

University Faculty Senate Meeting
Friday, April 21, 2016 – 1:45 PM
Kiva Auditorium
Minutes

Attendance:

Representative senators and officers: 16

Ex-officios: 0

Faculty, Administrators and guests: 26

WebEx: 10

1. Call to Order:

President Jones called the meeting to order at 1:50 p.m.

2. Agenda approved unanimously.

3. Approval of December 4, 2015 Minutes

The minutes from December 4, 2015 were approved unanimously.

4. Guest: Ken Kaiser, Chief Financial Officer

Presentation on On-Campus Stadium Financial Review and Rationale

PowerPoint attached. Basic summary:

Rent asked for by Eagles increased dramatically from previous agreement. Assumptions presented (see PP). Faced with growing deficits for the program. If we build, debit service would be a bit larger than rent, but game day expenses would decrease and we would get 100% of concession revenues, parking revenues, and suite revenues.

Funding plan. \$56 million for debt service, \$50 million philanthropy, \$20 million Commonwealth grant – total estimated cost of \$126 million.

The Results. Start producing a positive margin in year six, but numerous non-football benefits to stadium (enhanced alumni engagement, increased marketing opportunities, improved interactions with Temple supporters, overall positive economic impact, etc.). Game day expenses decrease dramatically over time.

Kevin Delaney – 30-year bond service. Terms of two one-year extensions – rent is less but we have to pay a great deal to be a marketing partner with them. \$126 million is just the stadium, but a retail plaza paid for by third party developer. There is an academic building for football/College of Public Health separate from stadium. If we play Penn State or Notre Dame could rent game out to Lincoln Financial Field and would still make financial sense.

Paul LaFollette – who will manage stadium? Business Services would do so. What would happen if eliminated football? Board has decided to keep football. Financial impact would

be negative – revenue football program brings in and potential revenue in future – this would all be eliminated. No major financial windfall.

CLA Faculty – what about a decrease in attendance (assumptions don't include increase). Feel pretty secure attendance won't decrease. 70% of revenue connected to attendance, 30% to concessions.

Jim Korsh (SCT) – what will average cost of ticket? Students get free tickets (although pay for tickets through fees). Graded scale – up to \$50 down to \$25/\$30.

5. President's Report:

Committee on Status of Women Faculty Luncheon, 4/25, guest – Valerie Harrison
LGBTQIA Committee meeting – 4/25 as well as Community networking event (sponsored by IDEAL and Faculty Senate LGBTQIA Committee) on 4/25

Thank you to guests of Steering Committee and Faculty Senate over the course of this past year.

Jones addressed numerous accomplishments, including creation of new committees, Planning for Diversity Symposium in Spring 2017, Task Force on Stadium Uses, Revised design of Faculty Senate website, and Initial planning for teaching for Diversity Certificate pilot.

Kudos to Temple Student Government as well on working with Faculty Senate on issues of mutual interest.

6. Vice-President's Report:

Committee Appointments:

This year the Faculty Senate has made approximately 100 appointments to senate committees. Nearly all of these changes are reflected on the senate web page, and the remaining updates will be posted shortly. Thank you to everyone for your willingness to serve.

Committee Reports:

Reminders are being sent to Chairs of all senate committees that annual reports of committee activity are due.

Elections:

The returns for senate elections are in, and we are pleased to announce the elected officers and senate committee members.

Thanks to all who agreed to appear on the ballot.

Congratulations to all those elected.

Thanks to all who voted.

Senate Ballot Votes: 123

Officers:

President

- Michael Sachs (College of Public Health): 106

Vice President

- Elvis Wagner (College of Education): 107

Secretary

- Susan Dickey (College of Public Health): 105

Elected Committees

Senate Personnel Committee

- Harold Klein (Fox School Business & Management): 85
- Tricia S. Jones (Media and Communication): 101

Educational Programs and Policies

- Robin Mitchell-Boyask (College of Liberal Arts): 102

University Honors Program Oversight Committee

- Vallorie Peridier (College of Engineering): 102
- Matthew Wray (College of Liberal Arts): 104
- Claudia Pine-Simon (College of Science and Technology): 99

University Tenure and Promotion Committee

- Humanities and The Arts (Committee A)
- Fred Duer (Theater, Film and Media Arts): 98

Social Sciences and Business (Committee C)

- Cornelius Pratt (School of Media and Communication): 106

7. Old Business:

No old business presented.

