

**Representative Faculty Senate Meeting
Monday, January 25, 2016 – 1:45 PM
Kornberg School of Dentistry
Lecture Room B**

Minutes

Attendance:

Representative senators and officers: 13

Ex-officios: 1

Faculty, Administrators and guests: 18

WebEx: 21

1. Call to Order

President Jones called the meeting to order at 1:47 p.m.

President Jones lauded the performance of the Denver Broncos on Sunday

President Jones thanked Dean Amid Ismail for his generous hosting of the Faculty Senate for our meeting at the Dental School (founded in 1863) as well as for lunch provided by the Dental School. Dean Ismail welcomed us and noted some of the fine characteristics of the Dental School.

Information provided by President Jones on use of WebEx, which we are planning on using for every meeting.

2. Agenda approved unanimously.

3. Approval of November 16, 2015 Minutes

The minutes from November 16, 2015 were approved unanimously (with one abstention).

4. President's Report

- Budget Review Conferences
 - Thanks to Ken Kaiser and Katie D'Angelo for their support in providing access to faculty to participate in Budget Review conferences.
- Faculty Athletics Representative (Jeremy Jordan)
 - Stadium Discussion – Jordan got feedback on the stadium issue
 - Board of Trustees meeting last week where this may have been discussed, but no reports to date on this matter
- Mentoring program – in development
- Conversations with Vice Provost for Faculty Affairs Kevin Delaney
- 3 UTPACS now operating
 - Met to discuss common procedures and protocols
 - Somewhat uneven distribution of cases (19, 19, 6)
 - Difficult timelines for review (with rebuttal provisions)
 - Discussed faculty chairs
 - Tenure on review processes still difficult
 - Council of Deans review process for Medical Faculty under review

- Merit
 - Significant reduction in merit pool; fewer units to distribute
 - Changes in percentage allocated under contract
 - Chair's salaries and merit pools removed
- Sabbaticals
 - Generally same amount allocated as last year
Updates on Adjunct Contract Negotiation
- General Recognition that this Negotiation Affects Broader University
- Faculty Senate Q&A in Fall 2015 Uncovered Considerable Sentiment of Fulltime Faculty Concern
- Faculty Senate Steering Committee has approved processes to provide fulltime faculty voice
 - Discussion blog (on this and other issues) to be opened on Faculty Senate website
 - Q&A process (as in Fall 2015) to be continued with monthly summaries of information and questions distributed to all interested parties
 - Re-activation of Bargaining Units Liaison Committee (Vice President Davey will discuss in more detail)
 - Regular meetings with Temple Leadership and TAUP Leadership
 - February 26th Faculty Senate meeting will concentrate on discussion of concerns and requests

We can maintain a position of neutrality on adjunct issues and foster communication. Faculty Senate will start a discussion blog on this and other issues. The blog will have some basic guidelines but will not be moderated. Questions can be posed and anyone (such as Administration and/or TAUP) can respond. Emphasis is on open channels of communication that are neutral from the Faculty Senate's perspective.

5. Vice-President's Report

Committee Appointments

Committee on the Status of Women

Erinn Tucker and Angela Bricker were appointed to the Committee on the Status of Women.

Committee on Faculty Disability Concerns

Kenneth Thurman, Michael Sachs, Susan Bertolino, Jeromy Sivek, Richard Pomerantz, and Debra Blair were appointed to the Committee on Faculty Disability Concerns. Chairs will be elected at the first meeting which will be called by Kenneth Thurman.

Committee on LGBTQ Concerns

Scott Gratson, Hiram Aldarondo, Jeromy Sivek, Carmelo Galati, Jeffrey Boles, Richard Pomerantz, Robert Betticker, Michelle Scarpulla, Jeremy Jordan, Michael Sheridan, and Dorothy Stringer were appointed to the Committee on LGBTQ Concerns. A Chair will be elected at the first meeting which will be called by Scott Gratson.

GEEC

Laura Pendergast was appointed to the General Education Executive Committee to replace Catherine Schifter, who recently retired.

Call for Participation

The Faculty Senate Steering Committee has activated the Bargaining Units Liaison Committee in order to consider the implications of incorporating adjunct faculty into TAUP. Three representatives

from the full time faculty are needed. Interested faculty should send a brief paragraph of interest and curriculum vitae to senate2@temple.edu.

