

TEMPLE UNIVERSITY
FACULTY SENATE STEERING COMMITTEE
 Minutes

Date: Tuesday, 1/31/2017

Time: 1:00 pm – 2:00 pm

Present: Michael Sachs (Pres., CPH), Sue Dickey (Secy., CPH), Elvis Wagner (Vice Pres., COE), Tricia Jones (Past-Pres., SMC), Kurosh Darvish (Engr), Donald Hantula (CLA), Michael W. Jackson (STHM), Sharyn O'Mara (ART), Teresa Gill Cirillo (FSBM), Melissa Ranieri (Pharm), James Korsh (CST), Cornelius Pratt (SMC), Jeffrey Solow (BCMD), Ken Thurman (COE.), Paul LaFollette (Fac. Herald, CST), Kimmika Williams-Witherspoon (TFMA), Jie Yang (KSoD), Chery Mack (Coord.)

Absent: William Cabin (SSW), Raghbir Athwal (LKSM), Donald Harris (LAW),

Invited Guests: Martyn Miller, PhD, Interim Assistant Vice President for International Programs & Jie Wu, PhD, Associate Vice Provost, International Affairs (scheduled)

Topic	Discussion	Action
1. Call to order	President Sachs called the meeting to order at 1:00 p.m. Requested deferral for the approval of FSSC Minutes of 1/17/17 & 12/13/16.	Meeting called to order at 1:00 p.m. Minutes for 1/17/17 not yet ready for vote.
2. Guest: Martyn Miller, PhD, Interim Assistant Vice President for International Programs	<p>Martyn Miller, PhD, Interim Assistant Vice President for International Programs & Jie Wu, PhD, Associate Vice Provost, International Affairs</p> <p>Miller: Cheryl Mack is making copies of University announcements that have been sent since Friday night in various media. Exec Order 443, was signed on Friday afternoon by President Trump banning US entry from 7 countries. The named countries were in a list created by President Obama a couple years ago as very high risk for terrorism: Iran, Iraq, Libya, Somalia, Sudan, Syria & Yemen. TU has ~57 students & 10 faculty or staff. There were ___ admitted for fall & 10 still on optional practical training visas. Nationally, there are 17,000 students from these countries. Iran has taken the biggest hit in this order. In addition to banning entry, rumors that Immigration has decided to suspend action on benefits (e.g. ranging from green cards to temporary student authorization).</p> <p>-There is some response from NAFSA so that these students will be able to do something rather than just get sent home. Also those who have permanent US residency in the exec order.</p> <p>-On Saturday, a freshman judge in NYC barred that section in the order. The rest continues to be valued.</p>	

-Yesterday, the acting US Attorney General Sally Yates said that she believed that the whole thing was invalid & she was fired by 9:30 p.m. last evening. Mr. Sessions is to be in place soon.
-A letter was sent by Temple to international scholars on Friday night. Letters of support were sent to all affected scholars & students by Sunday afternoon by 1:30 p.m. Hot off the press, TU student government's message is out & printed for you here.
-Dean S's copy was sent to his students is included. He is an Iranian immigrant. I am a _____ immigrant.
-As you can imagine, the university cannot take a specific stance, but we are doing everything that we can to support faculty & staff to support their students.

MS (Pres): One of the things we would like to discuss today as to what we can say.

Dr. Miller: Tomorrow at the Underground, an immigration attorney will speak at 3 p.m. This room holds 100 people. If there is overflow, we have arranged for a 2nd attorney & an additional room. TU community welcomes all, although this session is for students. Staff from IDEAL, International Student Affairs & possibly someone from the Muslim Student Association will attend. They have contacted Dr. Englert personally. These letters have been sent over our listservs to our students. I can't send it out over your listservs, but I can forward it to you for distribution.

-I've been interviewed by CBS, NBC, TBT. TU's position is that we're here to support students 1000 %. Those 2 individuals sent back on Saturday night are related to TU students.

-We are public institution that receives public funds. The PA Legislature is not necessarily _____ Governor Wolf, Senator Bob Casey & Mayor Kenny at airport on Saturday night during the demonstration. Bob Casey joined them in his tux from attending a fundraiser. We receive 18% of our funds from the state legislature. Until we have < 18% we must remain aware.

