

TEMPLE UNIVERSITY  
**FACULTY SENATE STEERING COMMITTEE**  
 Minutes

**Date:** Tuesday, 09/20/2016

**Time:** 1:00pm – 3:00pm

**Present:** Michael Sachs (Pres., CPH), Elvis Wagner (Vice Pres., COE), Sue Dickey (Secy., CPH), William Cabin (SSW), Teresa Gill Cirillo (FSBM), Donald Harris (LAW), Michael W. Jackson (STHM), James Korsh (CST), Sharyn O'Mara (ART), Cornelius Pratt (SMC) Jeffrey Solow (BCMD), Ken Thurman (COE.), Kimmika Williams-Witherspoon (TFMA), Jeff Solow (BCMD), Jie Yang (KSoD), Cheryl Mack (Coord.), Kurosh Darvish (Engr), Paul LaFollette (*Faculty Herald*, CST)

**WebEx:** Raghbir Athwal (LKSM)

**Absent:** Heidi Ojha (CPH), Donald Hantula (CLA)

**Excused:** Tricia Jones (Past-Pres., SMC), Melissa Ranieri (Pharm)

**Guests:** President Dick Englert, 1:00 p.m. & V.P. Jodi Levine-Laufgraben 2:00 p.m.

Topic	Discussion	Action
1. Meeting called to order at 1:00 p.m.	Meeting called to order by Dr. Sachs. Agenda reordered so that guests could speak.	Meeting called to order at 1:00pm.
2. Guest - Jodi Levine-Laufgraben, Vice Provost, Academic Affairs, Assessment & Institutional Research & Amanda Albu, Assisting (1:00 pm)	<ul style="list-style-type: none"> <li>• Introductions: Assisting VP Levine-Laufgraben is Amanda Albu, Research Analyst Office of Assessment. Reporting on:</li> <li>• the proposal to conduct Faculty Survey of Student Engagement (FSSE, "fessie") – paper copies distributed to FSSC.</li> <li>• Background of the FSSE's origins, Center for Post Secondary Research at Indiana University. Their website: <a href="http://fsse.indiana.edu/">http://fsse.indiana.edu/</a>            FSSE Instrument: <a href="http://fsse.indiana.edu/pdf/2016/FSSE16_Instrument.pdf">http://fsse.indiana.edu/pdf/2016/FSSE16_Instrument.pdf</a>            Materials orientation document: <a href="http://fsse.indiana.edu/pdf/FSSE_Materials_Orientation_for_Institutions-FINAL.pdf">http://fsse.indiana.edu/pdf/FSSE_Materials_Orientation_for_Institutions-FINAL.pdf</a>            Topical Modules Information: <a href="http://fsse.indiana.edu/html/topicalModules.cfm">http://fsse.indiana.edu/html/topicalModules.cfm</a></li> <li>• Temple conducts the NSSE with our undergrads.</li> <li>• Done at TU triennially with all freshmen &amp; seniors. (Some will get chances to take it twice.)</li> <li>• Looks at co-curricular behaviors that keep students at TU &amp; compares them with other comparable institutions, such as: Carnegie, Urban peer institutions, Specialty groups, Middle states region.</li> <li>• All comparisons are for that year's administration cohort only.</li> </ul>	