Lou Natali will represent the School of Law, Jie Yang will represent Dentistry, Raghbir Athwal will represent the School of Medicine, and Joseph Schwartz, Jeff Solow, and Robert Pred will represent TAUP.

Elections

Faculty Senate election season is just around the corner and will include President, Vice-President, and Secretary. Additionally, we will fill 3 vacancies on the Educational Programs and Policies Committee, 2 vacancies on the Personnel Committee, 3 vacancies on the University Honors Oversight Committee, and 4 vacancies on the University Tenure and Promotion Advisory Committee. These include 1 vacancy for Committee A (Humanities and Arts), 2 vacancies for Committee B (Sciences, Life Sciences, and Engineering), and 1 vacancy for Committee C (Social Sciences, Business, and Law). Marsha Zibalese-Crawford has agreed to chair the nominating committee, but we seek two additional members. Interested faculty should send a brief paragraph of interest and curriculum vitae to senate2@temple.edu.

Jones noted wonderful increase in service from HSC on various committees. She expressed appreciation for this level of service.

6. Provost Hai Lung Dai

Provost noted leadership of Dean Ismail in vastly improving education, research, and services of Dental School. Provost Dai will become a new patient in the Dental Clinic. Provost noted challenge of continuing to get new facilities on our campuses.

Enrollment – largest portion of income still comes from tuition (60%) of non-health system income of University. Current class largest in our history - 4900 freshman (4500 entered in 2014) – 10% ahead. SAT scores 32 point increase from 2014. Across country 2% decline in enrollment’ we have slight enrollment increase and applications up 40% over past few years. This year another 12% increase. Last year only admitted 55% of applicants, even though saw 10% increase in enrollment. Penn State is at 50% admission rate and we may hit 50% this year.

State of PA – second largest proportion of revenue – 12% - potential increase \$140 to \$147 million in projected budget, but still stalemate at present. Temporary reduction measures may be needed if impasse is not resolved between Governor and Senate/House.

Ranking of research universities in U.S. – Carnegie classification. First group is highest – RI, second is RII. Temple was in RII for past few decades. This fall confirmed we have moved into RI because of our productive faculty. We are now a Tier I institution – only 5 in PA – Penn, Penn State, Pitt, Carnegie Mellon.

QS Science – citation of science researchers. Webmetrics – take Google metrics numbers and compiles metrics for influential universities, ranking of top 2000 universities in the world. Harvard, Chicago, Stanford, ... Temple is 29, Penn State is 25, followed by Ohio State, Illinois, Chapel Hill, Pittsburgh, Penn, etc.

Second year of RCM – at year’s end we will start formal review of how RCM is working. Major concerns are whether schools/colleges are working purely to get more revenue (and unhealthy competition) and has administration of University been efficient enough to merit tax being paid. Is original distribution of state funds equitable? All this will come under scrutiny.

We have become more efficient and enrolled more students. Initial rapid improvement but eventually have natural saturation. We have done things and rapidly improved on S curve and now, where can we continue to improve?

Student financial aid – gradually increased portion of tuition 15% to financial aid to 17.5% today and go to 18.5% this coming year. This increase is necessary because of high tuition. General approach is to charge more and then give back to needy students. Others charge more and give back more (such as Drexel at 50%). For state universities, most are higher than 20% (even approaching 30%) – 20-30% is industry standard for public universities. We now have merit scholarships in the honors program. We have 600 students coming into our honors program (SAT scores of 1395 – Ivy League standards). We give out 500 student grants to needy students as part of Fly in Four. Now at 71% graduation in six years (national average is 50%). Retention rate for freshman is more than 90%. These are all positive signs.

We need to prepare students to function in a technology driven, global society. Provost noted dismantling of DuPont, just south of here (in Delaware). Merge with Dow Chemical, will be broken into 3 companies. The 2000 Ph.D.s fired by DuPont will be hired by China. New company will have minimal research. There is a continued erosion of jobs here. Our responsibility is to educate our students so they can function in the future. We need to maintain prosperity in this country.

