

TEMPLE UNIVERSITY  
**FACULTY SENATE STEERING COMMITTEE**

Minutes

**Date:** Tuesday, 1/17/2017

**Time:** 1:07pm – 2:06 p.m.

**Present:** Michael Sachs (Pres., CPH), Sue Dickey (Secy., CPH), Elvis Wagner (Vice Pres., COE), Tricia Jones (Past-Pres., SMC), Kurosh Darvish (Engr), Donald Hantula (CLA), Michael W. Jackson (STHM), Sharyn O’Mara (ART) Teresa Gill Cirillo (FSBM), Melissa Ranieri (Pharm), James Korsh (CST), Cornelius Pratt (SMC), Jeffrey Solow (BCMD), Ken Thurman (COE.), Kimmika Williams-Witherspoon (TFMA) Jie Yang (KSoD) Cheryl Mack (Coord.)

**Absent:** Raghbir Athwal (LKSM), William Cabin (SSW), Donald Harris (LAW), Paul LaFollette (Fac. Herald, CST),

**Guests:** Guest: None today.

Topic	Discussion	Action
1. Meeting called to order at 12:50 p.m.	President Sachs called the meeting to order at 1:07 p.m. Requested approval of FSSC Minutes of 11/29/16 & 12/13/16.	Minutes approved as corrected.
2. President Michael Sach’s Report	<p>We had a quiet winter break with things percolating behind the scenes. Points of interest include:</p> <ul style="list-style-type: none"> <li>• President Englert signed off on the DACA document.</li> <li>• He &amp; Provost Epps were presented with the sanctuary letter in the first week of January, 2017.</li> <li>• I met with Provost Epps last week. She &amp; President Englert will be coming to the senate again soon (to the RFS meeting next week).</li> <li>• It is important to discuss that the approach of some university presidents on taking up the DACA cause may be language. “Obamacare” had severe political overtones &amp; the term “sanctuary” does as well. There are lots of things you can do as a university community without saying you are a sanctuary university that are not so “in your face.” If someone wants to ask President Englert about that next week, you can.</li> <li>• Provost Epps will be coming shortly thereafter.</li> <li>• Childcare is on hold until the adjunct contract gets hammered out. The discussions with management and TAUP are not going that well. There are many nuances about adjuncts, their roles, etc. This is on hold until the adjunct contract is resolved.</li> <li>• Provost Epps is checking on the faculty diversity data. We will get this, hopefully in my lifetime! It shouldn’t be a problem providing publicly available information. Let me see what she comes up with.</li> <li>• Deans’ 360 reviews... Provost Epps &amp; President Englert are still working on deciding about the 2-3 deans to be reviewed.</li> <li>• Joan Shapiro &amp; her proposal for engaging Faculty retirees is still on the table for consideration.</li> <li>• The request for the appointment of a university ombudsperson is still open.</li> <li>• The number of letters required for Tenure &amp; Promotion (T &amp; P) is finalized with a dramatic drop from 8 to 7. For disciplines that are rarified, there may be flexibility if that number of people are not available nationally, discipline-wide.</li> <li>• Provost Epps is very supportive of appointing a task force to</li> </ul>	

look at how procedures are followed for T & P across schools & colleges, etc. Considerations include guidelines, relative weighting of teaching & service versus scholarship.

Q: KT (COE): We have a committee that is conversant with these issues (UTPAC). Why can't UTPAC deal with these questions & comparisons? There is too much planning required to create a new task force that may not have too much direct involvement in the process.

A: TJ (Past Pres): UTPAC is not a policy making body. All UTPAC can do is make decisions on cases that come forward. Paul LaFollette & President Englert (prior to this presidency) put a task force together in 2010 when Ann Weaver Hart was President. This would be it: Challenging assumptions. Mentoring to T &/or P by those closest to the discipline. Provost Epps (then Dean of the Law School) was a member. They came up with 2011 Presidential guidelines that all must now adhere to. How much Decanal leeway is too much? Especially when the TAUP guidelines say that you must pay attention to all categories of teaching, scholarship and service? The TAUP contract & the presidential policy statements together are supposed to be the policy standards throughout the U. It's been 5 years since that task force now & we've had 2 new presidents, plus 7 new deans since that time. (Note from SBD: CPH has had 2 deans & 2 acting deans since 2008).

A: EW (VP) .... Plus, we had a provost that interpreted these guidelines his own way & that's now a precedent.

JK (CST): We used to be a place where you did teaching & some research. Now we're a place that does research & some teaching.

MJ (STHM): Now that can be used the other way against a person & we've seen that in our college. They spend all their time creating scholarship and are denied tenure based on deficiencies in the other 2 categories.

SBD (CPH): Two states (Iowa & Missouri) have proposed legislation to remove tenure.

MS (Pres): So the task force should be reconvened. He read a sentence from p. 8 in the proposed CPH guidelines regarding placement of effort for scholarship. Sentence reads something like: "Research, weighing the evidence... funding may be given substantial weight.... "

JS (Boyer) & SO (Tyler): In music & art, external funding doesn't exist.

