



	<p>Lung Dai, &amp; Kevin Delaney (VP for Faculty Affairs) about moving them back on campus. There is some movement. Still percolating.</p> <p>9. The Diversity Symposium last Tuesday went very well. The panels were excellent; particularly Mayor Kenney &amp; Mayor Street. Their frankness was refreshing &amp; welcome.</p> <p>10. Next week: Ken Kaiser is to be our guest at 1:00 p.m. Patrick O'Connor (President of the Board of Trustees) &amp; Chip Marshall will be our guests at 2:00 p.m. See calendar.</p> <p>ANY QUESTIONS?</p>	
<p>Report of Vice President, Michael Jackson</p>	<p>Please see attached report. EPPC has been filled as a committee.</p> <ol style="list-style-type: none"> <li>1. Thank you very much for those who have supplied names to the various committees.</li> <li>2. We have sent names for CATA, the Sabbatical Committee &amp; the University Tenure &amp; Promotion Committee.</li> <li>3. We are gradually decreasing the number of vacancies across the list.</li> <li>4. As for the <i>Faculty Herald</i> editorial board: Steve Newman, as President of TAUP, cannot serve on that because of conflict of interest.</li> <li>5. Who will be joining us at the Awards Banquet? Please RSVP!</li> <li>6. Robyn Kolodny did an outstanding job at the Diversity Symposium. She discussed a very viable approach for the school system. It was well received.</li> <li>7. Cheryl Mack, our outstanding Faculty Senate Coordinator, needs assistance. Look at website &amp; help her with what needs to be addressed. Look very carefully at the establishment of the website for the FSSC.</li> </ol> <p>MS (Pres, CPH): Paul LaFollette is working with computer services on the website.</p> <p>CM (FacSen Coord): I DO need student help. To hire for one semester is not really efficient.</p> <p>MS (Pres, CPH): So, from now &amp; to stay in the spring?</p> <p>CM (FacSen Coord): We can try. We need a work-study grant. I don't need a lot of hours. Brunch has a lot of details &amp; tasks. Also, preparation for meetings. Paul, do you know the website timeline?</p> <p>PL(FacHer) : They have given me a lot of times &amp; we've passed all of them. They/we want more private things to be on the Portal, rather than open to all on the outside.</p> <p>CM (FacSen Coord): The financial aid office approached me last week &amp; asked if I need someone. It would be a lot smoother.</p> <p>MJ (Vice Pres., STHM): Vacancies going down over next several weeks to zero. I'm looking forward to the Awards Banquets. This will be the 7<sup>th</sup> year.</p> <p>MS (Pres, CPH): Moving on...</p>	

JK (CST): Someone from my college was put forward for promotion to the Laura Carnell Professorship. Our dean was told by Provost's office that there is not money for the Carnell Professorship. Also, there is no money for participation in the Faculty Senate Steering Committee because the Deans don't recognize it. This money should come through the Provost's office.

MS (Pres, CPH): Whether or not the debacle of several years ago factors into this is not known.

JK (CST): Temple University finds money for what it wants. Theirs is not a great argument. I'd like to bring it up with the Provost. If she doesn't do anything about this, I'd like to bring it up as a motion for the Faculty Senate.

PL (FacHer): I think we have an amazing proliferation of mid-level bean counters among our colleges. I would think that we could forego some of them.

JK (CST): At most, 10 Carnell Professorships were awarded per year. This is not that many. The same argument is relevant to participation on the Faculty Senate Steering Committee.

RK (CLA): What is really important, when you think about what a modest amount it is? Just be honest if you say you can only award X amount. We're not doing that now.

JK (CST): I kind of feel the same way about Merit \$.

MJ (Vice Pres., STHM): What about FSSC release time? I was told originally that we got it. Now told that we're not doing it anymore.

JK (CST): For decades, most of the schools & colleges went along with release time for FSSC. You heard the provost say that she doesn't have the money. I think that's a fine argument if you believe that TU doesn't have the money, but I don't believe that.

