

TEMPLE UNIVERSITY  
**FACULTY SENATE STEERING COMMITTEE**  
 Minutes

**Date:** Tuesday, 2/27/2018

**Time:** 1:00 p.m. – 3:00 p.m.

**Present:** Michael Sachs (Pres., CPH), Cornelius Pratt (Vice-Pres., LKMC), Sue Dickey (Secy., CPH), James Korsh (CST), Ken Thurman (COE), Paul LaFollette (Fac. Herald, CST), Don Hantula (CLA), Kimmika Williams Witherspoon (TFMA), Teresa Gill Cirillo (FSBM), Jeffrey Solow (BCMD), Betsy Barber (STHM), Melissa Ranieri (Pharm), Jie Yang (KSoD), Cheryl Mack (Coord.)

**Absent:** Tricia Jones (Past-Pres., LKMC, Sabbatical); William Cabin (SSW), Sharyn O’Mara (ART), Rafael Porrata-Doria (Law) Carmen Sapienza (LKSM), Kurosh Darvish (Engr)

**Guests:** No guests today.

Topic	Discussion	Action
1. Meeting  2. Approval of Minutes	Called to order by Faculty Senate President, Michael Sachs (MS).  FSSC Minutes of 2-13-18.  Pres. MS’s Report: <ol style="list-style-type: none"> <li>1. We have some old business today which we will handle there.</li> <li>2. Only really new biz: I received an email from someone who requested to remain anonymous, but who asked that I convey the contents of the email to you. The dean in their college has asked that they prepare for 2 – 5% budget cuts from their budgets. I have no permission to share which college or author. If you hear about this from other colleges, it would be helpful to get some input. It can’t be for this year. The list from the state will implode tomorrow &amp; they’re going to want some money back. I’m trying not to share my political views, but if Governor Wolf is not re-elected, all bets are off the table.</li> </ol> <p>JK (CST): If it goes the other way, the bets are good that this could happen.</p> <p>MS (Pres; CPH): It’s hard to imagine trying to do that.</p> <p>TGC (FSBM): New Jersey has a much different situation. On Nov. 7<sup>th</sup>, we’ll have a much better idea. We have the recommendation on the table for new business.</p>	Called to order at 1:05 p.m.  Approved.
Report of Vice President, Cornelius Pratt	V.P. Pratt’s Report: <ol style="list-style-type: none"> <li>1. I have contacted the chairs of various committees to find out where things stand. We are starting to hear back.</li> <li>2. There are 3 committees for whom we have names of appointees for approval:</li> </ol> <p>There is Mark Salzer from CPH/Rehab for the Committee on Faculty Disabilities, along with Jean Boyer (COE) &amp; also Wesley</p>	

