

TEMPLE UNIVERSITY
FACULTY SENATE STEERING COMMITTEE

Minutes

Date: Tuesday, 11/28/2017

Time: 1:00 p.m. – 3:00 p.m.

Present: Michael Sachs (Pres., CPH), Sue Dickey (Secy., CPH), Michael W. Jackson (Vice Pres., STHM), James Korsh (CST), Kurosh Darvish (Engr), Ken Thurman (COE), Teresa Gill Cirillo (FSBM), Sharyn O'Mara (ART), Kimmika Williams Witherspoon (TFMA), Rafael -Doria (Law), Robin Kolodny (CLA), Carmen Sapienza (LKSM), , Jie Yang (KSoD), Cheryl Mack (Coord.)

Absent: Cornelius Pratt (LKMC), Sabbatical; Jeffrey Solow (BCMD); Melissa Ranieri (Pharm); William Cabin (SSW); Tricia Jones (Past-Pres., LKMC); Paul LaFollette (Fac. Herald, CST)

Guests: Jim Cawley, Vice-President for Institutional Advancement (1:00-2:00 pm); Tyrell Mann-Barnes, President, Student Government (2:00-3:00 p.m.)

Topic	Discussion	Action
1. Meeting	Call to order.	Called to order at 1:10 p.m.
2. Approval of Minutes	<p>Following Guest Speaker, VP Jim Cawley:</p> <p>Pres. Sachs' report:</p> <ol style="list-style-type: none"> 1. Minutes of 10-31-17 & 11-7-17. 2. It is possible that our signals were mixed up with our second hour guest speaker who did not appear. 3. Discussed final meetings of the semester, including various options for the December luncheon. Cheryl (Coord) will try Diamond Club first. 4. Someone called me (as president of the Faculty Senate) at 6:58 a.m. & said, "I read the article about <i>Be Afraid...</i> "Just do you job & everything will be ok." At least he had the courtesy of leaving a phone message. 5. There will be a special meeting of the FSSC at 2:00 p.m. on December 5th, 2017, with the special consultants from the Provost's office to discuss the Strategic Plan & how we may not be ready for that as a U. at this time. There are lots of things in flux. What kind of TU do we want to have in 4 – 5 years? <p>ANY QUESTIONS?</p> <p>JK (CST): Have we heard anything from the Provost about the appointees for the review committees that she's supposed to appoint?</p> <p>MS (Pres): Not yet, but Ken Thurman had a suggestion about that what about the degree with which faculty governance occurs in some colleges where it is more than just window dressing. I asked Ken to put together a small ad hoc committee.</p> <p>KT (COE): I'm here on WebEx. I didn't realize that I'm the one who was supposed to convene the committee.</p> <p>MS (Pres): Idea would be a small ad hoc committee that would operationalize criteria to create functioning Collegial Assemblies. What are we asking the deans to actually do about creating viable</p>	Approved.