- Can track individual student responses.
- Objective is that it wants an organization to align NSSE results with other things... comparing their data to ours.
- Custom reports for your schools & colleges can be generated.
- At TY, it was just done in spring, 2016. TU had strong results (see attached 'triangle chart' entitled "NSSE 2016 Engagement Indicators – Overview, Temple University").
- FACULTY SSE is a companion instrument for faculty in which similar questions are asked.
- Center encourages the same or immediately post year for FSSE. Logical time to administer is spring, so that new people have come & gone.
- We checked with HR to make sure there are no other surveying conflicts. It doesn't have any workplace or other types of surveys going. HR doesn't have conflicts at this time.
- We don't get faculty level responses like we do students. We can't identify individuals & departments. This protects anonymity and assures a larger sample size, since people would not be likely to respond if they thought there was a chance of detection.
- Professional schools are excluded since this is undergraduate data collection. (Biggest possible sample).
- Surveying faculty gives another way to understand NSSE (student) trends.
- Optional topical modules exist & we can choose one for no extra cost. We usually choose the Community Engagement Module. We are likely to do that with the FSSE, as well, since it's a big part of our mission at TU.
- Our time is nearly up for Carnegie classification. TU was awarded that in 2010. Next year, the reapplication process begins again. It's about a 2-year process.
- Some options for the faculty survey, one is free. Probably will choose student advising, but there are others and we're not averse to paying for extra ones.
- Are there general questions? Office of I R & A will pay for this survey. This office very willing to do the heavy lifting for administration of this survey. Are there questions?
- Q: KT (Ed) Diversity among faculty as well as students across U. Engineering; Tyler; Music. How is that reflected?
- A. Faculty are asked in the survey to focus on your general experience with one undergraduate course; no graduate courses since this is a UG companion survey.
- TU can customize the messages & can add general instructions unique to TU, including the # of outgoing messages encouraging participation. Our last response rate was ~25% which is much better than IU's other U responses.
- Why are there atypical results? Many disciplines. Could

	<p>be college specific.</p> <ul style="list-style-type: none"> <li>• Looking for responses to better understand our UG population.</li> <li>• Q: What about adjuncts?</li> <li>• A: NTTs &amp; Adjuncts teach, so we see no need to restrict the sample. We will send it out to all teaching undergrad courses.</li> <li>• Q: PL: Some faculty teach virtually no undergrad courses.</li> <li>• A: We will survey active faculty, who are here in the spring. UG only. Professional schools are excluded since all their students are grad. However, professional school faculty who are teaching ug courses would be surveyed. Ex: a law prof who is teaching a Gen Ed course would be included. Sample is based on who is teaching UG's.</li> <li>• Q: Neither the FSSE nor the NSSE can separate out different schools &amp; colleges?</li> <li>• A: Capable of doing this with NSSE. FSSE, no b/c it might discourage faculty response rate if they thought we could figure out which dept.</li> <li>• Q: [Lost the question.]</li> <li>• A: Can pick stuff like Community Engagement as part of our arsenal of assessment data. Hope to do this with FSSE as well.</li> <li>• A: We'd be happy to report to full RFS. Also, we do publish these results on our assessment website, as well. We're sharing the triangle page as well as it is very positive. Not all results are fully digested into report yet.</li> <li>• The new student questionnaire done every fall.