	<p>Roehl (STHM).</p> <p>KT (COE): One comment about Mark: He is not in position to go on the committee until fall. He doesn't have time now.</p> <p>MS (Pres; CPH): We can appoint for the fall.</p> <p>KT (COE): Jean would like to join right now.</p> <p>CM (Coord): If she goes on now, it's for 2017-18 year, so the full 3-year term would end in 2020.</p> <p>BB (STHM): I recommended Wes Roehl for representation from STHM for the Assessment of Instruction Committee.</p> <p>TGC (FSBM): We wanted one rep from Fox. I did speak with Mary Conran, who is not interested in being on that committee again. Also, Eric Eisenstein, who is very passionate.</p> <p>CP (VP, LKMC): Gina Calzaferri... there is some confusion in her email about who is on the committee. The list is coming. As of now, we only have the name suggested by Betsy but that's for a different committee.</p> <p>KT (COE): My experience on UTPAC is that we need better metrics for assessing the effectiveness of teaching. I think it would be useful if that committee would talk to people about that. At UTPAC, if there are high or low numbers, people start seeking comments on the SFFs. This is not good! What are we really assessing in these decisions?</p> <p>TGC (FSBM): NTTs are re-evaluated for contracts based on SFFs!</p> <p>KT (COE): A candidate can have relatively good scores, but they are below their department's average &amp; that dings them.</p> <p>PL (Fac Her): When they first came out (~ 10-11 years ago when Peter was the VPUS), there was a promise that they would never be used as anything other than an assessment of teaching. It is desirable for this body to reassert that.</p> <p>KT (COE): These are cited in dossiers for promotion and tenure all the time.</p> <p>PL (Fac Her): There should be better ways than that.</p> <p>BB (STHM): Eric is passionate about getting on that committee to talk about these surveys.</p> <p>DH (CLA): There are no data that say these are reliable &amp; valid. These things are <i>terrible</i>. I have a colleague who is a psychometrician who goes through SFFs in class every year as a way not to do that stuff. I would serve as an expert witness to testify against the validity of these documents.</p> <p>KT (COE): That's what we must do with UTPAC &amp; that committee. If we are using metrics that are no good to make career decisions about our colleagues...</p>	
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	<p>CP (VP, LKMC): We should ask the assessment committee to come talk to us here. There was a study of 23,000,000 people that demonstrated bias against women professors in Europe.</p> <p>DH (CLA): Unless they're attractive, if you read that study closely.</p> <p>KT (COE): It's much more plausible that faculty peer input is not reliable. I've never, ever, ever, read a negative peer review. Whatever judgment students are making, there may be a cross for it.</p> <p>TGC (FSBM): There are higher percentages of return when SFFs are done in class.</p> <p>CP (VP, LKMC): They are designed to improve teaching; not for appointment.</p> <p>MS (Pres; CPH): We can bring Joe (DuCette) back.</p> <p>JK (CST): That may be a main topic for a Senate meeting that would attract attendance.</p> <p>CP (VP, LKMC): Is there a motion to approve these candidates? I would like to make one. I move that the FSSC accept the memberships of Mark Salzer (CPH) &amp; Jean Boyer (COE) to the Committee on Faculty Disabilities, and Wesley Roehl (STHM) to Assessment of Instruction.</p> <p>BB (STHM) seconded.</p> <p>MS (Pres; CPH): Room at next RFS on March 20th. Will ask Joe (DuCette) &amp; Gina (Calzaferri, Ed.D, Director, Assessment &amp; Evaluation) to come then. Vice-Provost Jodi Laufgraben is coming for 15 – 20 minutes that day. For our last RFS in April, President Englert &amp; Provost Epps will be our guests, as they will, also, for our last FSSC. Others are not yet announced for the remaining meetings of the year.</p> <p>Someone: Others?</p> <p>PL (Fac Her): What about the new director of admissions? That person comes in May. For the fall agenda...</p> <p>JS (BCMD): April 24<sup>th</sup> is the last FSSC. We will have lunch &amp; other folks coming in. What about Chairman O'Connor?</p> <p>All: Yes, generally.</p> <p>MS (Pres., CPH): Is there a preference for Bill Mills (athletics) &amp; Chip Marshall (academics)?</p> <p>KT (COE): What about Jeremy Jordan (athletic rep)?</p> <p>MS (Pres., CPH): OK. I will follow up.</p>	<p>MOTION CARRIED UNANIMOUSLY</p>
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Old Business	MS (Pres; CPH): Any issues? (None.)	
New Business	<p>MS (Pres; CPH):</p> <ol style="list-style-type: none"> <li>1. On the internet, there is a proposed motion from TJ (Past Pres) &amp; PL (Fac Her) to: PL will read the motion. Someone else has to make the motion, as he is here representing the <i>Faculty Herald</i>, and not as a member of the FSSC. The general idea, now that the Senate has taken official action on the Multi-purpose facility, is that it would be nice if the rest of the Senate would take a non-binding, electronic straw ballot to get a sense of the full faculty about the resolution.</li> </ol> <p>JS (BCMD): I will happily make the motion.</p> <p>MOTION: I move that there be a non-binding, electronic straw vote of the faculty in support or not of the full faculty senate resolution passed on February 21<sup>st</sup>, 2018.</p> <p>KWW (TFMA): Second. It dawned on me that I had not polled my faculty before I voted last week.</p> <p>JK (CST): That was actually an open meeting, so everybody could come.</p> <p>Discussion:</p> <p>MS (Pres; CPH). Who is going to write up the summary? I wouldn't feel comfortable sending it out. Minutes from the All Faculty Senate will help.</p> <p>CM (Coord): There were two recordings of the All Faculty Senate meeting on 2/21/18. They were through TU Capture &amp; WebEx. WebEx cut off the recording twice. It looks like the meeting lasted around 1 hour &amp; 38 minutes. I listened to it, but people were moving around the rooms &amp; not recording at the microphone, but from their seats. Tricia says that there is a lot of noise in the background, making what was said very hard to distinguish.</p> <p>MS (Pres; CPH): Is Rosemary Woods still available? There must be someone at the university who transcribes tapes.</p> <p>CM (Coord): There is a transcriptionist. To do this, you need equipment. Otherwise, I would be sitting there for days.</p> <p>MS (Pres; CPH): It would help to have the original transcribed. Who does Temple use? There must be somebody. We will try to get a transcription of the meeting.</p> <p>TGC (FSBM): Disability services might have this info.</p> <p>KWW (TFMA): They have it, but it's expensive. It's really</p>	

