

TEMPLE UNIVERSITY
FACULTY SENATE STEERING COMMITTEE
 Minutes

Date: Tuesday, 09/07/2016

Time: 1:00pm – 3:00pm

Present: Michael Sachs (Pres., CPH), Elvis Wagner (Vice Pres., COE), Sue Dickey (Secy., CPH), Tricia Jones (Past-Pres., SMC), Raghbir Athwal (LKSM), William Cabin (SSW), Teresa Gill Cirillo (FSBM), Donald Harris (LAW), Michael W. Jackson (STHM), James Korsh (CST), Sharyn O'Mara (ART), Cornelius Pratt (SMC), Melissa Ranieri (Pharm), Jeffrey Solow (BCMD), Ken Thurman (COE.), Kimmika Williams-Witherspoon (TFMA), Jie Yang (KSoD), Cheryl Mack (Coord.)

Late: None

Absent: Kurosh Darvish (Engr), Donald Hantula (CLA), Paul LaFollette (*Faculty Herald*, CST), Heidi Ojha (CPH)

Excused: Jeff Solow (Boyer)

Guests: Provost Joanne Epps, 2:00 p.m.

Topic	Discussion	Action
1. Meeting called to order at 1:00 p.m.	Meeting called to order by Dr. Sachs.	Meeting called to order at 1:00pm.
2. President's Report	<ul style="list-style-type: none"> • Summer events. Tumultuous time for Temple in June & July. Acting President Englert was expected to come today, but needed to reschedule to Sept. 20th, 2:00 p.m. Both he & Provost Epps to come to RFSM on 9/12/16. • Move to make some GEN ED modifications. That work begun under former Provost Dai will continue this fall. Moving its path, which will come to FSSC. • RCM was to be reviewed beginning in spring of 2017, but for reasons Ken Kaiser laid out in his letter that is deferred until next year. • Former Provost Dai's tenure decisions of last year: There is concern about the process for a handful of people who went up last year & were affirmed unanimously at all other levels than the Provost's level, where they were denied. Provost Epps will speak about that concern later today. Members of FSSC are planning to ask Provost Epps about the process at that level. Past President NT also expressed concerned that the current BOD is scrutinizing each individual tenure decision rather than in previous years. Acting Pres. Englert to find out more about this. • Faculty Ombudsperson: Formerly, Diane Maleson did this role. Kevin Delaney, VPFA, would be the obvious person from the Provost's office. A draft proposal is underway to create a position for this office by the FSSC. • Dean 360 Reviews: Provost Epps indicated that she will put these on hold x 1 year. She may reconfigure process to something that's more meaningful. • TU Ambler Campus: Falls under the portfolio of VP Vickie 	<p>-We would like to re-invigorate Faculty Governance, so now is the time. We will formally invite various groups from the BOT to meet with the FSSC, which is perceived to be especially helpful.</p>