</li> <li>• Q: MJ – What is the 'typical' student? 4-in-1's... how will they be teased out?</li> <li>• A: For NSSE, students in + programs can only be an undergrad or grad student at time of survey. EX: Computers &amp; tech measurements will give targeted reports. Safety &amp; security is another category.</li> <li>• Q: KT – Campus environment – quality...</li> <li>• A: Bursar, parking, personal interactions with some offices, skewed by students are extraordinarily unhappy about something... we can sometimes get slammed. Areas where we've had probs in past. Interactions with advisors (past problem). Bursar... not understanding their bill? Etc.</li> <li>• A: Intrigued on the downturn with collaborative learning....</li> <li>• Q: MS Gen Ed would be reduced to one question? (his understanding from Peter Jones.)</li> <li>• TY</li> </ul>	
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<p>3. Acting President Dick Englert, Guest speaker</p>	<ul style="list-style-type: none"> <li>• Thanks for all you do, especially for our faculty &amp; our students. You've met with Joanne. Strong believer in the role of the FS. A vibrant role. When Paul gave us opp to write for the herald in beginning of the year, we were</li> <li>• I've seen u from more vantage points than most... at least 16 different roles. Last year worked with 2 chairs of a department within a u. Respect for how different programs in different depts. Operate &amp; that ONE SIZE does not fit all... each through its own eyes &amp; its own nature.</li> <li>• At larger mtg,</li> <li>• BOT Exec Comm mtg: chairs of all the other comms of BOT, who invited MS to come &amp; talk about Fac Gov. You should be very proud that you were repp'd extremely well. I know b/c I talked to the BOT members. Continue to build this relationship. Really great!</li> <li>• Dean of Lib arts question at full senate meeting... AH's question... dodged before we had consulted with search comm. Then we announced that Richard Deeg was chosen. Joanne &amp; I relooked @ everything &amp; provide due diligence. Really pleased with that appointment.</li> <li>• 2 Open searches: Tyler &amp; Law. Moving fwd. Will leave it to Joanne to announce.</li> <li>• US News &amp; WR rankings came in. At face value, last year 115<sup>th</sup>; no 118<sup>th</sup>. Nuances important, though. Looks like slipped a little. But our SCORE actually went up from 40 to 44. But adding in all the new people to the mix... If 45, we would have been tied for 111<sup>th</sup>. One point more, it would have been 111<sup>th</sup>. We aspire to the top 100. You can see where we rank on any one of the factors (of multiple). Of concern: alumni participation of former ug alums. Numerator of how many gave over # of total UG grads: 6%. We aspire to 10%. Any way we can encourage alums to participate would be good. Ranked low here. Ranked high on high school counselors' assessment = 84. That really helps us. Really good for grad performance rate. Based on general student profile, an algorithm predicts grad rate. We consistently over perform based on this. 94<sup>th</sup> on our research rankings. 88<sup>th</sup> in research dollars. All tricky. National &amp; international aspirations to be within top 100. Relationship with peers &amp; their knowledge of us: they don't really understand who we are... best kept secret around. Every search is an opp to show just how great TU is, &amp; how to impress them. Those 3 people not hired go back to their institutions &amp; may be among those filling out the forms. Too many other institutions massage the data. 12 members of our BOT are selected by the legislature. Other 24 are self-selected!</li> </ul>	<p>Our score actually went up, &amp; at least stayed steady. We went up, but the ranked order didn't change.</p> <p>Record set.</p> <p>Must get word out not only locally but nationally (Deans &amp; Presidents fill out the peer assessment).</p>