TJ (Past-Pres., SMC): We're concerned about our students on all levels but what can we do to be more aware for this traumatic situation for our students? This

will show up in our self-expression, need for counseling services.
TJ then shared a student story of a student whose spouse is stuck in Iran. The student said that she was depressed. We advised her to go to Tuttleman Counseling & not to try to handle this alone. Tuttleman has had a staff member who is able to respond to international student issues.

-Dr. Miller: It feels like 9/11 to me. There is a question about whether we should be more lax in our attendance policies for the 57 students, but I recommend that we err on the side of coming to class. There is one pregnant student due in 2 months & her mother can't join her to assist with the birth. We must support the students & keep them focused on their studies.

Q: What is the mix of students?

Dr. Miller: Iranian mostly. 2 Yemeni, 3 Syrians. We have several hundred Muslim students. We are only talking about the 7 countries. There are 1 or 2 Sudanese. No Somalians. No breakdown of whether they are U undergraduates or graduate students yet. I can do that for you. I can give no names, but a breakdown of college, school & level. Fox & CST most affected. J1's & H1B's. We did not count permanent residents among the adjunct faculty. For those permanent residents removed from the executive order, we support them as well, even thou they've been technically removed from the order.

MJ (STHM): Others from non-named countries are curious about the far-reaching implications for them. Those from Viet Nam & other countries, have a lot of Q's as well. Students from the remaining Muslim countries are going to get worried. We heard rumors the week before about this.

KT (COE): The Temple Care Team is a resource... It would be a good idea to put Rachel on alert. Lee Headsall (correct name & spelling?) as well. He is aware & has mobilized his forces to respond to student needs.

KT (COE): There may be people in our community who are in agreement with this Executive Order. This is a potential source of conflict.

	<p>Dr. Miller: We're not for or against the order as our TU position. There were 54 responses to the order on Facebook at the TU page. Three were a-political. There were 51 in support of Pres Englert's position on support of students, faculty & staff. Why are you worrying about people outside? (of PH=) I can't remember this.</p> <p>TJ (Past-Pres., SMC): If this lasts for a long time, it will have an impact on recruiting & retention from these 7 nations. There may be well-meaning but realistic expressions that since resources are really tight, we should give resources & funding to others from countries not on the list. I am worried about an implicit discriminatory practice.</p> <p>Dr. Miller: I've already received a question about whether we should admit a student from Yemen. I've counseled that this is unlawful & we would open ourselves up. We are not stopping our recruiting efforts. I will be in the Middle East for the entire month of April.</p> <p>TJ (Past-Pres., SMC): Could you write a statement to faculty that these processes should go on as before.</p> <p>Dr. Miller: Bill Black & Zeb Kendrick, at the grad level, are to put out a statement that there will be no changes in recruiting. It would be illegal. We are bound by law as a federal institution that we could not do this. Bound by law to provide access to undocumented students.</p> <p>TJ (Past-Pres., SMC): This is decision time.</p> <p>VP Wagner: I think that what we're going to do is create a FSSC directive, writing a letter of support. Can we send that to you to send out to all the international students, faculty & staff?</p> <p>Dr. Miller: Yes. We have 2 listservs. You can use all statements including the official ones that I've handed out today. There is no question that we support students & scholars. They have responded extremely positively to what we've sent out. Makes it easier for them to manage.</p>	
<p>3. President Michael Sachs' Report</p>	<p>First order of business: What kind of response that we as a FSSC would like to make. I am opening discussion about</p>	