	<p>McGarvey, who will come to talk about what's up.</p> <ul style="list-style-type: none"> • Stadium: Traffic Study underway. See <i>Philadelphia Inquirer</i> article. • Departments in the Fox SBM are being expanded into 1810 Liacouras Walk buildings. Those departments will be re-located, including advising offices. CLA is moving to Paley Library. • Guests: Jodi Levine Laufgraben 1:00 p.m. 9/17/16. She will report on the annual <i>Faculty & Student Engagement Survey</i>. • President Dick Englert: Scheduled to talk to FSSC @ 2:00 p.m. on 9-17-16. • Guests to be scheduled (See Dr. Sach's list to be distributed separately to the FSSC. A partial list includes: Michelle Masucci, Jeremy Jordan, Jim Creedon, Vickie McGarvey & Ken Kaiser (CFO). • New President search – Will there be faculty representation? For former Pres Theobald, there were 1 – 2 Faculty members on his search committee. We offered input on this process (via letter) from M. Sachs to the BOT. Presidential Search? Concern expressed by EW as to when/why? Do we want to push them? It might be timely. • Per MJ: New board members are coming; several moving on. Several commented. Two replacements on the Academic Affairs Subcommittee of the BOT over the past 8 months. • KT expressed concern of lack of faculty involvement in many discussions. How do we get the BOT to include us in shared decision-making? Concerns about the TU lack of resources, classrooms & other supports for the Fly-in-Four program to work. • Survey RE: FSSC Soda/Food Survey - cost for hot water & coffee service is \$97.00, excluding pretzels, cookies & sodas. Each RFS meeting (fruit & cookies) = \$367.00. These come from SODEXO. 	<p>It would be helpful to schedule Ken Kaiser earlier rather than later in this meeting. Dr. Sachs will invite him to the October 4th meeting.</p> <p>Paper ballot vote taken on Sodas vs. coffee &/or snacks for future FSSC meetings. Survey to be tabulated to see what people want to do.</p>
--	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<p>3. Vice President's Report</p>	<p>Dr. Elvis Wagner's VP report for FSSC, Sep 6, 2016:</p> <ol style="list-style-type: none"> 1. Introduction 2. Thank you to Adam Davey and Cheryl Mack 3. Update on Senate Committees (see below) 4. Questions about a number of committees, (Lectures and Forums Committees, Committee on the Status of Faculty of Color, Committee on Faculty LGBTQ Issues 5. Provost Committees, question about how they are constituted 6. Committee Chairs—question about how they are elected/appointed 7. VP will email committee chairs, encouraging them to meet soon & to have a good year <p>Senate Committees Bargaining Units Liaison Committee 2016-17, 3 appointed by Faculty Senate, 3 current Budget Review Committee, 9 appointed by FSSC, 9 current Committee on Administrative and Trustee Appointments, 10 appointed by FSSC, 9 current Committee on Faculty Disabilities Concerns, 6 appointed by FSSC, 6 current Committee on Faculty LGBTQ Issues, ?, 11 current Committee for International Programs, 15 appointed by FSSC, 13 current (note to Cheryl, drop Alistair Howard from the committee Committee on the Status of Faculty of Color, ?, 11 current? Committee on the Status of Women, 13 appointed by FSSC, 13 current Council on Diverse Constituencies, 6 from different Faculty Senate committees (are they supposed to be chairs of the committees?), 5 current Educational Programs and Policies Committee, 9 elected by Faculty Senate, 9 current <i>Faculty Herald</i> Advisory Board, 9 appointed by FSSC and up to two members at large, 10 current General Education Executive Committee, 9 appointed by FSSC, 9 current Lectures and Forum Committees, 8 appointed by FSSC, 4 current!!! Library Committee, 10 appointed by FSSC, 10 current Oversight Committee, 5 in total, Grad Board representative to be named Personnel Committee, 5 elected by Faculty Senate, 5 current Research Programs and Policies Committee, 10 (4 elected by Faculty Sen, 6 appointed by FSSC), 11 current Standing Committee on Continuous Revision of Faculty Handbook, 5 appointed by FSSC, Sec of Fac Senate, 6 current Student Feedback Forms Committee, appointed by Faculty Senate Executive Committee (Faculty committee members are</p>	<p>Elvis will be pushing us to get nominees from our own colleges.</p> <p>We could have names in a cue so that they are ready to move along. We will aspire to create lists of 5 -6 people, with a statement of why they might make good members of any of these committees.</p> <p>Discussion led to the consensus of creating a policy to release or sunset non-functioning committee members off of the committee. (E.g. C.A.T.A.)</p>
-----------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

appointed by the Faculty Senate Executive Committee. Staff members are appointed by the Provost), 10 current (but can't tell when terms end)
University Honors Program Oversight Committee, 5 elected by Faculty Senate, 5 current