PL (FacHer): At least officers used to get time off. There's a course off available through the Provost. I suspect that's one that went away. That came through the Provost's office.

JK (CST): You could say that it's self-serving, but the university makes a big façade about caring for service. This eroded over the years. If service is important, pay for it.

MJ (Vice Pres., STHM): We put in a minimum of 40 hours of service every semester. We spend about 10 hours/month as FSSC. Maybe we could get it back as retroactive for every year that we've been here. I'm curious about rules & things that disappear without explanation.

MS (Pres, CPH): Let's see what the provost says. Now... about adjunct participation, both here & in the Representative Faculty Senate. Have you given this any thought?

PL (FacHer): An appropriate starting point would be a small committee made up of several adjuncts, NTTs & TT faculty. What are good hiring practices? What are good participation packages?

	<p>MS (Pres, CPH): We can certainly go that route. 2:2:2. Is there anybody here who would like to serve?</p> <p>PL (FacHer): I ought to agree to serve.</p> <p>JK (CST): I will serve on that.</p> <p>MS (Pres, CPH): Need a couple NTTs &amp; Jennie Shanker might be interested. I will check with her. If any of you have some adjuncts on your faculty who might be interested in serving, please let us know.</p> <p>KWW (TFMA): Is this an adjunct committee?</p> <p>MS (Pres, CPH): Yes.</p> <p>PL (FacHer): Someone who can make motions ought to make a motion.</p> <p>KT (COE): So moved: I move to establish a committee made up of adjunct, NTT &amp; TT faculty to explore adjunct participation in the Faculty Senate.</p> <p>PL (FacHer): I will be the convener.</p> <p>KT (COE): I have a name of an adjunct.</p> <p>MS (Pres, CPH): Email it to me.</p> <p>MJ (Vice Pres., STHM): Is it an intent that this come back to the FSSC &amp; RFS?</p> <p>MS (Pres, CPH): If possible, I would like to have something by the December 12<sup>th</sup> FSSC meeting. That would be good.</p> <p>JS (BCMD): Last year we were going to have a meeting with some adjuncts in Boyer. She might be interested in being on the committee.</p> <p>RPD (LAW): What's our sense on acting on this recommendation from CATA that we ask the provost to appoint more than 1 on the recommended list. We should also ask her for more than the usual 1.5 week notice for requests to serve. Are we comfortable asking for that?</p> <p>JK (CST): We should also ask about the makeup of that committee. I have no idea.</p> <p>RPD (LAW): This isn't limited to CATA. For Search Committees, often, our appointee is the only faculty member on the committee.</p> <p>CS (Med): How many are on this committee?</p> <p>MS (Pres, CPH): That's the mystery.</p> <p>JS (BCMD): What are the criteria for their selection of people on the committee?</p> <p>KWW (TFMA): Have we registered our concerns that it's happening too fast?</p>	
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	<p>MS (Pres, CPH): Yes. Deputy Provost, Mary Louise Esten (Weegie), says it won't happen that way.</p> <p>JS (BCMD): I have a concern about one of items in our minutes (of 10/3/17, p. 3, 1<sup>st</sup> para.) about the revision of the disability statement.</p> <p>MS (Pres, CPH): I'm not sure that I got an answer. I will make a note &amp; follow up.</p> <p>TGC (FSBM): I would like to present a report from the Library Committee, on which I serve. David Lacy is here; the new director of Communications &amp; Technology. I want to invite him to the FSSC.</p> <ol style="list-style-type: none"> <li>1. In terms of May of 2019, for building completion, that is a move from May of 2018. There have been construction delays, contractual issues, etc.</li> </ol> <p>MS (Pres, CPH): Paley is scheduled for CPH. I'm not sure we can all fit.</p> <ol style="list-style-type: none"> <li>2. TGC (FSBM): There will be a venue for digital art. Sharyn O'Mara could speak to that but she's not here. There will be very few visible books. Robotic shelving. Mostly digital, art &amp; collaboration space. The art is interesting! Virtual art spaces. I asked a question about the repurposing of Paley... all will be postponed a year? Center for intellectual creative life. Visual, digital creative life. They are partnering with Tyler. I want to ask to invite David Lacy &amp; Joe [Lucia] to come in the spring. It's all part of re-imagining information literature.</li> </ol> <p>KWW (TFMA): I was on the planning committee. Is the roof still going to be green-space? Are urban archives going to be digitized by 2019?</p> <p>TGC (FSBM): Physical books will be obtained from the collection via crane retrieval.</p>	
<p>2:00 - 3:00 p.m. Guest, Provost JoAnne Epps</p>	<p>Provost Epps: So did anybody remember to tell you that I was actually arriving with a thumb drive? Guess what's on here? My data!</p> <p>Faculty Diversity Statistics (2015-16): I have 4 slides. Fall of 2015 in terms of diversity by rank &amp; tenure status. Also Fall of 2016-17. Provost Epps reported these stats. They were discussed as percentages by rank; Instructor, Assistant, Associate &amp; Full Professor.</p> <p>-Numbers get a little better if you go to fall of 2016, by rank. I'm more than happy to make these numbers available to you, but I don't want to hand these pieces of paper out. I talked to Tiff Archie &amp; Valerie Harrison. I asked the deans to ask them to invite them in and to talk to their search committees. We need to also get out of our own way in hiring. Tiff is working to put that whole training thing online. I don't want people to resent online learning, but you can also reach people.</p> <p>-The FSSE &amp; NSSEE National Surveys have some of this info.</p> <p>KT (COE): Do we know how our faculty reflects the percentages in</p>	