	<p>Collegial Assemblies & how will we measure whether they've actually done it?</p> <p>KT (COE): I also thought that we were looking at the broad set of criteria on how we evaluate them.</p> <p>MS (Pres): What are we expecting you to do? Functioning faculty governance within your school or college along with</p> <p>JK (CST): Volunteered.</p> <p>MS (Pres): We will ask Marsha Zibalese–Crawford who is the chair of our Collegial Assembly in CPH to serve on this committee as well.</p> <p>MS (Pres): As for the location of International Programs student services, off campus: An agreement is being reached where our International Programs can come back onto the Main Campus either next spring or summer. To the degree that this location is known has not yet been shared.</p> <p>I did get asked a question by the Board of Trustees (BOT) member who is also a faculty member at Temple University-Fox Chase Cancer Center (FCCC). They're interested in having Faculty Senate representation. The Provost is checking around. We want to be sensitive about any conflicts of interest (COIs). Anything not on surface that is unclear. Not sure why FCCC wouldn't be welcome and willing to participate, but what are the legal and fiscal boundaries?</p> <p>CS (LKSM): A lot are members of the grad faculty, but not part of the med school's collegial assembly. FCCC is not part of the med school, but rather fiscally separate with its own campus in Fox Chase. It's an evolving relationship. I will talk with the head of Medical School's Faculty Senate, Mercedes Jacobson, & better, Jonathan Soboloff's office. They would know better.</p> <p>CM (Coord.): The med school asked me a year ago about whether or not FCCC would be included. This has come up before. The NTTs are on our Senate list.</p> <p>CS (LKSM): None of the faculty at FCCC are tenure track. Most are full time. They've been a research entity for a long time. They do have a specific education office that has post-docs and graduate faculty. Some of their faculty are adjuncts at Princeton & Penn. Temple Health owns FCCC. That's the relationship.</p> <p>MS (Pres): They have their own Collegial Assembly?</p> <p>CS (LKSM): Yes... they do have faculty governance & 25% of one person's salary is to run the educational program.</p> <p>MS (Pres): We may invite them for the spring but look at the bylaws first.</p>	
<p>Report of Vice President, Michael Jackson</p>	<p>I am thanking everyone for your help in making recommendations to me for unfilled positions throughout the semester. On last sheet of minutes of 11-7-17, I'm looking at the current vacancies, and I want to ask about the Faculty Status of Color. Are there really 4 vacancies?</p>	

	<p>KWW (TFMA): Someone was on sabbatical but back now. Someone is on medical leave. I think we're almost full.</p> <p>CM (Coord.): I think that this number comes from when your committee asked for additional members. So Michael doesn't have to drum up additional numbers?</p> <p>MJ (VP): I wouldn't recommend more on the committee & the Student Awards Selection Committee. There is one vacancy on CATA. What do you think about the Lectures & Forums Committee?</p> <p>CM (Coord.): My understanding that they don't need 10 people. Do they really need that? They're functioning ok now on ~ 3 members.</p> <p>KWW (TFMA): Some just want to have their names on a committee for merit.</p> <p>CM (Coord.): Maybe the Senate should schedule a meeting or breakfast with all the Senate committee chairs.</p> <p>KWW (TFMA): Maybe Michael can convene such a meeting.</p> <p>CM (Coord.): I would like to talk to people about these things.</p> <p>MJ (VP): One committee, On the Status of Women has 3 who have never shown up. They self-terminated. We still have to carry them on the books. What about the <i>Faculty Herald</i> Committee? Is there is not a charge? We need to have a charge.</p> <p>MJ (Pres): Steve Newman had to leave when he became TAUP President due to a COI.</p> <p>CM (Coord.): Everyone there is on the committee, but it needs to meet.</p> <p>SOM (Coord.): We have Collegial Assembly tomorrow so I'd like to announce these committees' vacancies there.</p> <p>MJ (VP): There is one vacancy for CATA, from the bargaining unit. (The person must be a grad board member, but nobody ever filled that role since I've been in this job.) For Lectures & Forums: There is a listing of 5, but can't find a listing at all.</p> <p>CM (Coord.): There are 3 online who review & award the funds.</p> <p>SBD (CPH): What is the Committee for the Ongoing Revision of the Faculty Handbook? I realize it's important to have faculty input, but most of the policies and procedures are online and they are dynamically updated by the units through which they emerge. Other things, like tenure & promotion are in the TAUP contract for bargaining unit schools & colleges. Everything is online in about the past 10 years.</p> <p>MS (Pres): I will invite Kevin Delaney to a meeting to discuss & ask him for the link to the Handbook.</p> <p>CM (Coord.): I've met with computer services & we now have a new site for voting that will be very easy. Might be a good time to</p>	
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	<p>look at the way we do things. Faculty certification from the deans is required now to apportion the list of senators. We are always behind in the number of Senators that actually represent various schools & colleges. We should be announcing the new representative senators at the University Faculty Senate meeting in April.</p> <p>CM (Coord.) That new committee that met about committees ... some active; some not at all. RPPC is only sending out something for the 1st time recently.</p>	
<p>Guest Speaker, VP Jim Cawley & Chief of Staff, Ellen Cassia (1:00-2:15 p.m.)</p>	<p>I'm a new arrival to TU; I've been here ~ 70 days. Introduced by MS. Met everybody here. Ellen (Cassia) is my right & left hand in this setting. My predecessor, Jim Dicker, was here at the FSSC not that long ago with some of same info.</p> <p>I have a brief overview about where we are & where we want to go now (PLEASE SEE MY INCLUDED SLIDES):</p> <p>-In FY 2012, the BOT made a substantial commitment to Institutional Advancement to begin to scale up. Got more aggressive about embedding folks in the schools & colleges to look at major gifts. Between 2012 & 2013, we've seen a marked increase in major gifts.</p> <p>-Slide: We are flat-lining between gifts < \$50.00. Last year we had single largest participation of alums, but our percent went down from 7.3 to 7.2 due to the mathematical equation changing.</p> <p>-Next slide: While percentages going down, count of donors going up.</p> <p>-Alumni donors: Number up to larger participation levels. Actual percentage is low.</p> <p>-Next: This is indicative of fact that there will be reliance on what we raise. The professional schools drive the overall dollar amounts of what we take in. Overreliance on 1 - 2 schools. Efforts across the university of trying to build a culture of philanthropy. We hope that they consider it their responsibility to be part of the fund raising. If a big donor has a bad year, this helps.</p> <p>-Next: Here are the measures: We've had significant growth between 2012 & 2015 & also in the past fiscal year. There is growth in every measure except overall percentage. So what are our ultimate goals?</p> <p>-Next: Right now, there is no reason that any university with our number of alums, > 320,000, should not be meeting & sustaining \$100,000,000 per year. Last year's alumni intake was ~\$90,000,000. Participation is at 7.2 %. Significant growth needed in alumni participation.</p> <p>-We are working very hard at expanding alumni & participant engagement. Being intentional about contacting some of your former students. At least getting them to campus & letting them see how it has changed. I'm a grateful alum of Temple! Engagement in other alumni activities.</p> <p>-Then, ask them when they're ready.</p> <p>-There's been no campaign for ~ 10 years. It would be a multi-phase campaign. Programming needs, scholarship needs, cap improvement. Still accumulating all that info.</p> <p>-You want about 50% of what you're going to ask for in the bank before the campaign actually begins.</p> <p>-Only additional thing I would add, since this is day 70, I've been talking to all kinds of people about what their perceptions of alumni relations are.</p> <p>-Around February or March, I will issue an overview for where I see</p>	