KT (COE): Different schools have different levels of plasticity. Public Health at one point required an R-01 to become tenured. The Dean came to the meeting & stated that. That seems too rigid to me.

MS (Pres): UNCG requires 3 publications a year... one person had 2 one year & 4 the next year & tenure was denied. The Provost said that she almost certainly would reconvene this task force.

EW (VP): I hope that there is at least one person from UTPAC & also from each of the committees, a, b & c.

MS (Pres): Members of the task force should please make sure that they talk to the faculty from the a, b & c contingencies of UTPAC to get their input. Specificity vs. flexibility vs. clarity.

- Diversity Symposium: Meeting this Thursday at 4 p.m. Space is blocked out for the march date. Hopefully someone will take on the charge to organize this.

TJ (Past Pres): Do you know why the decisions on merit units in the colleges have been held up? They're usually available by December. By now, usually into VP Kevin Delaney's office.

MS (Pres): This may not have been a higher priority on Provost Epp's list.

EW (VP): Smaller percentage this year for merit allocated by the deans in the TAUP contract. This year, there's a certain percentage for research teams & others. This is in the TAUP contract.

MS (Pres): We can ask her next month if the process will move faster next year.

TJ (Past Pres): If amounts & formulas are contractually specified, why would that slow the process? There is a missing link.

MS (Pres): Could it be that there is a possibility that the U is short on money for several years?

EW (VP): For July 2016, the contract named some percentages. For 2017, the contract reads that the Deans shall establish additional merit pools. Additional awards to be added for research groups who function together & for RCM.

Q: JS: Do deans' awards come from the same pool or dean's discretionary funds?

JS (Boyer): If it comes out of the Deans' budgets, I can see a reason for a slowdown.

TJ (Past Pres): Merit has not always been awarded for service on the FSSC, although that's been suggested. All of those pools have to come out of the totality of figures that VP Wagner just read to us. If they know whom they're hiring at the beginning of the year, they should know exactly what that means for that academic year.

JS (Boyer): If all comes out of the same pool & several different entities distribute it, that can create a situation where Deans have reduced ability to make recommendations. At the deans' level, they give away everything & then the provost may have nothing left to distribute. So all the categories are established separately in advance?

MS (Pres): It is up to the provost as to how she will distribute the units.

TJ (Past Pres): I've heard from a number of people whose colleges haven't even started the merit process yet, but that they're usually done by now.

SO'M (Tyler): I'm curious about what units of merit are awarded by

the college. Last year, individuals at Tyler got 3 max units (for individuals). Several years ago, we looked at them & they were very very low.

EW (VP): There are a number of units at each college. The basic outcome is that the poor get poorer & the rich get richer.

KT (COE): Maybe Provost Epps needs to convene a task force on merit as well. Our college used to cap max at 3, but one year I got 4 (1 from Provost) & someone in my college chided me that I shouldn't have received it. Merit looks as if it's very inequitable across the schools & colleges. That kind of inequity bothers me. Some in psychology get 10 or more units every year.

JK (CST): Whatever the dean decides, that's what they get.

DH (CLA): One year when Ira Schwartz was provost, he took the dean's merit awards away.

TJ (Past Pres): There are so few rewards that we have for faculty.

EW (VP): Last year, I served on the merit committee for my college. We knew what we recommended to our dean but we didn't know what dean recommended to the provost. Chairs no longer recommend. The Merit Committee in the colleges now recommend.

JS: In Boyer, the chair writes a letter.

SO'M (Tyler): I think we did get a letter last year at the level of the dean.

KT (COE): It's the way that merit is handed out at this university that just doesn't make sense to me. You look at the teaching evaluations, which are always good & they didn't get anything, but they got something for research.

MR (Pharm): I've been on college merit committees & it's different every year. "Everyone has excellent teaching evaluations, so we're not going to recommend for teaching" is something that has occurred.

DH (CLA): We don't get recommended unless we publish. There are huge inequities in the way its looked at & allocated all the way through.

JS (Boyer): If all these questions were boiled down & provided to Provost Epps in advance, it might be helpful.

SO'M (Tyler): We've been told that chairs aren't eligible for merit because we're compensated for that. Also, percentage of the pool awarded to a college depends on the number of faculty AND their salaries. This is a fundamental flaw that plagues the system throughout.

TJ (Past Pres): I love getting the merit, but I don't need the money at this point in life. I'd be happy with symbolic merit, & turning the financial reward of merit to be distributed more widely among the junior faculty members & NTTs b/c they get ripped off!