Independently functioning board!

- Homecoming this weekend. Invited Michael to the concert on Friday evening at Tyler. I will come & bring my wife.
- State of U address next week.
- Any questions?
- Q: MS Did Hillary leave any presents yesterday?
- A: Very tightly controlled. Had I had the op, I would have said ty for coming! I would have said same to her opponent & also the Senate candidates who will be debating here.
- PB & J sandwiches... record setting for Guinness... people will be eating these, so make it as if... So impressive to see them all set up in the Liacouras Center. A lot of fun.
- Q: MJ – How can we get former athletes to get back to school & finish their degrees? This would increase their giving! It helps our ARA rate with NCAA & they will make long contributions. They won't if we don't reach out & help them. Some of them have money! It helps recruiting & world-wide image.
- A: Partnership among administration-athletics-faculty is in order.
- Q: MJ – Alumni relations? Not doing as well as we should be.
- A: In high powered devel world, we try for the BIG gifts. I try to think of broadening the base. Where do you invest your \$\$??? Do I try to get more big givers? Broaden the alumni base? In tomorrow's Council of Deans meeting, will be asking them about this. Some U-wide; some school based. Where did the alums make their connection to TU? That is how to bring them in.
- Q: MJ – With all due respect, the Council of Deans is not where to look. A person I know has a network of 5000-15,000 people who doesn't have his degree. Can't cover the gap of new administrators who don't know the TU hx. 15 silos at tailgates. No reason we can't bring them under one silo. We have a lot of activities w/o a cohesive bond.
- A: I welcome all your ideas!
- Q: JK – We don't have a website that would foster our students to get jobs. I think that would go a long way to help them feel connected.
- Q: med school – a lot of faculty don't know the contribution
- A: reputation = 15% factor. Alumni contribution = 5%. Tight, but what would it take to make one improvement in ranking? Don't want to overly rate these kinds of rankings but a lot of people look at them.
- Q: KWW (TFMA) I'm As you know, former Mayor Street has been saying we don't tell our story well for 10 years! More emphasis on the things that make us look good, including the arts! We have an enormous resource that we really don't laud.
- A: I heard him! It would be too early to say, Is there an

initiative? We will!