us now & where we want to go. It will 1st go to President Englert & the BOT, Deans & Faculty; then to the Temple University Community at large. Hopefully from that, there will be a clear roadmap that gets us to that \$100 mill of alumni participation.

-Will end with specific feedback from BOT Chair O'Connor & Chip Marshall about email accounts & alumni. The way in which the alumni email situation happens, across the board (... and this is not about the past, but today & in the for-seeable future) that email address, so long as you have been out you are not charged. You no longer have to pro-actively register to keep it active. All you must do is go on & it will automatically renew itself. If you forward to other accounts, that is recognized as interaction & activity on the account. There is a concern about carrying inactive email accounts for 'too long' (which is not yet defined). There are issues of server capacity. Will talk to IT about that. So long as you are a regular user of that account, it continues.

-I want to pause at this point & thank you for the opportunity to be here. I'm happy to get over here & give a brief update.

What is it that we do in IA is really kind of special? We try to advance TU's mission. A lot of people say that's a popular buzzword, but what I believe that mission means is that every student who comes here with desire for education, regardless of their zip codes of origin, all of you will help them to unlock their potential. We need the capital to attract like-minded colleagues from around the country. We want you all to know that you deserve the same quality & caliber of facilities that everyone else has. What we do is to make sure that we have the dollars to pay. This is a really good reason to get out of bed in a.m. I'm looking forward to working with you all & those that you represent. A bunch of those sitting on 1st floor of Sullivan aren't going to be able to do that. Why people give is because of what you all do. This is why they ultimately give & what's most important. I get that & so do the folks that I work with.