EW (VP): I was on the merit committee last year & people who were going to retire got merit! There was someone who left & we gave her

	<p>six points of merit after she left. I question that.</p> <p>JS (Boyer): I have a mechanical question regarding your (TJ's) proposal.... Would the merit timeline would release the honorary merit money in time? Would people elect for honorary merit????</p> <p>TJ (Past Pres): I don't know what the union's position on that would be, but I think you go through the process &amp; get it &amp; then say, "I'm kicking mine (compensation) back into the pool." Why should anyone care if the process is well followed?</p> <p>JS (Boyer): Would need an ironclad policy to make sure deans follow through and actually distribute the money to the junior faculty &amp; NTTs.</p> <p>TJ (Past Pres): I want the right to do this kind of thing.</p> <p>JS (Boyer): TAUP really helped the merit pool for NTTs.</p> <p>MS (Pres): I will put together a list of these questions &amp; ideas for Provost Epps.</p> <p>MJ (STHM): Is there any word on the President's search?</p> <p>KT (COE): This summer.</p> <ul style="list-style-type: none"> <li>• MS: Did all got the invite to RCM review luncheon? Please attend. It is scheduled for March 24<sup>th</sup> at noon. Reply to Cheryl &amp; she will keep a list to respond to Katie.</li> </ul> <p>EW (VP): I asked Ken Kaiser if they would do a formal survey of faculty to see what they think of RCM university wide. He said that he would.</p> <p>MS (Pres): I will follow up with Ken Kaiser.</p>	<p>President Sachs will inform Provost Epps that the FSSC fully supports the appointment of a task force to look into the implementation of T &amp; P guidelines university-wide. He will put a list of these ideas &amp; questions together for her.</p> <p>President Sachs will follow up with Ken Kaiser to remind him of our request to do an all faculty survey regarding their experiences with RCM.</p>
<p>3. Vice President's Report – Dr. Elvis Wagner</p>	<p>There is a written report in the handout that was created by Cheryl Mack regarding the vacancies that are coming. Terms are expired. My reporting on vacancies is pretty standard otherwise.</p> <ul style="list-style-type: none"> <li>• Cheryl's list looks worse than it is b/c terms are ending &amp; she included those.</li> <li>• There are 2 committee needs of immediate concern that must</li> </ul>	

	<p style="text-align: center;">be filled very soon:</p> <ol style="list-style-type: none"> <li>1. Research &amp; creative awards committee (2)</li> <li>2. Student awards selection committee (4)</li> </ol> <p>Needed! Each of these committees is time intensive for a week or two in March.</p> <ul style="list-style-type: none"> <li>• The next concern is Senate Elections. Spring is the time for elections. This is my first season going through this responsibility, so I'm relying heavily on Cheryl. An email blast will go out to all faculty on January 30<sup>th</sup>. Slates are due.</li> <li>• An appointment of a nominating committee is to be done by email to the FSSC. I'm looking for 3 members including a past president or her designee. Will send out later this week or beginning of next.</li> </ul>	<p>VP Wagner will forward these needs out &amp; we will send it out to our schools &amp; colleges.</p>
<p>4. Old Business</p>	<p>None.</p>	

5. New Business	<p>SO'M (Tyler): Update based on our December meeting with the Provost: The Provost allowing Tyler to submit mass proposals for a much wider submission of courses [so that they can run a modern curriculum]. Provost Epps is awesome!!!!</p> <p>MS (Pres): Peter Jones is stepping down as Vice Provost for Undergraduate Affairs. Is there anyone you think would be great? Mike Sitler will be leaving Vice Provost position as well. Provost Epp's colleague, Marylouise (Weegie) Esten from the Law School will be taking over that role. She accompanied the Provost on her recent visit to the Senate.</p> <p>TJ (Past Pres): It would be nice if faculty had input on the selection of VP Peter Jones' replacement. Under his portfolio fall these important programs: Fly-in-4, Gen Ed, the Career Development Center, EPPC &amp; other important responsibilities... I would just like to make sure that it's someone who has been a faculty member &amp; understands what it's like to be one at the undergraduate level.</p> <p>EW (VP): Faculty are a consultative body to the Board of Trustees (BOT). They approve all administrative appointments that bear on the academic life of the university.</p> <p>TJ (Past Pres): The way we interpret that is that it applies at the VP level &amp; we want to have input. Is there any word on where the proposed Gen Ed reforms are going?</p> <p>EW (VP): We should be hearing about something soon. The proposed changes were pushed by former Provost Dai &amp; picked up &amp; pushed by VP Peter Jones, who is phasing out of the role. It seems that the [current] Provost should be the one deciding the timeline.</p> <p>MS (Pres): That may not be high on her radar for a number of reasons, some personal.</p> <p>TJ (Past Pres): Maybe that's what happened to the merit timing.</p>	
6. Adjourn-ment	Meeting adjourned.	Adjourned at 2:06 p.m.
Respectfully submitted, <i>Sue Dickey</i> Sue Dickey, PhD, RN, Associate Professor & Faculty Senate Secretary, 2016-17		

Next meeting: Representative Faculty Senate, Tuesday, January 24, 2017: 1:45 p.m.  
FSSC, January 31st, 2017, 1:00 p.m.

SBD/sbd 1-17-17; updated 2-5-17