Provost Committees

Student Award Selection Committee, 9 appointed by FSSC, no current members
University Invention and Patent Committee, 5 by FSSC(?), 5 there, but all terms end in '16
University Press Board of Review, 10 appointed by FSSC, 9 current, (but with 2 ending in Sep '16)
University Research and Creative Awards Committee, 3 appointed by FSSC, all ending in '16
University Sabbatical Committee, 6 appointed by FSSC, 6 current
University Tenure and Promotion Advisory Committee, 3 appointed by FSSC for Committee A, 3 appointed by FSSC for Committee B, 3 appointed by FSSC for Committee C, 9 current

<p>4. Guest: Provost JoAnne Epps (2:00 p.m.)</p>	<p>Reporting: "Thanks for allowing me to come. I wish to be your servant & constituent, so I will try to come often."</p> <ul style="list-style-type: none"> • Recovering from leaving 1 job & moving into another in the period of 2.5 weeks, but I am learning which has been really fun & trying to do the best that I can in this role. • Thank you for differentiating process from personnel & thanks for making the distinction. • In no ranked order: • RCM review deferred until spring, 2017, r/t changes at the top. Doesn't change the implementation date for a.y. 2017-18. Putting it off will help us put things in place for Fall, 2018. I know how RCM works, having lived under it as a dean. Don't know flex points. • I say with great trepidation, "one size does not fit all." It is cleaner, simpler & more fair. I don't know how I will ultimately conclude. • What I know for sure that I want to accomplish: • Asking Pres. Englert to do 3 Dean reviews for this year that were due last year in the spring. • Asking Pres. Englert about the Stadium. • Adjunct Negotiations: Proceeding. I (Provost Epps) am not a participant. Three full day meetings so far. • New T & P process: Part of the contract, so parts of this can & cannot be changed. Eight outside review letters still required. To be effective next year, that change must be changed by Jan. 1, 2017. Realizes this may be cumbersome, especially in small fields where there are limited experts. Stay tuned. I'm "not a fan of the current process." It has a lot of people doing a lot of work. Less attention to so many applicants. I will be welcoming input as to how we might make the process better. It seems that attention should be toward the cases that warrant it. • MS: Having this input available sooner rather than later would be ideal. • Prov. Epps: Open to looking at process. • Fly-in-Four: 3rd year. Seems to be successful, and encouraging in the current freshman class. We already have a pretty good grad rate compared to our peer institutions. But if we successfully get former 6 years of paying tuition to 4 years, there may be an unexpected deficit. • As told to me by Mark Rahdert: Status of Collegial Assembly Bylaws & their approval... not sure that the Law Schools ever got approved, let alone other schools & colleges. This may not be a 1st priority, but it's on my list. (I know it's on their websites!) • Presidential Search: I'm asking questions about how things are working: Some marketing via venues like Ted Talks, how the BOT awards honorary degrees, Provost's lectureship series & possibly other venues. • Making sure that the U survives the inevitable changes in leadership we will surely undergo in order to bring a sense of stability. Less \$\$ to offer the class of 2017 than we did 	<p>All are looking forward to seeing Provost Epps next Monday at the RFS Meeting at 1:45 p.m. on 9/12/16.</p>
--------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------

to the class of 2016. How will this shape up? Appearance & reality. We don't want the public to think that we ran out of \$\$ at \$22 million. Program is an enormous success; it just cost more than we expected. Balancing so that the perception is alive & thriving. You can't craft your class one by one without the amount of \$\$ that we used to have. Quality of next fall's class could be different. My goal is that we're going to be ok. Students we get will continue to be really terrific. How can we get the schools & colleges to become more involved in their admissions? Not everyone will 'win,' but we have to be fair, which is my 'North Star.'