- Q: As an alum, this new about our rankings should go into our mailings.
- Tyler O'Mara: I really like that idea, but being more specific, our students are TYLER students. What is strategy for reaching these people who do the voting? Are they getting email updates on what we're doing?
- A: We need to do it systematically & get it out there.
- Q: O'Mara – We need the research money, but this simple kind of communication can go a long way.
- Q: MJ – Do we have a TU historian? So many new who have no idea about the h/o TU. Would love to see Jill Scott. Why didn't we select John Chaney as an ambassador to\_\_\_\_\_? Why can't we get those people to do PSA? Why don't we feature some of these people as a homecoming variety show, creating a cohesive bond?
- A: I have that ?.... Is homecoming bringing people home?
- Charles Blockson – Exhibit on UG RR in 1<sup>st</sup> floor of Sullivan Hall.
- A: AA Harriett Tubman's scarf donated to the new museum opening in DC.
- Q: MS. I know that you would be disappointed if we didn't ask you about the stadium.
- A: Copy & paste answer from RFS mtg. Abbreviate. A lot of conversations with community people. Sunday, a great event occurred. Unveiling of the sports complex just south of here. Two fields: Women's lacrosse & field hockey. Anybody can use for club sports, track intramural sports. grandstands for each field that hold 500 with press box for live-streaming. Students used to go up to Ambler to practice. 40 minutes there & back. A lot of time. Go catch a game! 500 people there for women's soccer! Hottest day of the year.

Q: MJ – Is there a possibility that we might be able to see our faculty distribution data this year? We've been trying to do that for the past decade & haven't been able to do that.

A: Data on enrollments on faculty. Unless it's confidential (for competitive reasons or something like that), Will talk to Jodi. How can you make decisions if you don't have data?

Any questions for us?

Q: Would you entertain an opportunity to attend if I set up a luncheon with some alumni?

A: Yes!

<p>4. President Michael Sach's Report</p>	<p>1. Can steering committee think of any reason NOT to do FSSE?          -JK – 7 year assessments take a great deal of time &amp; resources          -Does FSSE really make a diff or waste of time?          -KT-Concern with any kind of data collection that she or anyone else ... IS it actually being used??? Esp if it yields useful data??? If we're gonna be data driven, if we're collecting &amp; not using it, DON'T Collect! Generally in favor of collecting, but How are we actually using it to improve things? Jodi alluded to 'advising.'          -JK Recent program review... We wrote it. Dean saw it. It didn't have any impact on anything.          -KT Has to come out of the Dean's ofc.          -PL When we 1<sup>st</sup> started these: a lot of work; good reviewers. Nothing ever happened.          -JS Outside reviewers did come in &amp; do assessments, but nothing ever happened.          -KT They're hear from 1.5-2 days... how much can they really find out?          -JK- They CAN look &amp; compare to other institutions &amp; know whether that's reasonable.          -Glass/In our program, a problem was addressed with a BAD solution. Not helpful. A curricular change.          - _____ AA lady... Space. Can't really do anything.          -Social Work: in our program, problems HAD to be addressed in specific amt of time.          -AA lady... we faculty NEVER have access to the data. Would we be able to utilize the results????          -MS: Seems reasonable. So yes, but with access to data.</p> <p>MOTION: To go ahead with this in spring. 2<sup>nd</sup>          All in favor. None opposed. No abstentions.</p> <p>2. Minutes of 9-7-16 FSSC.          RCM clarification... What are our values as an institution &amp; a culture for other degree programs that are not financially driven to be considered in the evaluation of the budget model. APPROVED with clarification.</p> <p>3. President's report:          -Attended Exec BOT last Friday. Meeting went o.t. As a result, the VP of Institutional Advancement's report lasted an hour beyond. Challenging meeting for him. They asked about the diff between FS &amp; TAUP. Didn't know. Chairman O'Connor offered to come.</p> <p>4. Good meeting with Provost Epps. Will continue to meet including discussion of Fac issues like T &amp; P.</p> <p>Q: KT – Why wouldn't UTPAC do that?          A: Other issues may come up. UTPAC can do it on their own of course, &amp; Tricia &amp; Mark can reach out to them to propose change as well, Goal here is to keep it more informal. Joanne does realize the amount of work that goes into it all. When contract is reviewed in 2018, it may</p>	<p>VP for I A coming here Nov. 1<sup>st</sup></p> <p>Chairman O'Connor coming on Nov. 8<sup>th</sup></p> <p>Will meet on Nov XX Kevin Delaney &amp; Mike Sitler from provost's office.          Tricia &amp; Mark Rahdert from us.</p> <p>Prov Epps to return to</p>
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	<p>come up again as well.</p> <p>-3 Dean reviews in the spring. Probably will be 1 or 2, but not guarantee.</p> <p>-We can ask Ken Kaiser about budget.</p> <p>-Ombudsman:</p> <p>-Daycare... discussions with TAUP about that.</p> <p>Discussions going on.</p> <p>-Epps &amp; President Englert to return to FSSC in January.</p> <p>Q: DH (Law) Case of appeal coming up in which Joanne may have to recuse herself. Faculty member has appealed that b/c she put person forward.</p> <p>A: She may.</p> <p>Q: PL, President may delegate someone other than Provost to make recommendations to him.</p> <p>KT: If this is an appeal, UTPAC wouldn't be involved. More discussion about this particular case ensued.</p> <p>XX (Law):</p> <p>A: It might work informally. No decisions reached with</p> <p>Q: Has anyone else been through the Dean review process? Resulted in dean being removed. Astonishingly opaque process. Wondering about this process.</p> <p>A: We will address Joanne about this when she comes back. Looking as something more streamlined &amp; inclusive.</p> <p>Q: JS: Remarkably UNTRANSPARENT. Exercise in rubber stamp evaluation.</p> <p>Q: JS Discussion about PRE-vetting people for serving on CATA that occurred in email exchange? We don't want to be caught as we have been many times before where we've been charged to put forward names to serve in 3 days' time. I understood it that CATA would be making a call to the faculty. Nobody has ever answered the question as to the qualifications for being chosen. Don't know what they were in past. Hoping for more than 1 – 2 faculty members.</p> <p>JK: I don't remember whether we put some names in or not, but I would argue that if there are fac reps, we should get to pick them!</p> <p>JS: or at least SOME.</p> <p>JK: A long time ago, reasonable number. Now down to 1.</p>	<p>FSSC on Nov 29th</p>
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They picked the 1. We didn't like it.

