

**University Senate Meeting**  
**Thursday, December 4, 2014 - 1:45 PM**  
**Kiva Auditorium**  
**Videoconference: HSC, 343 MERB – AMBLER, ALC201**  
**Minutes**

**Attendance:**

Representative senators and officers:  
Ex-officios:  
Faculty, administrators, and guests:

**Call to Order:**

President Jones called the meeting to order at 1:54 p.m.

**Approval of Minutes:**

The minutes of the May 7, 2014 meeting were approved.

**President's Report:**

A written version of President Jones's report will be posted on-line elaborating on the information below.

The Faculty Senate Steering Committee has hosted a number of guests including Provost Dai (Fly in 4), Jodi Levine Lofgraben (Student system), Brooke Walker, Denise Connerty, Howard Spodek (International programs), Vicki McGarvey (Noncredit programs and DestinyOne), Daniel White (Office of Digital Education), Peter Jones and Michelle O'Conner (Critical paths), Joyce Wilkerson (Community engagement), and James Creedon (Campus Master Plan).

The Faculty Senate hosted President Theobald's address (October 14), and the Diversity Symposium (partially supported by the Provost's office, as was the Service Awards Brunch) on October 28.

The Faculty Senate Steering Committee meets with the Council of Deans on Friday, December 5, 2014.

December 12 kicks off the task force on Adjunct Faculty. Goal is to make recommendations by mid-spring semester and adoption by the end of spring semester.

New contract brings new opportunities to work with TAUP on issues that have changed as a result of the new contract.

**Vice President's Report:**

Numerous new appointments and reappointments were made to senate committees. Thank you to all of the individuals who stepped forward to be considered for service in these roles. The charge of the budget review committee has been revised to reflect the new reality under the RCM budget model. In January, a call will come out for a number of new positions for faculty senate committees. Please watch for this, and consider serving.

**Provost's Office:**

Deputy Provost Sitler ("Sit down with Sitler") provided updates on several issues.

a. These include the internal search for Vice Provost for Faculty Affairs, which is underway currently. Nominations and recommendations are also solicited. Personnel issues, tenure and promotion, study leaves, contract interpretation all fall under the purview of this critical role. Requirements are as follows.

1. Tenured and at rank of professor
2. Senior administrative experience is required.
3. Physical management experience is preferred but not required.

b. The Provost's office is looking into what constitutes institutes and centers. There are more than 100 of these at the university presently. It is expected that centers most likely report directly to a dean; institutes have a broader scope and stretch across colleges.

c. Temple was nominated as a top Philadelphia workplace. A survey went out earlier this week, and for a subset of individuals the survey was filtered as Spam. Eric Bruner's office will be sending out another announcement to ensure that all faculty and staff receive this survey.

Jeffrey Solow (Boyer): Revised by-laws were submitted through all proper channels in October of 2011. Associate Dean Bolton indicated that the by-laws were being reviewed. It was subsequently determined that they revised by-laws did not align, but evidence of the discrepancies was difficult to find in the document as forwarded.

Deputy Provost Sitler responded that this issue will be addressed at tomorrow's Council of Deans meeting with the Faculty Senate Steering Committee.

**Guests:**

Critical Paths Initiative and Career Center Development: Peter Jones, Senior Vice-Provost and Michele O'Connor, Associate Vice Provost (Critical Paths Initiative and Career Center Development).

Jones and O'Connor gave a presentation entitled "Addressing Student Retention at Temple University". It included a number of elements to increase the amount of information available to students in order to improve their decision-making capacity. 8-semester grids were developed for each degree program in order to help departments best align their course offerings and make this information available to students and their advisors. Of particular interest is how other opportunities such as study abroad align with program requirements. The Critical Paths project seeks to identify students who are falling behind in their major so that advising staff can make special efforts to reach them and help keep them on track. A risk-based retention project uses configural frequency analysis to identify students at varying levels of risk of drop out. The Career Center was small and under-utilized. It needs to be aligned university wide with the Career Center connected with each of the schools and colleges. The Center is shifting to become much more externally focused. Big changes are promised for the near future.

James Korsh (CST): Increasing percentage of students graduating in 4 years is encouraging. To what extent is that a result of recruiting more qualified students?

Vice-Provost Jones responded that part might be due to student quality; part may be due to additional programs and support. More may be due to faculty engagement with mentorship. Identifying program bottlenecks is expected to serve a more preventive role.

Eric Borguet (CST): Given that you have all of this information, what actions are you taking to intervene?

Vice-Provost Jones responded that academic advisors are the front line of intervention. Almost 20% annual turnover was common, historically. Implementation of a professional ladder has resulted in a 5-level career path. Now, we have 4% annual turnover. Additional supports include The Writing Center, the Science Education Center, and the Learning Center, for example. As students progress toward graduation, shift is away from academic advising and toward professional (faculty) advising.

Mary Conran (Fox): An abundance of data is making these insights possible. Can you speak about how faculty can make better use of mid-semester reviews?

Vice-Provost Jones responded that there is great value in these reviews across all levels, not just lower division. The office is shifting emphasis toward early detection and intervention for students at risk of dropping out or falling behind.

**Old Business:**

There was no old business.

**New Business:**

President Jones invited thoughts on the status of adjunct faculty as we move toward the first task force meeting on December 12. The committee has three charges. 1) Better mapping or definition of the nature and scope of adjunct faculty at Temple. 2) Administer survey with adjunct faculty. 3) Different ways of developing bridges between tenure track, non-tenure track, and adjunct faculty at Temple.

Art Hochner (Fox, TAUP): It is no secret that there is an organization movement among adjunct faculty. A position of neutrality is requested.

President Jones indicated that, while the issue has not been put to a formal vote within the Faculty Senate Steering Committee, a written position is expected in the near future.

**Adjournment:**

The meeting was adjourned at 3:05 p.m.

Adam Davey  
Secretary

Next Meeting: University Faculty Senate, Tuesday, January 20, 2015, 1:45 pm