	<p>how you would like to proceed.</p> <p>TGC (FSBM): Who is our audience?</p> <p>MS (Pres): TU faculty & students. We, as a faculty body, would be expressing our thoughts.</p> <p>JK (CST): I know that we're going to suggest what our faculty do or sign. One of our PhD students has access to an online server with >18,000 signatures. Something that we could put out. A national petition.</p> <p>MS (Pres): Wouldn't hurt at all to do that as well. My daughter goes to Muhlenberg, & it references the AAU statement.</p> <p>TJ (Past-Pres., SMC): These are appearing in the NY Times & The Washington Post.</p> <p>KT (COE): Is our purpose to make a political statement or one in support of the TU community? What can we do to be supportive? We can urge people to be supportive of each other.</p> <p>MS (Pres): Support of the students.</p> <p>TJ (Past-Pres., SMC): I don't think we can do a lot, but nice to send a message to students. I'm concerned mostly about the adjunct instructors. It's lighting up on blogs all over the place. We as f/t & tenured faculty know that we can give opportunities for students to voice points of view. Adjuncts can't stop this conversation. But also, THEY haven't been given information about resources to which they can connect. They feel that they will be the 1st wave of things that are going to be happening over the next couple of weeks.</p> <p>The Teaching & Learning Center has a wonderful series about teaching in a diverse classroom. How to have safe & respectful conversations that are coming up in class. Pretty sure that they're not getting it from most of the schools & colleges.</p> <p>MS (Pres): Do we have a listserv of adjunct faculty members?</p> <p>PL (Fac. Herald, CST): <i>The Faculty Herald</i> is serving adjuncts: We hope that</p>	
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	<p>we can begin meeting with them to determine how we & they can work together in behalf of our students. They feel that there's very little training about what they can do. Is there someone in charge of this class with whom I should be interacting? This is a common comment. In this context, providing some contact with them is a good thing. Some statements from us about best practices at the very least.</p> <p>MJ (STHM): We have a representative from every college here. If we make a statement, why can't we put it out over each listserv?</p> <p>TJ (Past-Pres., SMC): Our departmental listserv doesn't include adjuncts.</p> <p>MS (Pres): Would TAUP send it?</p> <p>JS (Boyer): Their list is woefully out of date. There are dead & retired people on this list. I was thinking along the lines that our representatives of collegial assemblies at least have access to the chairs, who would have access to the adjuncts who are teaching. Don't know whether or not the chairs would be forthcoming.</p> <p>TJ (Past-Pres., SMC): I think we should be able to say to Sharon Boyle that this is one of those times that is bigger than the other issues. Please give us your list or send it out. There is no reason for all of this kind of work & effort to piecemeal together what we can find in our departments. This should be a yes without question.</p> <p>VP Wagner: To me, that sounds like a message to a different audience. Today, I think that we should send out a message to our students & scholars. Long term ramifications. Timely. We need to get it out today.</p> <p>MR (Pharm) I agree. These are the people who are affected the most.</p> <p>KWW (TFMA): Needs to happen & fairly quickly, if it's genuine.</p> <p>MS (Pres): First to the students & scholars, followed by a more general one. VP Wagner or Past President Jones might be better wordsmiths.</p>	<p>MS (Pres): I will draft something & get it out to you shortly. We can send it to M. Miller by 12n tomorrow a.m. All, please respond to my draft by 7:00 p.m. this evening.</p>
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	<p>KT (COE): Should we include a list of resources?</p> <p>MS (Pres): Is there anyone who is dying to write it?</p> <p>KWW (TFMA): What about office of International Affairs?</p> <p>MS (Pres): We can reinforce that sent message. We are here to try to support as much as possible.</p> <p>PL (Fac. Herald, CST): I'm inclined to be gracious about thanking the powers that be for what they have already put out.</p> <p>SO (ART): I do agree that we need to include what gives these people resources. Facilitating classroom discussions. Students this a.m. found it difficult and didn't have the conversation that I thought it was important to have. I would be grateful to have that.</p> <p>MS (Pres): I will pull all the suggestions that are here by this evening. TJ, will you help?</p> <p>TJ (Past-Pres., SMC): Help me with the understanding & clarification. One as just a letter that would talk to all faculty including adjuncts? Other a student & international scholars letter?</p> <p>MS (Pres): 2 letters, a second to faculty INCLUDING adjunct faculty.</p> <p>TJ (Past-Pres., SMC): The Teaching & Learning Center has tons of this stuff already.</p> <p>KWW (TFMA): Letter to International students... should it discuss the apparent ban on religious observers? Related to Islamophobia?</p> <p>MS (Pres): It's obvious on the surface that it's targeted to Muslims. Christians are to get local support.</p> <p>CP (SMC): There might be a need to vet the letter before it's distributed.</p> <p>MS (Pres): Could run it by Martyn Miller or University counsel, but that would slow it down.</p> <p>TJ (Past-Pres., SMC): I'm going to ride the emotional wave here for 10 seconds.</p>	
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What do we stand for? Isn't there a nice, non-inflammatory way to state that this University stands for a protection of all learners from all communities? At the very least, the Faculty Senate of this organization? Anyone engaged with our community should not have to fear any of the kind of discrimination that we are seeing. Can we stand up & be counted in the most positive way?