	<p>our student body?</p> <p>Provost Epps: We want to compare ourselves to other comparable schools.</p> <p>KT (COE): Since we're just coming off of the Diversity Symposium, there is another thing; how we look at diversity beyond only racial. Diversity includes those with disabilities. We must be committed to making a more inclusive environment for all.</p> <p>Provost Epps: These stats are for full time faculty.</p> <p>PL (FacHer): What is the breakdown of these categories by male &amp; female? Is that available?</p> <p>Provost Epps: Yes.</p> <p>KWW (TFMA): What happens to the exit surveys when people leave? Is lack of inclusion why they leave?</p> <p>RK (CLA): Do you have on your portfolio or agenda about what kind of strategy for which you are hiring? You have to have a line approved first. We have a fantastic African American candidate who I know we are not going to get. I don't even know why she is interviewing. I want to be able to hire someone when s/he doesn't get tenure at Princeton. We got outbid a dozen times in 27 years. This doesn't reflect our effort. One candidate got 9 offers. Our Associate Dean tells us: We don't have a line! Our hiring opportunities out of sync with the availability of a line. This is all about what Tiff is saying; keeping up relationships, but lines are not available.</p> <p>Provost Epps: You can register my distress by my face. We are in a very different position as a public institution (for as long as that continues). We are prohibited by law from doing some of these things. I would like the record to be clear: I am not blaming everything in life on RCM. You almost need a dean who holds back a couple lines for this. This is the way this could work. There is not enough money in any line where I have to respond to a recurring 6 figure candidate. What the prior provost does was add a little bit to sweeten hires, but adding \$25K is not going to do it. Here is where I'm going to try to be very careful. As we come into the final quarter of the RCM review there is a little more centrally kept \$\$\$. That's where those pots come from. How you fund priorities? We, too, share this as a priority.</p> <p>JS (BCMD): I'm wondering whether we could find a donor who could be kept in reserve. But there's no search in a hire like that.</p> <p>Provost Epps: You're talking about a \$1 million donor. It's hard for me to imagine telling someone "Keep your \$\$ until I call you!" You really have to listen to donors' interests. A lot are interested in matching gifts. As Kimmika (Williams Witherspoon) asked about endowed chairs, philanthropists are less interested in putting their names there now. They don't feel quite as impactful. They expect you to have excellent faculty and to be able to attract &amp; attain. We will keep trying.</p> <p>MS (Pres, CPH): There's a curious number here in the Assistant Professor/non-resident alien line. On the screen, it's 9%. Tenured</p>	
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= 0.2%.