JS: Senate voted NOT to participate in process. Senate Pres decided to continue with the process, so the Senate impeached her.

We can ask Pres. Englert. Is that too dodgy?

Q: Who sets the policy?

A: BOT. BOT not overtly hostile. Issue is what they do in the background. We can ask O'Connor what's going on with the search when he comes here. "We'll let you know." No TU contact emails for the TU trustees. You can find him at his real job at Cozen-O'Connor.

END of REPORT

<p>5. Vice President's Report – Dr. Elvis Wagner</p>	<p>Dr. Elvis Wagner's VP report for FSSC, Sep 6, 2016:</p> <p>VP Report for Faculty Senate Steering Committee, Sep 20, 2016</p> <p>Openings on Fac Senate Committees:</p> <ul style="list-style-type: none"> <li>• CATA—1</li> <li>• EPPC—1 (should be filled from Fox; perhaps another opening)</li> <li>• GEEC—1</li> <li>• Lectures and Forums Committee—5</li> <li>• Library Committee (1, although question about committee make-up: Past request for 1 representative from each college to serve on cmte. Not sure if FSSC approve this)</li> <li>• Committee for International Programs—1</li> <li>• Disabilities Concerns Committee—1 (although there may be a list of potential applicants)</li> <li>• Some Senate Committees that are filled but there are people who really want to serve on them. Are there reasons why extra members who can't serve?</li> <li>• KT: That problem took care of itself. Danger of too big: scheduling.</li> <li>• Elvis: 2 more recommendations that I will send later today. Unless reservations are expressed within 2 – 3 days, they go fwd.</li> <li>• Library committee: want someone for each school &amp; coll... there are 15 members currently &amp; there is space for 10</li> </ul> <p>5. Openings for Provost Committees</p> <ul style="list-style-type: none"> <li>• Student Award Selection Committee—9? Not sure of number, I contacted Stephanie Ives about this; we need to fill this, but not a huge time crunch right now, as the committee doesn't meet until Feb)</li> <li>• University Invention and Patents Committee—5; I am waiting to hear back from Steve Nappi,</li> </ul>	<p>Tricia Jones has some concerns re: L &amp; F, so we will put this on agenda for our next meeting.</p> <p>We give a list of people &amp; they choose.</p>
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	<p style="text-align: center;">Associate Vice Provost</p> <ul style="list-style-type: none"> <li>• University Press Board of Review—filled</li> <li>• University Research and Creative Awards Committee—3; Nomination: W. Geoffrey Wright, Ph.D. Associate Professor, Neuromotor Sciences Program, Director, Motion-Action-Perception Laboratory, PT Dept, College of Public Health, Bioengineering Dept, College of Engineering</li> <li>• University Sabbatical Committee—1 (need to replace Wertheimer, who retired)</li> </ul> <p>6. Rafael Porrata-Doria “resigning as Chair and member of the Personnel Committee. I have a conflict of Interest in that I am the Chair of one of the UTPAC Committees. I would recommend that Mark Rahdert, who currently sits on the Committee, be my replacement as chair.” I said I think it’s still appropriate he remain on the Personnel Committee, but recuse himself from considerations when from his area. FSSC’s thoughts? Discussion ensued:</p> <p>KT – Last year we talked about people being on both UTPAC &amp; Personnel Committees.</p> <p>PL – Personnel committee may choose 2 additional members if they need to in order to strengthen a particular case.</p> <p>EW – Ken voiced reservation, but can we proceed?</p> <p>KT – I don’t have any particular problem.</p> <p>EW- CATA – we want to start preparing a list of potential members to serve on the upcoming presidential committee. Chair of CATA expressed reservations about this since they don’t know what the charge is.</p> <p>JS – This sounds odd.</p> <p>PL – Any f.t. faculty member.</p> <p>Cheryl- aren’t there names on file from the last 2 searches?</p> <p>JS-email &amp; ask them if they’re still willing to serve?</p> <p>KT – Would it help if we officially charged CATA to serve?</p> <p>MOTION: KT made a motion that “FSSC charges CATA to immediately begin vetting 8 eligible full time faculty members who may serve on the Presidential Search committee when it is formed.”</p> <p>More discussion: We’ve asked for representation. BOT chooses who they want to choose. We could stipulate ... no more than 2 from any one school...</p>	<p style="text-align: right;">Aye: all. Opposed: 0 Abstentions: 0</p>
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	<p>7. Approval of Amy L. Friedman for Committee on the Status of Women?  Amy Friedman, CLA and Writing Program earned a Ph.D. from Goldsmiths College, University of London, in Literature; she also taught literature courses there for 6 years. Her dissertation focused on postcolonial satire of the Indian subcontinent. She has taught at Bryn Mawr, Ursinus, and Philadelphia University, and is now in her 8th year of teaching English and First-Year Writing at Temple. Her courses include honors seminars on both satire and the Beat Generation, as well as survey courses in American and British literature, and on Women and Modernism. Her most recent publications include a chapter on the off-off-Broadway Beat-era work of playwright Rochelle Owens, and an interview with Owens as well. Current work investigates satire and genre theory.  <a href="http://www.cla.temple.edu/english/faculty/amy-friedman/">http://www.cla.temple.edu/english/faculty/amy-friedman/</a></p>	
6. Old Business	None	
7. New Business	<p>Per M. Sachs:</p> <ol style="list-style-type: none"> <li>1. Care Committee – Our dean (CPH) has a scheduling conflict &amp; can no longer serve on this. Would anyone be interested?</li> <li>2. Coca cola. Pepsi. New beverages provided, as well as cookies &amp; pretzels.</li> <li>3. SO – Asked a question as to why we can't charge for lab fees for student materials in special curricula that require them. Costs go up every year, but we're not allowed to increase our fees. Why does the U. committee place a limit of only 10 lab fees per college per year? This creates an inability for our discipline to function with the costs of materials rising.</li> </ol>	<p>Ken Thurman volunteered to pick this up in another 4 weeks.</p> <p>M. Sachs will check with the Provost's office.</p>
8. Adjournment		Adjourned at 3:00 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, October 10, 2016  
FSSC, Tuesday, October 4; 2016 NO MEETING NEXT WEEK

SBD/sbd 9-20-16