KWW (TFMA): We can say we're disturbed or disconcerted by these events.

JK (CST): I thought we were going to do just this & then open it up to our faculty to sign as well. Also, include the national one!

TJ (Past-Pres., SMC): It's a good idea to have Stephanie Fiori & others and Tiff to see if they're interested in helping us draft a letter. They have resources & experience. We could draft a letter with them on the faculty side.

KT (COE): I know I sound like a voice in the wilderness, but is our main concern in supporting people who may support these points of view? Might we make those students who are in support of this Presidential Executive Order feel belittled as well?

TJ (Past-Pres., SMC): Stephanie Fiori et al have these resources.

SO (ART): There has been a lot of training with IDEAL in my department. It is as easy as possible for getting people the information.

KWW (TFMA): Can we invite TIFF to come to the next RFS to speak to a larger audience? Maybe it needs that kind of intervention for those who don't feel comfortable having difficult discussions. Can we talk? Is all about teaching diversity & for those 2 minority position students, this might be a 'whoopie moment' for them. There is a history of this kind of political response.

TJ (Past-Pres., SMC): The Faculty Senate endorses the following statement from Temple University that we have endorsed. We will engage in the process of putting together a more in depth response within the week. If we are all

	<p>comfortable with that, they could go out tonight or tomorrow.</p> <p>TGC (FSBM): What are we going to say that is that much different? I agree with what TJ is saying. We endorse & support. University Student Government, President Dick Englert, etc. Listing the resources is important. What does supporting you, as students, look like?</p> <p>SO (ART): We support & are grateful for.</p> <p>PL (Fac. Herald, CST): If I could, I would second.</p> <p>MS (Pres): Ok. By 4 p.m., I will send out this brief statement. If you can let me know by 7 p.m. what your thoughts are about this, I will alert M. Miller that it's coming. I will include the links.</p> <p>TJ (Past-Pres., SMC): We are also going to endorse the TU Student Government's statement, right? Even though the language is a little strong, it's a darned fine statement.</p> <p>PL (Fac. Herald, CST): I will put it in <i>The Faculty Herald</i>. If anyone has articles or letters to the editor, I will put them in as well. We will document this so that 20 years if anyone questions it, we have a record.</p> <p>MS (President): Other things:</p> <ol style="list-style-type: none"> 1. Original speaker scheduled for today, James Dicker, from the Office of University Advancement, will be coming on March 7th. 2. There is a University Symposium on Diversity meeting at 4 p.m. today. All are welcome. 3. There is a President's/Provost's Initiative to make TU a smoke-free campus. It's a public setting. Not exactly sure what they're discussing. <p>JS (Boyer) Is that a mandate about what someone does outside?</p> <p>JK (CST): Other discussions about this.</p> <p>MS (Pres): Just to let you know that this is percolating. Provost is participating in this discussion.</p> <ol style="list-style-type: none"> 4. There is a list of questions about 	<p>President Sachs will inform & follow up.</p>
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Merit for the Provost in your handout. Is this ready for me to send to her?

TJ (Past-Pres., SMC): General role, is there a Question about the Laura Carnell Professorships... get \$7500/year for a lifetime even if they never publish another thing. I wonder if they should be considered as non-eligible for merit since they're already getting this extra supplement.

KWW (TFMA): Faculty can get course release if they're directing a play in our area, but they can also apply for merit.

VP Wagner: Does someone need to state specifically the thing for which they're getting merit?

PL (Fac. Herald, CST): A while back, a goodly while ago with no updates since then, that faculty need not apply. Up to deans to notice this.

SO (ART): At Tyler, we get 1 course release / year to be a program head. We can argue that we're already compensated for what we do.

MS (Pres): We could get a special plaque with a \$1.00 compensation.

5. Ombudsperson? Want to discuss? TJ sent me material from a conversation that took place 3 years ago. Took cover from that initial report but didn't change anything substantively. The question is, do we send this proposal?