RPD (LAW): Going back to this email issue, it is very encouraging that current & recent grads will be able to keep up. At Yale, we offered every alum from every generation a Yale email acct. It's a forwarding system. We had an incredible number of older alumni sign up. We noticed a perceptible uptick in alumni giving over the next several years. Their connection with Yale was reflected in their email addresses. Penn does the same thing.

Ellen Cassia: There is a tab where you can reopen your account on the Temple University website, including getting a revived email account.

JC (guest): It's a great idea. Michael S & I talked about the ability to reach out to former students. I hope you all are to varying degrees. Hearing Robin's story of hoping for help with her department, I was told that as both a CLA & Law grad that I was off limits from CLA because I graduated from the law school. We want to break that down. Especially for the students you know who have been blessed & would have the ability to help us. Effect could be much more far-reaching.

MS (Pres): To piggy-back, in light ideally a challenge grant for CLA or LAW, people may be willing to meet within specific schools & colleges.

JC (guest): A rising tide raises all boats. Let's talk about it, formulate it & execute.

MJ (VP): This is fine unless your boat has a hole in it. One of my grads gets a call yearly asking for major donations. Why not develop some phone camaraderie of some type where they don't feel the pressure of giving every time. Why don't we look at the completion of their schooling? We have NBA & NFL players who would like to finish their degrees. They ask, can you get me back into this program? Dunphy? There is no follow up. How much effort is that?

JC (guest): How long ago was that?! There is a growing & evolving idea of stewardship contact of specifically NOT asking them every time we see them. Nine times out of 10 you will hear from alumni relations that will be just an announcement of our Rhodes Scholar recently. Updating folks on a periodic basis. Trying to get better at building that relationship. We're saying, "Come to campus for... x." Those who graduated in the 90s & before, people don't understand that unless you see & experience it. Your point is well-taken in continuing that work. Handout asks won't work in the long run. We are trying to make sure that this is not going to continue.

SOM (ART): I will say that for those from Tyler, we've seen that there's an over-reliance on the belief that alumni donations will fund expenses. Our alums just don't have it. Maybe an outreach to the larger arts community for fund-raising. For our recent grads, take the Bernie Sanders route. Go-fund-me. \$15-18 each. What does our BOT do with related to their own giving?

JC (guest): At the chairman's level from our 36 trustees it is > 50%. Twelve of those are Commonwealth trustees, but 24 are traditional university trustees. Notable commonwealth appointed trustees, like Gerry Lenfest, also hit that level of giving. Chairman O'Connor is very specific about encouraging people to participate yearly. In another meeting, I can't tell you the percentage that the I.A. staff gives. We're trying to change that. We don't have a culture of philanthropy at TU like there is at other institutions around the country.

SOM (ART): At Penn State? Nothing at Temple that nearly rivals that. There is no cultural expectation of giving to the university. Let alone faculty & administrators.

MJ (VP): But that's history. Pains & wounds run deeply. We sometimes precipitate this by mis-treating people. Deeply rooted. There are people I know who won't even drive up Broad Street. What are the demographics of giving? You can't use the same campaign with all those demographics.

JC (guest): I'll take \$5.00 b/c it's more than what I had. That \$5 is going to go a lot further at TU than Penn, etc. \$1, \$5, \$20 on regular basis... great! One of our United Way donors (previous job) started out as a \$5 donor & died with a legacy of \$400,000. I was part of commuter U here at Temple University every day when I was a student. I connected, but many felt alienated. I feel badly, but I want to try to repair that relationship. If we can get to more who haven't connected, that would be great. There is a lot of

money that we're leaving on the table right now.

RPD (LAW): I would like to go back to Michael's point about needing to fund raise. Not all of the folks who will not give money to TU don't have it ... a number felt very mistreated by institutional advancement in the past. It's not always their feeling about the campus. Some of it is based on experience with fund-raising calls. Not only friend-raising, but don't turn them off as you approach people.