Karen Turner (SMC)– rumor whether Temple is reconsidering keeping race/diversity requirement in Gen Ed. Preliminary discussions on how Gen Ed will look going forward. Some discussions on intercultural sensitivity/inclusion – potentially expand. Preliminary discussions over summer - committee will continue to discuss. Would go to Provost, then faculty for discussion. FS will definitely be part of this process. Not removing it but reframing it/expanding what it means. Gen Ed competency area larger than just race in terms of diversity.

Scott Gratson – Intercultural competency should include sexuality.

8. New Business

Core Questions – Adjunct Negotiation Process:

Sharon Boyle, Art Hochner, and Kevin Delaney

Question 1 – will upcoming negotiation

SB – about 1500 adjuncts now part of union and about 1500 full-time faculty in union. Difficult to say will not be any overlap. Assignments on workload, classes taught, support all connected. Depends what topics come up.

AH – agree issues somewhat linked. Have an existing contract until 2018 covering FT faculty. TAUP intends negotiation is to have negotiation focusing on adjuncts, NOT to reopen existing contract. TAUP doesn't intend to open up current contract – pay increases, merit pools, etc. Inform faculty if this does come up (reopen contract).

SB - want to keep people informed as well. Question for FS – start negotiations in summer. Faculty not necessarily fully engaged during summer. What's best mechanism to keep people informed. Would love feedback on this.

AH - will start negotiations by early May. Not unusual to negotiate during summer. Can only not ratify contract during summer – can only do so in fall or spring. Will continue to meet with people during summer. Will continue to communicate through e-mail and web site.

KD – mapped variety of positions – have done so – needed to do so for initial petition. Somewhat diverse group of people – 1500 adjuncts. Different kinds of adjuncts across University – some clinical work, performing arts, etc. Want to be sure different roles are captured.

AH – look forward to finding out more from Administration. Talked with every single adjunct we could identify more than once. Don't know how many people in each of different types.

Processes used to confer

AH – talked with individual adjuncts, have a bargaining committee with quite a few adjuncts on it. But we need to know a lot more.

SB – won't agree to anything that would inhibit flexibility of faculty/students to get instruction needed. Have been talking with Dean's offices, faculty, etc. Evaluate consequences carefully. Communicate with stakeholders.

When will non dues paying members be informed?

AH – talked with hundreds of members individually and in town hall meetings. Sent out today summary of proposed changes. Asked members for poll for potential support for these changes. Proposed changes of constitution and bylaws. Now 3 officers elected at large and 15 executive committee members elected at large. 18-member Executive Committee. Proposing very different structure. Still 3 officers – but have representatives of different constituency groups – 1 TT, 1 NTT, 1 Adjunct, 1 librarian, 1 academic professional plus retiring chapter president with restricted voting rights. At most 12 members of Executive Committee. Elected from constituency councils – TT elect their people, etc. Equal numbers

of representatives. Members have been given information. One member one vote – if member in good standing they have a vote. In accordance with American Federation of Teachers constitution.

SB – people should know contract applies even if you don't pay dues.

AH – obligated by law to represent everyone equally. Represent same as if were members. Inform non-members with most e-bulletins except for ones specifically for members. Solicit feedback from non-members as well.

TAUP legal responsibility to be transparent

AH – have legal responsibility to represent everyone equally and fairly. Over 30 years we have communicated on negotiations. Members first to get tentative agreements to review.