JK (CST): If you send that, is Provost going to make this happen?

MS (Pres): Yes, but is this ok for starting the conversation?

TJ (Past-Pres., SMC): Take a quick glance at the 6 points that are on the recommendation that came out of that sub-committee. For example, the one

	<p>about reporting directly to the President.</p> <p>MS (Pres): The question about item #3 on the report is that a TU faculty member couldn't apply?</p> <p>TJ (Past-Pres., SMC): This is because of University politics. The person knows the University. The strength with an outsider Ombudswork is that now we have deep context & a fresh face. This can be debated & discussed. There was a different cast of characters when this was report was written. It could turn into another situation where the ombudsperson wouldn't do something on behalf of the faculty if it went against the provost. A lot of U's have an ombuds-office. We won't get those resources at TU, at least initially but we should start with a faculty ombudsperson.</p> <p>PL (Fac. Herald, CST): This could wind up into an endless pit. Handbook should be updated, but that won't happen.</p> <p>TJ (Past-Pres., SMC): We don't have protections in this system, especially before. For example, someone says, "My dean is a bully. Here's some evidence. I don't know how to move forward." Vice Provost for Faculty Affairs, Kevin Delaney cannot fulfill that office.</p> <p>VP Wagner: Provost Epps told us to go to Vice Provost for Faculty Affairs, Kevin Delaney.</p> <p>TJ (Past-Pres., SMC): Someone needs to be able to say that to the president. They function on systemic levels, not just small group politics.</p> <p>JS (Boyer): When I've had issues with my chair, I can't talk to the dean because he would talk to my chair, & the retaliations would begin. If I brought it up to say that we talked about it...</p> <p>KWW (TFMA): I'm co-signing on that, because in my school, the personnel committee was asked to review something that the Dean did. Would IDEAL be the place to go?</p> <p>TJ (Past-Pres., SMC): That always triggers a reporting chain. Ombudsperson doesn't.</p> <p>KT (COE): What would this person be</p>	
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	<p>vis-à-vis a grievance or TAUP issue?</p> <p>TJ (Past-Pres., SMC): if someone were grieving, the ombudsperson wouldn't get involved. Vast majority of conflicts that faculty have are not about grievance material. More about bullying. Gray lines. Will talk about & negotiate. Most Ombuds-people would tell you the last thing they want to do is a union's work. Prohibited.</p> <p>KT (COE): Where would it go?</p> <p>TJ (Past-Pres., SMC): depends on the nature of the case. If chair takes his office away & puts him in a non-office situation as retaliation for speaking up in a collegial assembly meeting, this is a concern. They have an entire ethics & practice standard & preparation for ombuds-people now.</p> <p>JK (CST): Suppose dean is doing everything by the TAUP contract, but is harming student recruitment, could we go to the Ombudsperson?</p> <p>TJ (Past-Pres., SMC): An ombudsperson is an intermediary that will never be a decision-maker.</p> <p>MS (Pres): Might the ombudsperson bring people together?</p> <p>TJ (Past-Pres., SMC): Depends on whether the complainant wants. Looks at systemic pattern of practice here that needs scrutiny. Why isn't TU doing something about this?</p> <p>JS (Boyer): Punishment assignments within the guidelines, such as classes on different campuses, moving all around the University, etc.</p> <p>MJ (STHM): Part of our Faculty Assembly is that we have a student & a faculty ombudsperson in place. If I have a problem with the associate dean, we have that in place.</p> <p>KWW (TFMA): In our school, the ombudsperson is in the dean's office. I see the person now living in the President's portfolio. The Previous President wouldn't have anything to do with faculty. Always pushed it down.</p> <p>PL (Fac. Herald, CST): During the</p>	
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	<p>Adamany years, there were people who came to us with complaints that they were being abused as a faculty person, but there was little we could do other than write reports.</p> <p>TJ (Past-Pres., SMC): One of reasons why we recommend hiring externally. There is no previous relationship baggage.</p> <p>MS (Pres): Why are we sending it to Provost Epps?</p> <p>TJ (Past-Pres., SMC): Because she's in charge of faculty.</p> <p>KWW (TFMA): Does it list peer institutions that have them?</p> <p>TJ (Past-Pres., SMC): I can download member institutions from the website. TU is about the only Carnegie 1 university that doesn't have one.</p>	
<p>4. Report of Vice President Elvis Wagner</p>	<p>I have a SHORT REPORT:</p> <p>Again, it's election time & committee time. On June 30th, there are committee terms that expire. We should ask those whose terms are up if they will serve again (if < 2 terms). If they did complete 2 terms, should they cycle off? Is it a better idea to do this on a case-by-case basis?</p> <p>JK (CST): I think it makes sense that if we get new candidates, they would get priority, but if we don't get anyone, we could ask them to serve again.</p> <p>MS (Pres): If old people would want to stay, they should be able to consent to serve.</p> <p>TGC (FSBM): Reminded us of the Committee on Committees & looking at the numbers who serve. There just may not be a need for the # of members that we're trying to recruit. A lot of people on many committees but not a lot happening.</p> <p>PL (Fac. Herald, CST): 2 – 3 years ago we put an ad hoc committee that made a lot of recommendations.</p> <p>TJ (Past-Pres., SMC): Deb Howe was VP & we clarified a lot of that. Recs made. Will go back & look for those docs. Will reach out to Deb & see if she can find those docs.</p>	<p>VP Wagner will convene a Committee on Committees.</p>