Provost Epps: There's been a lot of hiring of the stem folks recently. Probably. I will see what I can find out, Michael.  
-Deans' reviews: Are moving forward. Thank you for your suggestions. They can be conducted through an email account. The actual sender cannot be anonymous, in case it requires action. The person can remain anonymous within the committee. It [the survey of faculty] will come into my office. I will then make it available to the chair of the review committee. At least we will invite some additional content. We're adding the 2 additional faculty that you recommended to the committees. This might be making the committee smaller, but with a creative method for input. Rationale for this: restrict not the input but the # of hours people are spending participating on these committees.

MS (Pres, CPH): I'm not sure that we asked for 2. We asked for 3 – 4 faculty per committee, but 2 is fine. For 2018-19, who will be reviewed, so that we can make suggestions earlier?

Provost Epps: By policy, we must have certain groups represented, e.g. student alumnus

MS (Pres, CPH): If we could survey the faculty who serve this year, to see if they thought it was effective, is that possible? What are the criteria for the faculty you choose?

Provost Epps: We're getting from the school or college. We don't ask the dean that's being considered. We're balancing gender. We're going to say all the things you probably assume. We will try to get a balanced committee. In many instances, I don't know the people, so I'm not picking based on familiarity. Deputy Provost Weegie, Jodi & I pick (the three of us).

-We're still moving forward on the policies reviews. You asked for an org chart which I didn't know existed, but I found one & sent it.

-Hurricane response: We reached out to all students that we know about from the affected areas, including the Caribbean Islands. We got a request today, from the U of PR for free. Cases by case basis. Asked Deputy Provost Esten. I don't think that there should be any rules. We take these situations on a case-by-case basis. We're not going to create an 'in state' tuition. Not everybody in Puerto Rico is poor. Cutting by zip code is not poor, as Councilman Carmen Diaz reminded me. We're inviting our students to tell us what they need. People have been very fair about stating what they need & what part of their lives remain ok.

- The ombudsman request: We're still working on that. Then, there's the ad hoc committee on Faculty Retirement. The idea is create a structure so that people do not have to fall off into the abyss. There could be a perfect role for someone who wants to transition away.

-Buyer of IP. I don't know. I hope.

-I understand that Ken Kaiser is coming next time to talk about RCM.

KWW (TFMA): Does your diversity data include the med school?