JC (guest): Phone call for solicitation is slowly becoming a thing of the past. Most folks 40 years of age or under will never have a land line in their home. That means is having diminishing returns in being able to get people's cell phone numbers. The way that we message is something important. You (RPD) have hit on something else as well, that I would like to encourage with everyone is that we're all in this together. Not 'let's reward the most clever or cunning & reward the big fish donor'. It's about growing the pie. Strategic way in which we get a donor to yes without their different constituencies attached (sports, their under-grad school, etc.)

RK (CLA): I have a couple of quick suggestions. What MJ is saying is true. There are bad experiences with bureaucracy. Give donors the ability to target their donations. Is that going to go to the football stadium? Let them pick! Kids can give their Diamond Dollars account residue to the University when they graduate! Let them choose where to give it! There is a lot of push back with alum communications. I couldn't get a list. We get discouraged from doing anything. Last year, we had a big push & contacted the 2400 emails that I could get. I got about 50 responses from various parts of the country. I live in the DC area, what's going on here? The corporate approach here isn't really working. Getting the interface for that little event to get tickets for departmental reimbursement took me nearly a month. Some of us have tried to make these things in the past & we've been rebuffed. Let people pick where their money is going.

JC (guest): There's been a problem with that in the past?

SBD (CPH): Yes! It's terrible!

MJ (VP): I have alums out there, & I'm in "The Fox School." I look up & he's now making his contribution to Fox. If there is no familiarity with TU, a certain Program, & what's going on... they will say, 'no don't want to give.' When we had the merger of programs, I came from HPER-D. Cohesiveness was totally destroyed. Their degree is lost. This is not a sweet taste on these peoples' palate.

JC (guest): CPH is in that same situation.

MJ (VP): Look at your publication & describe the people who are making the calls. Then tell me why the people of color don't give. There is no diversity on that team.

KWW (TFMA): It makes a difference.

RK (CLA): Younger & small donors need education about how to give. 'Did you know that you can make a direct contribution to X?'

	<p>SOM (ART): TU does do a United Way push for Faculty & Staff... that's our push; for outside our institution. We wouldn't want to see that go away, but there are some optics problems with that. The United Way funding we collect is targeted at the TUHS, but where else can it go?</p> <p>JC (guest): For the donations to United Way, they're < \$20 K annually total for the entire university. We can get into the philosophy of different institutions, and it's not uncommon for the medical center to have 2 campaigns; one internal & one for 'a' cause; not necessarily United Way.</p> <p>SBD (CPH): On our college's website, there is tab for nursing; tab for giving is several layers in and alumni I know find that very off-putting because they never heard of the CPH.</p> <p>MS (Pres): When is Russell Conwell's birthday?</p> <p>Ellen: It's in February.</p> <p>JC (guest): We're not necessarily going to turn on a switch & it will happen.</p> <p>SOM (ART): In era of budget cuts & intense negotiations with unions, people feel like they gave at the office. They're pretty depleted. The overall culture of the faculty & staff is not pre-disposed with the current budget model & the administration. People will get even more annoyed & frustrated. Everybody is just bled dry at this point.</p> <p>JC (guest): I hear & agree with you but those challenges are not unique to TU.</p> <p>SOM (ART): What are they doing differently?</p> <p>TGC (FSBM): In asking about Russell Conwell's birthday? What about having a large scale special event across campus? I never hear talk about what the mission is.</p> <p>JC (guest): A lot of people don't even know he's buried here in campus right behind the bust of the Owl!</p> <p>KWW (TFMA): Would also mean that we revisit the mission & make sure that we're aligned with it. More people would give if they felt that this mission were being invigorated.</p> <p>RK (CLA): Hooter's birthday is also in February. You really don't want to make <i>Acres of Diamonds</i> into a thing unless you hate a certain religious group that is maligned in the latter pages of his <i>Acres of Diamonds</i> speech.</p> <p>CM (Coord.): Wondering if you track what you raise from staff.</p> <p>JC (guest): Yes.</p> <p>CM (Coord.): The idea is that we don't have to give mega-bucks. I convinced a friend to give.</p> <p>JC (guest): Payroll deduction is a marvelous method of giving at possibly even a higher level over the year. Helpful tool.</p>	
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	<p>CM (Coord.): With all these different entities, students are so cell driven, if they went onto their site, is there a database that tells them where to go.</p> <p>JC (guest): Not only schools & colleges but also the student emergency fund. If a student finds a hardship: there is emergency funding for room & board; tuition until end of a semester or academic year. Another thing: there are students with severe food insecurity. You will have an opportunity to donate to that as a donor.</p> <p>MJ (VP): I am making a decent contribution to a set of scholarships, music; how many times do I have to go to the web to make contributions???</p> <p>JC (guest): The expectation is that you participate. For those who are not currently participating, I'll take \$1. There is a power in being able to go out to everyone else & say, "We have 100% participation" (& somewhat less). This would assure our \$100 mil annual sustainable. We're all in this together. Even writing a check, it will likely be > \$1. Building a cx of philanthropy. Mindset that we want & need to give. Suddenly talking about thousands. Pooling our \$\$\$. I get that those feelings about "I got stiffed in the last contract." I get that those feelings are going to be there.</p>	
Tyrell Mann-Barnes, President, Student Government (2:00-3:00 p.m.)	MS (Pres.): It is possible that our signals were mixed up with our second hour guest speaker who did not appear.	
Old Business	MS (Pres): Any issues?	
New Business	None.	
Adjournment	Senate President Sachs: Thanks, everybody!	Meeting adjourned at 3:06 p.m.
Respectfully submitted, <i>Sue Dickey</i> Sue Dickey, PhD, RN, Associate Professor & Faculty Senate Secretary, 2016-18		