costly; a couple thousand dollars.

CM (Coord): I will listen to the recording because it's all about how it comes through on the recording. I can listen to it, but if it's not clear...

KWW (TFMA): President Englert's comments were almost the same as those he made here.

MS (Pres; CPH): Could you (CM, Coord.) check with DRS & the Provost's office?

PL (Fac Her): My experience as secretary was that TU capture was almost always good enough to write minutes from.

CM (Coord): I think the problem is Kiva. Equipment is outdated. The computer is outdated. That day, there had been some sort of upgrade to WebEx that made it crash during our meeting. Kiva's equipment is outdated for what we want to do.

CP (VP, LKMC): Isn't there an auditorium in SERC?

CM (Coord): Yes. First come, first served.

JS (BCMD): Is Kiva on a list for technology upgrades?

CM (Coord): Ritter is on the list for upgrades. It's one of the phases of the 2020 plan.

TGC (FSBM): The new library might be a good option, but not until 2019. The traditional library is obsolete. There may well be space there.

MS (Pres; CPH): Maybe at the new stadium.

KT (COE): I heard a rumor that the new library is \$145 million over budget.

TGC (FSBM): They did get an endowment, however. Has anyone heard about that? It's not yet publicly announced.

MS (Pres; CPH): For naming rights?

MS (Pres; CPH): We will pursue getting a transcript of the All Faculty Senate Meeting.

JS (BCMD): Those of us who were there & voted, should we vote in the straw poll again?

MS (Pres; CPH): Yes. As in Chicago, vote early & vote often! Cheryl, could you make a Qualtrics survey with a special vote? Paul & we will come up with the wording.

CM: Like a motion? Yes.

MS (Pres; CPH): Any other discussion?

