

TEMPLE UNIVERSITY
REPRESENTATIVE FACULTY SENATE
Kiva Auditorium
Videoconference: HSC, 342 MERB – AMBLER, ALC201
 Minutes - January 24, 2017

Attendance:

Representative Senators and officers: 31

Ex-officio: 1

Faculty, administrators and guests: 4

Guests: Provost JoAnne A. Epps

Topic	Discussion	Action
1. Call to order	Meeting called to order by Dr. Sachs.	Meeting called to order at 1:51 p.m. in Walk Auditorium.
2. President's Report – Dr. Sachs	<p>-As Provost Epps has spoken about, we have discussed that a Task Force on Tenure & Promotion be convened and that is underway. CATA is working on coming up with four names to submit for the search committee for the position of Vice Provost for Undergraduate Studies (VPUS) that will be vacated at the end of this academic year when Peter Jones returns to the faculty.</p> <p>-FSSC will recommend faculty to serve on the committees for the 3 Dean Reviews when they are announced.</p> <p>-RCM review is to be underway this spring– All, please keep an eye out. Survey to be sent out to the full faculty, as requested of Ken Kaiser, with his agreement, by members of the Faculty Senate Steering Committee (FSSC).</p> <p>-President Englert will be here about a week before his presentation to the state legislature.</p> <p>-Diversity Symposium date has been scheduled: 4/13/17 in Alter Hall, from 8:00</p>	Motion to approve minutes of 11/16/16 carried with no additions or corrections.

	<p>a.m.-4:00 p.m. Please come. It is in the final stages of planning. -Are there any Q's? We are percolating a lot of things.</p>	
<p>3. Vice President's Report – Dr. Wagner</p>	<p>Please see my PPT for today. I give my spiel every time. 20 Faculty Senate Committees & 7 Provost Committees need to be filled every year. There will be new vacancies at the end of AY. 2016-17, as some of the staggered terms of those currently serving will come to an end.</p> <p>-Update of vacancies is on (slide 2) as of July 1st b/c of people whose terms end on June 30th. Assuming that some of these folks aren't reappointed to that committee, choose to rotate off or are not re-upped.</p> <p>-I am strongly urging you to go back to your collegial assemblies and let the faculty in your schools & colleges know that these are open. -These are not current openings but people who are cycling off in June. Needs will be:</p> <p>FACULTY SENATE COMMITTEES: Budget Review Committee – 4 Committee for Administrative & Trustee Appointments (CATA) - 5 Committee on Faculty Disabilities Concerns - 2 Committee for International Programs -2 Committee on the Status of Faculty of Color -3 Committee on the Status of Women - 4 Council on Diverse Constituencies -1 Educational Procedures & Policies Committee (EPPC) – ELECTED -4 Faculty Herald Editorial Board - 2 General Education Executive Committee (GEEC)- 1 Lectures & Forums Committee - 6</p>	

Library Committee -2

PROVOST COMMITTEES:

Student Award Selection Committee - 4
University Invention and Patents Committee - ?
University Sabbatical Committee ELECTED – 4

University Tenure and Promotion Advisory
Committee ELECTED CMTE – A: 1
C: 2

Those in most acute need:

-Budget review: 4 cycling off.

-CATA: 5 cycling off. A few here & there, but
there will be elections in the spring, which I'm
going to talk about next.

I am going to beg or arm twist people to serve
on these committees: Student Awards, for
example.

Elections:

Steering committee & others... legends & lack
of ability to recruit. We need to be pragmatic &
I think that for those committees that aren't
doing a lot, let's get rid of the charade & get rid
of them.

Some committees have quite a few members.
Let's look into which committees that are really
vital & see which ones can be reduced.

Elections: We have positions coming up.
Rough timeline (see slide # X).

