

Minutes
Faculty Senate Steering Committee
Tuesday, April 12, 2016
3B Conwell Hall

Attendance:

Present: Tricia Jones (Pres., SMC), Adam Davey (Vice Pres., CPH), Michael Sachs (Secy., CPH), Mark Rahdert (Past-Pres., Law), Raghbir Athwal (LKSM), Teresa Gill Cirillo (FSBM), Fred Duer (TFMA), Donald Hantula (CLA), Michael W. Jackson (STHM), Stephanie Knopp (ART), James Korsh (CST), Paul LaFollette (Fac. Herald, CST), Heidi Ojha (CPH), Cornelius Pratt (SMC), Jeffrey Solow (BCMD), Ken Thurman (Educ.), Cheryl Mack (Coord.)
Absent: Marsha Crawford (SSW), Kurosh Darvish (Engr)
WebEx: Michael Jacobs (Pharm), Jie Yang (KSoD)

1. **Call to Order:**

President Jones called the meeting to order at 1:07 p.m.

2. **Approval of Minutes:**

Minutes for 4/5 approved – unanimous.

3. **President's Report:**

Luncheon best day would be T, May 3rd – at end of finals week. April 26th conflict for many. Schedule this for 12:30 – 1:30. Promised not a working meeting. But an issue we need to address. Faculty of Color committee had suggested a change to their charge. Davey has the updated charge – pretty significant changes. More specific actions the committee would do. The FSSC decides on committee charges – we would need to have that conversation. Do we need to deal with this now or wait until beginning of fall? One of the recommendations may be challenging. Diverse thoughts – wait until fall, check with committee.

Diversity Symposium – Hats off to Michael Jackson. On M the 18th meet to ask about Billie Jean King as possible keynote at Symposium. Jones will keep us informed on status of conversation.

Inquiry from Art Hochner and Steve Newman – they had heard four cases to P&T committee that had unanimous support up to and through UTPAC that were turned down by provost. Jones has asked Kevin Delaney for feedback. Waiting for a reply from Delaney. Any feedback? Any knowledge of this? Jones suggests that, if accurate, that requires a response from us. This is an issue that has arisen before and we thought UTPAC changes would deal with that. Extensive discussion on these issues, especially issue of recommendations by five levels and then Provost disagrees with recommended decision. Apparently all four levels below UTPAC are supposedly independent (e.g., Dean is not supposed to sit in on Collegial committee deliberations). Tenure on hire situation is challenging - unrealistic time frames. See if Provost can attend lunch meeting on May 3rd.

Paul LaFollette rehired as Editor of Faculty Herald for another two-year term.

Thanks for sharing information on getting merit for FSSC service – unanimously NO

Announcement of LGBTQIA Faculty and Staff Networking Reception. General sense is anyone is welcome – do not have to be a member of the LGBTQIA community per se. Anyone with any interest of building strong sense of community is welcome to attend, especially FSSC members.

4. **Vice-President's Report:**

Adam Davey is taking a leave of absence to assume duties as Associate Dean for Research in the College of Health Sciences in University of Delaware. Hearty congratulations extended to Adam.

5. **Guest: Valerie Harrison, President's Senior Advisor for Compliance:**

Shared her new portfolio. Here for 13 years in University Counsel's office, then away for three, and came back and now Senior Advisor for Compliance. She wants to ensure that all identities/communities feel validated/supported as members of our community.

President wants Valerie (VH) to be the central place for our compliance efforts, with particular focus on Title IX and sexual misconduct efforts. He wants VH to be an innovator – not just meet guidelines but be an innovator. Best practices desired.

Presidential Committee on Campus Sexual Misconduct – 9/2014 – 12/2014. Came up with goals. Need better education, more training, greater degree of awareness, our policies need to be easily accessible. One stop web site for all info. Also facilitate anonymous reporting of incidents. Offer amnesty for drug and alcohol offenses in conjunction with these incidents if reported. Require education but no discipline initially. Enhanced internal process for dealing with discipline – hired a retired judge with experience in this area. Need a centralized space for handling sexual misconduct cases. Complaint student has to go to different places - VH office a centralized place to handle these matters and coordinate campus resources. Coordinate services, responses, resources. Also need to hire a Title IX coordinator to handle sexual misconduct cases.

Best practice is not dense, legalistic stuff. So tangled a web. Back off and write policies in plain English so people can understand where resources are and how to access them.

Walk a Mile in Her Shoes – Sexual Misconduct Awareness Month Kick-Off. 340 Male administrators and students walked a mile in heels. Females had signs on the side indicating Thank yous.

Series of workshops as well in this month – One Love; escalation workshop on dating violence; Owl Talk days; Temple bystander training. Governor's roundtable. Number of public service videos in circulation.

Our Student Athlete Advisory Committee member won national Final Four contest and had video presented at Final Four. Proud of video she made.

Faculty Relations side – Graduate Certificate in Diversity Leadership; Multicultural Competency Training and Search Committee Training; LGBTQIA Networking reception (4/25).

Question on reporting lines – whom to talk with about what? Trying to create a centralized space and reporting lines. VH is person to call. Can call VH or other places – police, Dean of Students, Compliance office ... eventually get to VH.

Need to come up with a name and a space for our area.

Thurman question about disabilities. - DRS manages student accommodations.

VH office responsible for addressing any complaints about non-provision of services.

Jackson – lack of knowledge of who is in various roles. Many changes over time. Average faculty person doesn't know whom to call. Information card would help. What are basic rules of conduct in various sexual misconduct situations. Faculty are getting almost no training in these situations.

We (full-time faculty) know some things, but adjunct faculty know even less. On-line resources need to be used.

VH – how would I go about getting faculty advisers for respondents? Perhaps go to Collegial Assemblies. What sort of training? What sort of support? What sort of appreciation? Faculty don't have a safe environment. Discussion of ways in which to get help – 'button' on computer display/console, app on cell phone, cords on IBC track.

Question about process being used for sexual misconduct cases. This academic year at 20 (last year 18). Highest risk time beginning of semester to mid-October, and when weather gets better – probably finish at about 25 cases.

6. **Old Business:**

No old business.

7. **New Business:**

Cirillo – Library Committee. Dean of Libraries mentioned Provost push to increase number of open access textbooks. Encourage faculty involvement in creating new textbooks. Professors create open access textbooks as well as content. Perhaps funds available to facilitate this? Invite Dean to FSSC meeting in fall. Concerned pressure on NTTs to do this, but little coming back to NTTs for this. But runs into issue we have never been able to make headway on – intellectual property rights. If students buy a faculty member's textbook, royalties go back to college. Bookstore has refused to consider selling without markup books that faculty member might order at faculty discount.

Solow – question on RCM and deadline for committees. Not sure what deadlines are.

Jackson – issue of former players wanting to be readmitted and complete their degree. Classes are not filled and space available. But can't even get an answer about getting admitted. Discussion about how to go about getting them reinstated. How can we get an answer...?

8. **Adjournment:**

The meeting was adjourned at 3:01 p.m.

Respectfully submitted,

Michael Sachs
Secretary