JK (CST): Possible to get it to us for the March 13<sup>th</sup> FSSC



	<p>come in, set the agenda, then leave, then everyone else goes home.</p> <p>PL (Fac Her): The dean in our college appoints everyone who participates in FSSC. We give him a list &amp; he appoints whomever he wants.</p> <p>KT (COE): I will send it (AAUP document) to the FSSC listserv for those who aren't here to get paper copies of it now.</p> <p>KWW (TFMA): I need to find our unit bylaws. Our dean has a right to determine what we are as a department. We are being made to dismantle 2 of our grad programs, which will change what we are as a department. The playwriting &amp; director programs are going away. Our dean likes Musical Theater.</p> <p>BB (STHM): Doesn't this have to go to the Board of Trustees (BOT)?</p> <p>JS (BCMD): It has to go to the Graduate Board.</p> <p>KWW (TFMA): We just had an emergency meeting last Friday &amp; it's being done. Do we ever look at the bylaws across college campuses &amp; are they comparable?</p> <p>MS (Pres; CPH): Yes on the websites. But ....</p> <p>SBD (Sec; CPH): Implementations are often different from the actual documents.</p> <p>JK (CST): There's another important way to think about this. We ought to put more pressure on her (Provost Epps) to make sure that they are being implemented. If the principles were actualized that would change the whole picture. I think we ought to confront her on it again &amp; be fairly adamant about it. I will email everyone a copy. If we're going to do it, it must be clear that we're upset that nobody has done anything since this passed in the Senate several years ago. The president said that this is up to the provost. There is the President's TOWNHALL MEETING for next Tuesday, March 6<sup>th</sup> at noon. It's at Mitten Hall.</p> <p>BB (STHM): Does anyone know anything about the TAUP negotiations with adjuncts?</p> <p>OTHER person: See the handout.</p> <p>KWW (TFMA): What about the answer to Sue's question? (To the FSSC).</p> <p>SBD (Sec, CPH): My question was about what the cultural styles regarding meetings over spring break are in other schools &amp; colleges.</p> <p>DH (CLA): Our dean apologized to the faculty for scheduling a meeting on March 5<sup>th</sup>. He didn't realize that it was over spring break.</p> <p>BB (STHM): We have more adjuncts than full time faculty. Whatever they're agreeing to in the contract will have a huge impact on full time faculty.</p>	
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	<p>KWW (TFMA): There will be adjuncts &amp; 'super-adjuncts,' who will have paid time to participate in faculty governance.</p> <p>CP (VP, LKMC): They are looking for some role in faculty governance.</p> <p>MS (Pres; CPH): When some college affords them some role in faculty governance.</p> <p>PL (Fac Her): We must be really careful not to put adjuncts &amp; NTTs in positions where they cannot say no to an administrative request.</p> <p>DH (CLA): Adjuncts are not paid for anything besides showing up &amp; teaching. Anything else is uncompensated work, which in PA is not allowed. With my dean, there is talk about making this more formal with NTTs. It's being hammered out at this point.</p> <p>PL (Fac Her): There is at least one dean giving 2 kinds of contracts. One is for teaching and one is for service.</p> <p>KWW (TFMA): I found a full set of guiding principles for faculty governance.</p> <p>PL (Fac Her): It's from when President Englert was president the first time right after Ann Hart left the presidency.</p> <p>MS (Pres; CPH): Is your committee amenable to coming back with a modified version of these criteria? Such as the 10 things you think deans should be doing?</p> <p>JK (CST): We'll give it a shot.</p> <p>KT (COE): We thought we were done.</p> <p>MS (Pres; CPH): We liked your work so much that we're asking for more.</p> <p>KT (COE): I personally wouldn't mind asking Provost Epps to join our committee for dialogue.</p> <p>MS (Pres; CPH): You are welcome to ask her.</p> <p>JK (CST): We can try it! The bylaws reflect the principles. As it stands now, the dean has to approve the changes to bylaws. S/he then has to forward them to TU legal counsel. There should be a course reduction for serving on the steering committee (FSSC). Provost Epps thought that this should be in her budget, but because of the \$22 million overage last year, she couldn't do it then. It's a way to say that there is support of faculty governance. There is a short list of things that if we got them, we're golden. This has to be mandated by the Provost. Except for BOT President Patrick O'Connor's statement, it was up to the president to make changes, but he (The President) said it's the provost.</p> <p>PL (Fac Her): President Englert chose Dean Moshe Porat to be at his side when we discussed this, and nobody could meet at the same time. The effort effectively died.</p>	
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	<p>JS (BCMD): My proposal got lost in legal for 5 years. It was perceived as too contentious compared to Adamany's changes.</p> <p>KWW (TFMA): What is the mechanism to look at these documents to see that they're comparable?</p> <p>Many FSSC members: They're NOT comparable!</p> <p>JK (CST): The history is that everyone (schools &amp; colleges) had their own reasonable &amp; functional bylaws. They worked. Adamany came along &amp; required satisfying certain specific things or else get his default bylaws. This was all bad, especially the default bylaws. We're stuck with these. One other college is.</p> <p>PL (Fac Her): His default bylaws are at the end of most of the other documents.</p> <p>JK (CST): Those few things were really telling.</p> <p>PL (Fac Her): Bylaws are supposed to be evaluated every 5 years.</p> <p>KWW (TFMA): We tried that 5 years ago &amp; couldn't get it past the provost (a different one).</p> <p>JK (CST): If you can't get past the provost...</p> <p>PL (Fac Her): The pattern is that there are more &amp; more authoritarian deans.</p> <p>MS (Pres; CPH): Anything else? I move to adjourn.</p>	
Adjournment	Senate President Sachs: Thanks, everybody! We are adjourned.	Meeting adjourned at 2:28 p.m.
Respectfully submitted, <i>Sue Dickey</i> Sue Dickey, PhD, RN, Associate Professor & Faculty Senate Secretary, 2016-18		

Next meeting: Next FSSC: 3-13-18, Representative Faculty Senate: 3-20-18.

SBD/sbd 2-27-18; updated 3-1-18