SB - TAUP representative of full-time faculty covered by contract. Temple administration assumes responsibility for everyone at Temple students, faculty, etc. – would love to hear from faculty. But we are restricted from complete communication on some issues. Would help to hear from faculty on concerns. How best to get feedback/communicate? We don't want to annoy faculty with too many e-mails.

AH – administration is restricted in ways they can influence members in negotiation process. But they can certainly communicate information. But can't go around union representatives.

SB – we're restricted, faculty are not. Tell us if you have things to say.

Communication:

AH – negotiated many times. Number of communications during the process. Good reasons not to negotiate in public. That can stifle effective negotiation. Process will not be fully transparent at times. But will be some reports.

Shared governance.

KB – FS feeling left out perhaps. Part of KD job to talk with faculty about how changes will impact faculty.

Faculty Senate Resolution on HB2 and 1523:

Being brought from FSSC with their approval and brought forward for a vote

Scott Gratson presented information on two recent laws – HB 2 in North Carolina and HB 1523 in Mississippi – talked about effects on social justice. Why now? Social justice do as soon as possible. End of semester. Not certain how much of a negative effect from this continuing. And join others in making our voice heard. The voice of FS can and should be heard. Hope send to Governors of NC and MS and to wider communities. We have an ethical responsibility to act.

Approved unanimously.

CARE Team – Rachael Stark

Will post and send out PowerPoint.

Assistant Dean of Students at Temple. Behavioral intervention team.

AH – Thank you to Trish Jones. Applause.

Jones- Thanks to Deb Howe, Adam Davey, Michael Sachs, and FSSC.

9. Call to Adjourn - 3:21 pm, unanimously approved.

Respectfully submitted,

Michael Sachs, Secretary



Temple University Faculty Senate

On-Campus Stadium Financial Review and Rationale

April 21, 2016



Lincoln Financial Field Lease Then and Now

	Current		Proposed (2018-2022)
	(2003)	(2017)	
Term (Years)	15	-	5
Rent Per Year	\$1,000,000	\$1,000,000	\$3,000,000
Avg Game Day Exp	\$195,000	\$1,730,000	\$2,025,000
Total	\$1,195,000	\$2,730,000	\$5,025,000

The cost to play football at the Linc. gets more expensive annually and would more than double under the proposed lease extension. There are further risks associated with the unknown around the economics of the next extension after 2022.

Note: This presentation excludes the financial impact of the two one year lease extensions for the 2018 and 2019 football seasons.

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Assumptions

- Rent (Lincoln Financial Field)
 - Rent of \$3 million
 - Game day expenses of \$2.7 million inflating at 16.9% annually
 - No increase in attendance
 - 10% of concession revenues
 - No parking revenues
 - No suite revenues
 - Growing deficits
- Buy (On-campus Stadium)
 - Debt service of \$3.6 million (based on \$60 million principle)
 - Game day expenses of \$872,000 inflating at 5% annually
 - No increase in attendance
 - 100% of concession revenues
 - 100% parking revenues
 - 100% suite revenues
 - Financial Sustainability

Note: This presentation excludes the financial impact of the two one year lease extensions for the 2018 and 2019 football seasons.

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Funding Plan

- Relies heavily on contributions and will not require any increase in tuition
 - **\$56 million** (*Debt Service in place of current rent payment supplemented by enhanced stadium revenues and cost savings*)
 - **\$50 million** (*Philanthropy including sponsorships, private gifts and seat licenses*)
 - **\$20 million** (*Commonwealth Grant committed by the state*)
 - **\$126 million** (*Total estimated cost*)

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The Results

- Even with no increase in attendance, revenues will increase between \$2 and \$3 million annually
- Game day expenses initially decrease by two-thirds and by nearly \$4 million by 2024
- Over a seven year period (2018-2024), including the two one year extensions, building an on-campus stadium will save Temple more than \$21 million compared to leasing Lincoln Financial Field
- Other non-football benefits to an on-campus stadium include enhanced alumni engagement, opportunities for increased marketing and messaging, improved experience and interactions with Temple supporters and an overall positive economic impact

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