Next meeting: Representative Faculty Senate: 1-22-18. Next FSSC: 12-5-17, Special Meeting, 2:00 p.m. & 12-12-17 – Holiday Luncheon. University Faculty Senate: 12-8-27, Kiva Auditorium.

SBD/sbd 11-28-17; updated 1-11-18

SENATE COMMITTEES		VACANCIES
Budget Review Committee http://www.temple.edu/senate/committees/budget-review.html	1	
Committee for Administrative and Trustee Appointments http://www.temple.edu/senate/committees/administrative-trustee-appointments.html	1	
Council on Diverse Constituencies http://www.temple.edu/senate/committees/councilofdiverseconstituencies.htm	1	
Educational Programs and Policies Committee. (EPPC) – ELECTED CMTE <i>At least six schools/colleges must be represented on committee. Largest School/College (CST) should have two faculty. The second largest School/College (CLA) should have at least one faculty. No more than two faculty from each school/college may serve at any time. *</i> Must select 1 from CST. http://www.temple.edu/senate/committees/eppc.html	1*	
Faculty Herald Editorial Board http://www.temple.edu/senate/committees/faculty-herald-editorial-board.html	4	
Lectures and Forums Committee http://www.temple.edu/senate/committees/lectures-forums.html (FSSC should consider decreasing number for membership. 8 not necessary and cmte is difficult to populate)	5	
Library Committee http://www.temple.edu/senate/committees/library.html	1	
Standing Committee on Continuous Revision of Faculty Handbook http://www.temple.edu/senate/committees/standing-continuous-revision-handbook.html	4	
PROVOST COMMITTEES		VACANCIES
Student Award Selection Committee http://www.temple.edu/senate/committees/student-award-selection.html	2	
University Sabbatical Committee – ELECTED CMTE <i>(No more than one faculty member per school/college may serve at one time)</i> http://www.temple.edu/senate/committees/university-sabbatical.html	3	
University Tenure and Promotion Advisory Committee – ELECTED CMTE <i>Only tenured full professors may serve on this committee. (No more than two (2) faculty members from any school/college may serve at any one time. Faculty shall serve a two-year term. Term for this committee begins in the Fall semester.</i> http://www.temple.edu/senate/committees/university-tenure-promotion-advisory.html		
<ul style="list-style-type: none"> • UTPAC-A Humanities and the Arts 	1	