We will take a look at GenEd. Only 17% of GenEd courses are taught by TT faculty, 40% by NTT faculty, 43% by adjunct faculty. Provost asked for feedback whether this is troubling. We need to put our best teachers up front (like Carl Sagan). Students taking GenEd courses are not serious. They feel they are just fulfilling a requirement, and courses are often not challenging enough. Mentality/attitude is such. GenEd is 25% of our teaching. What is box we need to construct for students coming in and then send out into the world. The world is changing – foreign universities are coming – U.S. complete dominance is no longer.

All things (adjunct issues, etc.) will require our participation- discuss how improve faculty participation in these discussions.

Comments/questions:

Ann Dickey (Nursing) – freshman daughter – one FT and 4 adjuncts. Concern as to their connection with higher education.

STHM – Dr. Tucker – incoming freshmen are products of NCLB, so prepared for tests, and now challenged to deal with college work. Different perspective of what is considered measurable.

Art Hochner (FSBM) – what is proportion of TT/NTT faculty. FT – NTT one part is instructional. Instructional NTT versus TT faculty. Should get Kevin Delaney to give numbers – approximately 2500 faculty, with 900 plus TT, 1600 NTT research versus instruction 50/50.

Ella Walker (Pharmacy) – incoming coursework and adjuncts. Freshmen always dislike courses they are required to take. She has a freshman son at Temple. Didn't like courses not in his major. Still see intro courses as steps towards more interesting courses (where more FT faculty are generally found). Do we want adjuncts teaching senior courses or want them teaching GenEd courses (on way in or way out). Provost – goal is have courses that are meaningful to students. All students, including science students, flocked to single professor (Temple grad) from religion and morality at Provost's undergraduate institution – most popular course on campus. If give a good course, people will go. If professor puts out a well structured course with good content – that's what we need. Best courses with best teachers would be ideal. 500-600 students listening to this master.

Adjunct prof in CST. Student performance with adjunct professors – some schools higher, some lower performance with adjuncts. Adjuncts who are supported (same resources as FT faculty) had higher student performance. Provost agreed.

Jim Korsh (CST) – whatever ratio of TT/NTT has different meaning from 10-15 years ago. TT faculty teach 2-3 courses – now 1-2 per semester.

Dean's Review situation – this year three Deans scheduled to go under review. Third year of reviews. These three Deans have been close to 20 years of service. All agreed to finite service and will not continue too much longer. Therefore, no 'real' review. Will be transition of longer serving Deans to new Deans. Two Dean searches – CLA and Tyler School of Art.

President Jones comments – interviews for Chief Information Officer are ongoing – Senate officers invited to meet with all 4 candidates. Talk about faculty point of view about technology use, etc. Affects course delivery, GenEd, etc.

Observation – fundamental disconnect between incentive structures for research and teaching. Helpful to consider in making decisions on adjunct faculty and other issues.

7. Old Business

Ongoing conversation about SFFs. President Jones will be meeting with SFF committee this week. Perhaps structure doesn't fit as well with teacher/scholar model currently in place. Course scheduling (new course structures, such as 7 week classes or other schedules) – have challenges getting SFFs done in a timely fashion. Can we move towards other models of evaluation of teaching effectiveness – a more robust evaluation package.

Involvement of college assemblies - still very important. Example of assembly role in review of budget review process. Link into larger budget review process. General sense is many colleges have these committees but are not really participating in budget review process.

Jeff Solow (BCMD) – movement across U.S. looking at college as glorified trade school. Making GenEd courses taught by superstar teachers will be important in helping students buy into education. And in Boyer, Budget Review Committee not as effective as could be.

8. New Business

Heidi Ojha (CPH) – question for President Jones - what are other institutions doing other than straight SFFs. Schools/colleges are not as receptive to more time intensive ways to evaluate teaching. Will report back with help of Peter Jones on other options. Peer evaluations (rigorous), different kinds of review of instructional materials, (one school had external reviewers rate teaching portfolios). Different ways to move to alternative teaching models (co-teaching). Other kinds of student feedback – write a serious essay about what learned and how/why applied material. Put evaluations in effect earlier in the process. How evaluate on-line courses?

Jeff Solow (BCMD) – Collegial Assemblies as subsets of Faculty Senate. Status of College Bylaws – some schools Collegial Assembly run by Dean, others run by elected faculty representative. Do we have data on set-up in each school? Would be helpful to find out. President Jones - we will get information.

9. Call to Adjourn - 3:12 unanimously approved.

Respectfully submitted,

Michael Sachs
Secretary