The Faculty Senate Past President is

	<p>automatically the chair of the nominating committee. (Tricia Jones). We send out final slate before spring break. The final after Spring Break. Elections are posted from the 22nd to 31st of March.</p> <p>To conclude my report, the Confucius Institute will be held at Temple University on Jan 31st. All are welcome.</p> <p>Any Questions? Thank-you.</p>	
<p>4. Guest: Provost Joanne Epps, Temple University</p>	<p>It's good to be here. The volume of things that go on & pass through & around me continue to grow.</p> <p>-I had last mentioned to you that we might be doing Deans Reviews. As of this spring, there are three pending. They will be for the School of Podiatry, Fox School of Business & Management & Temple University Japan</p> <p>-We will be reading out for nominees form the Senate to serve on these review committees.</p> <p>-I was reviewed [as Dean of the Law School] pursuant to this policy several years ago. The review committee had about 15 people. It used a lot of human time. A report was written but nobody ever saw it. I'm not trying to close ears to things, but I thought that was a waste of many peoples' time.</p> <p>-I think these three deans are doing a good job, but everyone has room for improvement.</p> <p>-I don't see this as a whole scale, scorched earth concentration of time.</p> <p>-Tyler School of Art & the Law School have two dean searches going on. Currently, they are at the airport interview stage. Semi-finalists will be interviewed in February or March.</p> <p>-At the FSSC, someone asked if I would comprise a task force in which I would look at T</p>	

& P guidelines. I am happy to do it. I haven't yet for following reason: don't want to make tasks too burdensome. There are other policies that might deserve a review this semester. I am meeting with University Counsel, Susan Smith's office to determine what the priorities might be.

-That comes in line with my having issued a new provost policy that went into effect on Vice Provost for Faculty Affairs, Kevin Delaney's website. I reduced the number of letters needed to 7 for pre-tenure promotion & tenure considerations.

-Vice Provost for Undergraduate Education, Peter Jones is returning to faculty, so a search for that position will be launched. Please encourage anyone interested internally who would consider applying. This carried a fairly large portfolio. He's been a font of ideas that have improved our undergraduate education his time in this role. I'm deeply grateful for him & his services to Temple University.

-The RCM Review schedule is in place but not finalized. Starting in March with the firm, Deloit. They will conduct a full set of meetings with variety of constituencies.

-There are a lot of arenas that need detailed review of RCM. RCM ought to serve & not drive our needs. I'm not charged to make all the calls, & will offer the academic perspective. I do encourage you, through all of your deans, to make your ideas known. Not every school & college has the same stake in this. Why don't we try to figure out the places where deans might disagree?

-I'm feeling good about the process on surface, but you can't fix something for one constituency

without ...

-It is inevitable that some decisions reflect university priorities & that doesn't always feel good. It might be good for you to know that you're not a priority & know that you're getting less. Not to sound glib.

-We actually want nobody to be happy because if this is so, they probably profited at the expense of someone else.

-I'm learning a lot. It's interesting. In some regards, RCM inevitably reflects choices. Look at revenue & expenses. At an institutional level there are allocated costs that have to be imposed. Some of those are institutional choices that might not wish to be imposed. There are also structural choices.

-We don't tax revenue. We tax the schools & colleges by other means. I was there as a dean. A lot of places just tax gifts. At some level, that feels fairer. When you allocate costs unrelated to revenues (number of students), it feels more fair. I don't like the word (or concept) of tax. It just might be that we wind up changing the way we do business. That's exactly the conversation that we should have, recognizing that there is no right answer to that.

-I hope we will be able to say at the end that we "did pretty good." You may not like the way we come out of things, but I hope you will be able to say when the RCM review is over that it was done fairly.

-Thanks. It's great being here as always.

Q: (VP Wagner): I have 2 Questions: The first is about Deans' reviews – I think I'm glad that you're doing them. We don't know what they entail & how much faculty input you get. What do you do if you don't have faith in your dean or you think that your dean's not competent?

Who are you supposed to go to? The provost?
I'm curious.

A: (Provost Epps) Deans' reviews are a part of University policy. It used to be that you pretty much stayed until you left, or got asked to leave. There was never anybody telling you where there were areas of growth where you might be a better leader. These reviews started out with those of us who had been deans the least long when the reviews started. To answer your question, it varies depending on the nature of concern. Less yield with philosophical differences than with a criminal dean. I would not be the first place to whom to write. I would suggest, Kevin Delaney for guidance, depending upon the nature of the concerns. Your best is with him, the Vice Provost for Faculty Affairs.