- Q: MJ-WHAT IS YOUR PROVOST'S OFFICE LIKE?
- No changes to the Provost's office so far. Not my style to walk in & slash & burn. Learning curve as to what those 7 – 8 people do.
- **Comments from FSSC members:**
 JK: CLASS ROOMS & OTHER LACK OF RESOURCES MAKE IT VERY CHALLENGING TO MEET FLY-IN-4. - Used to get a course off for being a member of the FSSC. Some deans say yes/some ignore. Should this be uniform across the U?
 MA: UTPAC as well: no course release or additional compensation.
- Provost Epps: Can't commit resources this year b/c all those monies went to make up the deficit. However, it might be better to ask the Provost's office for this kind of support. By the 3rd year, the expenses will come down b/c the 2 cohorts of large & expensive classes will be reduced in size. We should separate our Honors College & our Scholarship Aid. Not much time b/c the admissions people are ready to go out recruiting right now. Bar to be raised for some of the criteria. Same free access may lead to less access. Some will make a financial decision, but they like being here & we should probably be able to continue to attract the highly qualified students. We cut back too much last year, so this year it will be expanded.
- MJ: WHAT ABOUT THOSE STUDENTS AT THE BOTTOM? COMPROMISES OUR DIVERSITY.
- Prov. Epps: Our board chair is also concerned about this. We must figure out how to achieve a lot of things all at once. Issue is in the forefront of people.
- MJ: Seven positions are open in our recruiters' office. Please look into this.
- Prov. Epps: Thank-you for telling me; I will look into this.
- KT: Clearly an issue in our college (ED).
- MJ: How will Fly-in-4 be evaluated in 3 – 4 years from now?
- Prov. Epps: Not sure. These questions must be settled: How many people will we have to pay for? Look at 4-year graduation rates then & pre-F-in-4. Another way is to look at "the carnage."
- MJ: Concerns: F in-4 crossing immediately into graduate

	<p>programs... cheating the masters program. No work experience or limited internships... 55 grad students in a class? Others with mature students or 4 -5 years' field experience -> so many developmental differences among these students.</p> <ul style="list-style-type: none"> • Prov Epps: How does Fly-in-4 exacerbate this problem? • MJ: Not going out & looking for job opportunities. • Prov Epps: Graduate admissions? • MS: Not r/t Fly-in-4. • KT: Additional 4 + 1 Programs in School of Ed. Different across more programs. • KWW: So much effort to create 4 + 1's to keep the \$\$ coming in. • Prov Epps: Open forums regarding the unintended consequences. How do we fight back against that? • KWW: More concerned with the numbers of students who are coming in without the building resources to accommodate. Nobody knows. Also don't want to lose our "Acres of Diamonds" mission/Conwellian tradition. • SP: Tradition: should the arts be self-sustaining? If they had to be, they wouldn't be in our culture at all! People who provide for the culture in a non-financial way. • TC: I'm from the business school & I feel the same way. Concern re: recruitment of international students in the business schools who should not be here b/c they are not academically ready or have limited communication skills. Not succeeding. Teaches core course: Business Communication. Many do not pass the TOEFL, but here due to agreements made with international agencies to keep them here. • TJT: More support for preparing faculty to support the international student population. Faculty are overwhelmed, & without a lot of support for teaching, it's a bottomless pit. • MJ: 12 of 14 grad students spoke Mandarin & spoke it to each other during class. Good in math but lack a basic understanding of terminology. • MS: Had a TA that did not pass a speak test. • TJ: NTTs & Adjuncts are getting slammed on eSFFs (rated poorly) & have no response item on them to say "nobody in my class spoke English." Pedagogy is being by an economic model that is damaging these students. • MJ: Safety & security issues – lack of awareness among students. No immediate communication capabilities for faculty in classrooms. No panic button. 	
5. Old Business	None	
6. New Business	None	
7. Adjournment		Adjourned at 3:05 p.m.

Respectfully submitted, <i>Sue Dickey</i> Sue Dickey, PhD, RN, Associate Professor & Faculty Senate Secretary, 2016-17		
------------------------------------------------------------------------------------------------------------------------------------	--	--

Next meeting: Representative Faculty Senate, Monday, September 12, 2016
FSSC, Tuesday, September, 20, 2016

SBD/sbd 9-19-16