	<p>Provost Epps: Yes.</p> <p>KWW (TFMA): We must be very cautious in the ways that we respond to duress around the world. Perhaps over spring break time we could request assistance... getting students to give in ways for which they can be affirmed &amp; be recognized. Lack of water &amp; electricity are problems. If we can put on that entrepreneurial hat for service, that would be great. Maybe nursing students could go and assist... because my daughter is a nurse. She was stranded in the U.S. Virgin Islands during the latest hurricane, with her friend who is a diabetic. It was really a challenge getting medications.</p> <p>JK (CST): One of my colleagues was nominated by the Dean for a Laura Carnell Professorship &amp; was told that it can't happen because of lack of money. Is there a way to go ahead when people are nominated by their deans &amp; satisfy the requirements? Is there a ceiling?</p> <p>Provost Epps: So. I guess I might just as well say this, because it is public knowledge. The Board of Trustees (BOT) has a cap on the number. Currently, the number is &gt; than the cap. The way the Carnells are funded, the award is \$15,000, half from school or college &amp; half from Provost's office. Implicit in your question, 12 of the last 13 went to CST &amp; all were men. I think that this is a University resource that all schools &amp; colleges should have the opportunity to reward &amp; recruit. Not everyone will pick the same person, but I think we need a process by which someone is nominated by someone other than the deans.</p> <p>KWW (TFMA): You have made people think about Diversity &amp; Inclusion so that it's not a chore, but we should make it a mandatory video presentation because it's important. If people are made aware of the law, and the legal requirements, we can say 'yes we are.'</p> <p>MS (Pres, CPH): I have a question about the RCM process now, so that Ken Kaiser's report makes sense. Has it gone to Council of Deans yet?</p> <p>Provost Epps: Ken &amp; his team have met with all but one of the deans. He went to each dean to say what it would mean for them. I intend to ask about their thoughts tomorrow in the Council of Deans. I haven't heard anything. Ken's reaction was "if there's substantial pushback..." the report is not final.</p> <p>JK (CST): Will the faculty get a chance to get any pushback on this?</p> <p>Provost Epps: I don't know. I realize that you are just representatives, but I assume that's why he's coming here next week. I think that he has a series of roll-outs in mind.</p> <p>RPD (LAW): He is also meeting with the budget review committee sometime in the next 2 weeks.</p> <p>JS (BCMD): I would really like to see an Online training program for plagiarism. Certainly, international students don't understand it, but also a lot of professors &amp; domestic students lack knowledge</p>	
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	<p>about it. It's so complicated now. (JS described a hypothetical situation).</p> <p>MS (Pres, CPH): Is this something for Dan Berman [VPUS]?</p> <p>Provost Epps: I will talk to Dan Berman &amp; Hai Lung Dai.</p> <p>KWW (TFMA): I have a question [about creative ownership of... course content] ...when you create classes &amp; they are given to adjuncts &amp; others to use your work to maintain that class....</p> <p>Provost Epps: Oooooooooo.</p> <p>PL (FacHer): The Union has been kicking the can down the road x 20 years now about who owns the recorded content about lectures broadcasted in Japan. It would be nice if the Union &amp; Management leadership could finally meet &amp; discuss this &amp; come to an agreement.</p> <p>KWW (TFMA): If you create a course, whose is it?</p> <p>TGC (FSBM): A bigger issue is where people [students] are actually buying papers. A lot of professors don't realize that this is going on. It's big business. The cheating economy.</p> <p>JS (BCMD): Training ought to be in academic honesty.</p> <p>TGC (FSBM): <i>Course Hero</i> is one of the companies that provides these papers.</p> <p>RK (CLA): Cheater.com.</p> <p>Provost Epps: Is there a final question, Michael?</p> <p>MJ (Vice Pres., STHM): I'm becoming alarmed about the number of emergency alerts. They seem to be coming every day. Is this increasing? At night? Daytime? Are we doing anything now for faculty to provide for better safety in the classroom?</p> <p>Provost Epps: It might be useful to have Charlie Leone come talk to you. We now have 11,000-17,000 students living in this area. The TU Alert zone is big to keep them safe. Within a small range, I don't think that there's the case of this being as bad as it appears. Sarah Powell, in Charlie Leone's group does this. For example, every new door we build has windows in them. Why? Students were having sex behind opaque doors. A lot is becoming complicated. Security is tough in such a porous campus as ours. You can actually walk into a large classroom without being detected. She's not in my shop, but I represent the faculty. I'm pushing her a little bit, but I think it's welcome. It's not within my portfolio dollars, but we're thinking about this.</p>	
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<p>Old Business</p>	<p>MS (Pres, CPH): Any other issues?</p> <p>PL (FacHer): The deans seem to be willing to let commentary [in deans' reviews] come in from an email address, but it doesn't necessarily have to be from the person who writes it. I am willing to volunteer my email address for anyone who is concerned. How? "I have heard this information from others &amp; have gathered it." It would go to Provost Epps' office first &amp; then be de-identified.</p> <p>TGC: I'm wondering about RCM. What has taken place so far?</p> <p>PL (FacHer): Do we have anyone here on EPPC?</p> <p>RK (CLA): Recommendations were made/adapted &amp; recalculated. It's not really negotiable. One major change is a major reduction in the measures used to decide the formulas. The process was streamlined. We seem to be holding on the 'hold harmless' position for net changes. I wouldn't be too optimistic.</p> <p>TGC (FSBM): Do you know when it's going to the BOT?</p> <p>MS (Pres, CPH): When enough intelligent people who have looked at it are ready.</p> <p>PL (FacHer): Reading between the lines, they made it clear that they're not getting rid of it.</p>	
<p>New Business</p>	<p>None.</p>	
<p>Adjournment</p>	<p>Senate President Sachs: Thanks, everybody! See you next Monday at the Representative Faculty Senate meeting.</p>	<p>Meeting adjourned at 3:00 p.m.</p>
<p>Respectfully submitted, <i>Sue Dickey</i> Sue Dickey, PhD, RN, Associate Professor &amp; Faculty Senate Secretary, 2016-18</p>		