Q: (Vice Pres Wagner): Another question that I have is one that I don't want to ask. I'm on the International Programs committee. What can you tell us about Dai's return to the Vice Provost spot for International Students?

A: (Provost Epps): Not much. This has to be worked out between the President & Dai & that conversation just hasn't happened yet. If there are some things you would like to opine about, let us know.

Q: Past Pres TJ:

-Your thought about task force on policies is great. Where is the policy on Intellectual Property? We are in exactly the same place that we were in the past. It would be helpful to have that defined. For example, what is the impact of an IP committee on OLL courses? Is an online faculty member's work then passed

on to others who teach the course in the future?

-The 2nd thing to f/u on VP Wagner's comment. We've talked for a couple of years on creating a position for a faculty ombudsperson. There are patterns of behavior that fall out of TAUP or other administrative roles that are damaging, and there is really nobody to intervene.

- My 3rd question is simple: first, we've read your recent story about faculty diversity. We would like the breakdown of that breakdown by faculty rank & college. We would like to also see ethnicity & gender by college. These have been asked since Karen Turner was the President & that is for over an 8-year period.

A: I haven't seen an answer to that. I just don't know what the hurdle is, but I don't mind you for banging the drum. It's not like it's like Trump's taxes.

Q: JS (Boyer): Having a university ombudsperson is especially important now since the chairs are no longer in the bargaining unit & there is nowhere for faculty to turn in the chain of command.

Q: Past Pres TJ: There are lots of different models from one university to the next. I'd be happy to give you information about this. The role started at the University of California by Howard Gabus who then became the National Institute of Health (NIH) Ombudsperson. The role usually carries a 3 – 5 year term. The role deals only with non-grievance related issues on the faculty side.

Provost Epps: Thank-you! (Thus concluded her appearance at the RFS on 1-24-17.

5. Old Business

Past Pres TJ: Two academic years ago, there were two joint committees that did amazing pieces of work. They were the Tuition Benefits & Child Care Options Committees. The response from Temple management has been, again & again, that these two benefits conversations won't go anywhere until the adjunct contract is settled. I get that. I don't accept it anymore. We are losing really good young men & women because we don't have affordable child care. We do nothing to help young faculty & students. I don't accept this. I believe that we deserve a much better answer on both of these amazing reports, especially the NO COST recommendations. These delays are unacceptable. Period. I don't know what we can do as the Senate. Pressure placed in right kinds of ways here at the senate could really assist.

Pres MS: Do you want to make a motion that the administration move forward, especially on the NO COST recommendations?

TJ: would like to see 2 motions from the Temple administration and head of Human Resources, Sharon Boyle. I would like to see a substantive written response as to why they can't act on any parts of these recommendations. I also request that we move that they take immediate action on the non-cost actions, especially on the childcare.

Pres MS: Is there a second on those two motions?

MR (Law): We can't vote on these today, but we can at the next meeting. I suggest that the FSSC wordsmith these proposed motions and present them for vote at the next RFS meeting.

	<p>Past Pres TJ: Thanks for that assistance, Mark & yes, I agree.</p> <p>Q: Erin Tucker, STHM: Faculty of Women – We discussed this last spring. It’s important that the university doesn’t always have to commit financially but reach out to a 3rd party (like Bright Horizons) so that we can get something moving really fast.</p> <p>2nd: the actual information has the word DEPENDENT care. The proposal was looking at underrepresented faculty with ANY dependent, regardless of age. This is a huge selling point for faculty as well. This was not intended to include only childcare, but to include dependent care as well.</p> <p>Past Pres TJ: We will take these proposed motions back to the FSSC & vote next time.</p> <p>Pres MS: Is there any other old business? No.</p>	
6. New Business	None.	
7. Adjournment	President Sachs: Thanks for coming today. See you in a month.	Adjourned at 2:35 p.m.
Respectfully submitted, <i>Sue Dickey</i> Sue Dickey, PhD, RN, Associate Professor & Faculty Senate Secretary, 2016-17		

Next meeting: Full Faculty Senate, date, February 24, 2017 @ 1:45 p.m. in Kiva Auditorium.

SBD/sbd 2/4/17