	<p>KT (COE): What is the status of the Council for Diversity? Trish, you may know.</p> <p>TJ (Past-Pres., SMC): Convened last year. One rep from each of those committees. President would convene the council & then it would act as an umbrella over the others.</p> <p>MS (Pres): That didn't happen, unfortunately, but I will reach out & convene the council.</p> <p>PL (Fac. Herald, CST): Most of those committees were ad hoc.</p> <p>TJ (Past-Pres., SMC): put together with the expectation that they would have a 3-year situation but after that, if still needed, would need a by-laws change.</p> <p>MS (Pres): Comm on Committees.</p> <p>KWW (TFMA): Do we have a list</p> <p>SBD: Each of these committees has children!</p> <p>KWW (TFMA): Could you go thru list of these committees, B/c I don't know what people are talking about.</p> <p>Elvis: We have all of these Senate committees but are you saying that some of them are ad hoc & not standing?</p> <p>TJ (Past-Pres., SMC): FOC & Status of Women are standing. Council of Diverse Constituencies, LGBTQIA & Faculty Disability Concerns are ad hoc.</p> <p>Elvis: So elections will be ... working on those timelines. Elected: EPPC personnel, & others. (See list). Some are Senate & some are Provost.</p> <p>Cheryl: I have Q about RPPC. What do you tell people about that? Elected.</p> <p>TJ (Past-Pres., SMC): on our get rid of list 3 years ago. Came up with a different charge for it last year. But asked Michelle Jacobs & Michele Masucci to look at it last year. We did re-define & recharge that committee last spring.</p> <p>PL (Fac. Herald, CST): what we need to decide is whether we as Senate should have a committed that looks at research</p>	
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	<p>policies. It should exist to make recommendations whether they want it or not.</p> <p>TJ (Past-Pres., SMC): We could restart by passing around what happened last year.</p> <p>Elvis: RPPC April 2015, read the document from minutes. 4 elected by U Fac Senate & 6 appointed by FSSC. In the charge of April, 2015.</p> <p>KWW (TFMA): Michelle Masucci has the purse strings now, so no matter what we should reach out to her.</p> <p>NOMINATING COMMITTEE:</p> <p>Has been convened. Teresa Gill Cirillo & Bill Cabin have consented to serve. Slate will be ready by February meeting.</p> <p>U Creative Awards & Student Awards: There are 9 spots. We've filled 6. Six will work.</p>	VP Wagner will reach out to Michelle Masucci.
5. Old Business	<p>KWW (TFMA): Has there been any word about the paper that went to Dick about campuses that call themselves a sanctuary campus?</p> <p>MS (Pres): TU would be disinclined to come out with that as it's in a precarious position. If 10 things on list & we can do 6 of them, why not?</p>	
6. New Business	None.	
7. 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: FSSC, February 14, 2017, 1:00 p.m.
Representative Faculty Senate, Friday, February 24, 2017: 1:45 p.m.

SBD/sbd 2/5/17