcome.

- i) President Jones noted that she had contacted President Theobald to discuss the Sexual Assault policy issued on August 13th. She noted that since the policy was issued in summer and we have just begun fall semester that FSSC has not had time to thoroughly discuss the policy, although that is on the FSSC agenda. She also indicated that President Theobald was willing to meet with her and others to discuss concerns about the policy that might arise from FSSC and/or Senate discussion. President Jones also indicated that the Faculty Senate Steering Committee would be discussing issues raised by Professor Angel but requested that Professor Angel hold further comment or action until the end of the meeting since changing the approved agenda would require a 2/3rd vote. Professor Angel agreed to wait until later in the meeting.
- j) Provost Dai noted that more than 67% of NTT faculty have multiple year contracts. He acknowledged that he wants that percentage to be higher but that we have made progress.

7. New Business

a) Endorsement of the Tuition Benefits Recommendation

All members received a report from the Senate a week before the meeting. President Jones commended the committee members for their excellent work and reported that the report had already been submitted to the Director of HR, Sharon Boyle.

It was moved that the Faculty Senate endorse the recommendations in the report.

Art Hochner (Fox) moved approval of the motion, seconded. Approved unanimously.

- b) President Jones noted a report on the Child-Care Benefit Committee would be forthcoming and thanked Prof. Casey Breslin and her committee for their ongoing efforts.

Old Business

President Jones reported on UTPAC updates and changes – (please see the President's Report PPT slides on Senate website for a summary of the Faculty Senate recommendations for UTPACs constitution and process made in Spring 2015). Kevin Delaney, Vice Provost for Faculty Affairs (VPFA), reported on status of UTPAC. He discussed the structure of the process. Candidates can indicate preference for review by committee A, B, or C. That preference will be sent to the candidate's chair and Dean for confirmation or contest. If there are disagreements about appropriate UTPAC for review in a particular case the final decision will be the Provost's. VPFA Delaney indicated that the next step is for the Faculty Senate to elect members, and the Provost to appoint his members.

VPFA Delaney agreed with the Senate's suggestion that each UTPAC should have a Faculty Chair or Co-Chair and that these positions should be elected by the committee. Hochner (FSBM) asked about individuals serving on committees that did not reflect their disciplines. Kevin Delaney said the Provost will likely appoint folks with disciplinary expertise, but this is not a rule.

Joel Sheffield (CST) asked whether candidates will have a sense of who is on a particular committee before selecting. The VPFA indicated that this is not the case this year but should be in subsequent years.

President Jones asked whether the Law School will go through UTPAC C. Currently the contract specifies that two members of that committee must come from the Law School. Kevin Delaney said it was still important to have two law school representatives on the committee and that Dean Joanne Epps of the Law School had indicated that applicants from the Law School with support at all lower levels would go to the Council of Deans and applicants with dissenting opinions would go through UTPAC C.

Hochner (FSBM) noted the importance of Temple issuing Tenure and Promotion guidelines for University and Colleges specifically. Kevin Delaney said this was in process.

President Jones discussed consistency with other policies. She reminded the Senate that last spring the Senate passed a resolution asking President Theobald to convene a task force to update the 2011 Presidential Guidelines on Tenure and Promotion Processes. She reported that although that action had not been taken, the FSSC was interested in resending that resolution and hoped the President would respond positively. VPFA Delaney noted that that work, as well revision of the Faculty Handbook, would be good ideas so we can make sure all relevant policies on T&P are in agreement.

President Jones reiterated the need for Kevin Delaney to keep us informed of process and thanked him for his collaboration.

8. Additional New business

Marina Angel (Law) explained that she had distributed a memo and a draft motion (see attached) to senators through the Senate Discussion listserv prior to the Senate meeting and had brought hard copies of same to this meeting. She indicated that she wanted to have the motion considered, but it would not be decided at this meeting. She moved that her draft motion be discussed at an upcoming Faculty Senate meeting. President Jones asked for clarification on the motion to make sure that the motion was not on approving the draft motion included in Professor Angel's memo but was a motion to bring the draft motion to consideration of an upcoming Faculty Senate meeting. Professor Angel confirmed this clarification.

The motion was clarified and was approved almost unanimously (approximately 30 yes, 0 no, 2 abstain). President Jones indicated that she would add discussion of the draft motion to the FSSC agenda as well.

Art Hochner (FSBM) asked for clarification on Tenure and Promotion guidelines. He noted discussion in negotiations on procedures as well as standards. He noted the importance of clarification on what one needs to do in order to become tenured?

Jane Evans (Tyler) asked how many faculty were given tenure this year? Hochner didn't have a number. Kevin Delaney said the vast majority of individuals received tenure. Evans asked if all those turned down for tenure were from the Humanities? No specifics were available. President Jones indicated it would be helpful to have detailed numbers.

Melissa Gilbert (CLA) said it would be helpful to have numbers of faculty by gender, ethnicity, etc. President Jones indicated that the Senate was going to continue to request data on breakdown of faculty by gender, ethnicity, race, rank, and unit (school/college). She indicated that Senate has asked for these data for some time and would continue to get these data and make the data available to faculty.

9. Adjournment

The meeting was adjourned at 3:07 p.m.

Michael Sachs

Secretary