Next meeting: Representative Faculty Senate: 11-16-17. Plans: Please attend the Senate Service Awards banquet on November 14<sup>th</sup>. Next FSSC: 11-28-17.

SBD/sbd 10-31-17; updated 11-24-17

<b>SENATE COMMITTEES</b>		<b>VACANCIES</b>
<b>Budget Review Committee</b> <a href="http://www.temple.edu/senate/committees/budget-review.html">http://www.temple.edu/senate/committees/budget-review.html</a>		1
<b>Committee for Administrative and Trustee Appointments</b> <a href="http://www.temple.edu/senate/committees/administrative-trustee-appointments.html">http://www.temple.edu/senate/committees/administrative-trustee-appointments.html</a>		1
<b>Council on Diverse Constituencies</b> <a href="http://www.temple.edu/senate/committees/councilofdiverseconstituencies.htm">http://www.temple.edu/senate/committees/councilofdiverseconstituencies.htm</a>		1
<b>Educational Programs and Policies Committee. (EPPC) – ELECTED CMTE</b> <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> <b>Must select 1 from CST.</b> <a href="http://www.temple.edu/senate/committees/eppc.html">http://www.temple.edu/senate/committees/eppc.html</a>		1*
<b>Faculty Herald Editorial Board</b> <a href="http://www.temple.edu/senate/committees/faculty-herald-editorial-board.html">http://www.temple.edu/senate/committees/faculty-herald-editorial-board.html</a>		4
<b>Lectures and Forums Committee</b> <a href="http://www.temple.edu/senate/committees/lectures-forums.html">http://www.temple.edu/senate/committees/lectures-forums.html</a> (FSSC should consider decreasing number for membership. 8 not necessary and cmte is difficult to populate)		5
<b>Library Committee</b> <a href="http://www.temple.edu/senate/committees/library.html">http://www.temple.edu/senate/committees/library.html</a>		1
<b>Standing Committee on Continuous Revision of Faculty Handbook</b> <a href="http://www.temple.edu/senate/committees/standing-continuous-revision-handbook.html">http://www.temple.edu/senate/committees/standing-continuous-revision-handbook.html</a>		4
<b>PROVOST COMMITTEES</b>		<b>VACANCIES</b>
<b>Student Award Selection Committee</b> <a href="http://www.temple.edu/senate/committees/student-award-selection.html">http://www.temple.edu/senate/committees/student-award-selection.html</a>		2
<b>University Sabbatical Committee – ELECTED CMTE</b> <i>(No more than one faculty member per school/college may serve at one time)</i> <a href="http://www.temple.edu/senate/committees/university-sabbatical.html">http://www.temple.edu/senate/committees/university-sabbatical.html</a>		3
<b>University Tenure and Promotion Advisory Committee – ELECTED CMTE</b> <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> <a href="http://www.temple.edu/senate/committees/university-tenure-promotion-advisory.html">http://www.temple.edu/senate/committees/university-tenure-promotion-advisory.html</a>		
<ul style="list-style-type: none"> <li>• UTPAC-A Humanities and the Arts</li> </ul>		1