

TEMPLE UNIVERSITY
FACULTY SENATE STEERING COMMITTEE
 Minutes

Date: Tuesday, 11/29/2016

Time: 1:00pm – 3:00 p.m.

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

Absent: Donald Hantula (CLA)

Excused: N/A

Guests: Guest: Provost Joanne Epps (2:00 pm)

Topic	Discussion	Action
1. Meeting called to order at 1:00 p.m.	Meeting called to order by Dr. Sachs. Agenda reordered so that VP Elvis Wagner could deliver his report. Approval of Minutes of 10/28/16.	Meeting called to order at 1:00pm. Minutes approved as corrected.
2. Vice President’s Report – Dr. Elvis Wagner	<p>VP Wagner’s 5 points to go over:</p> <ol style="list-style-type: none"> 1. Do we want to invite Joe Lucia to the Representative Faculty Senate, Dean of Libraries to a Faculty Senate meeting for a “state of the libraries” talk? 2. Opening on UTPAC-- Fred Duer has been appointed as Department Chair of Theater, which means he is unable to serve as a Senate-elected member of the UT&P Committee. Unfortunately, this means there is now an opening on Committee A that the Senate needs to be filled. 3. There are 8 openings on the “Student Awards Selection Committee”, which is a Provost Committee. Andrew Lane, School of Theater, is willing. Are there any concerns for him being on the student awards committee? The main task of this committee is to decide the Student Commencement Speaker Process and Memorial Awards. The key dates that committee members would need to commit to are a (potentially) full day meeting during the <u>week of February 13th</u> for the Student Commencement Speaker Interviews and a full day meeting on a selected date during the <u>week of March 13th</u> to determine the Memorial Awards recipients. <p>The time commitment for preparing for the Student Commencement Speaker Interviews consists of reading over each candidates’ resume and proposed 2-minute speech.</p>	

	<p>The time commitment for preparing for the Memorial Awards Meeting is a bit lengthier as it requires reviewing student applications as well as an optional database training for the committee to familiarize themselves with the application tool.</p> <p>Please consider volunteering for this committee, or going back to your Collegial Assemblies/Dept. meetings, and advertising the need for volunteers for this committee. If someone is interested, please email me at elviswag@temple.edu.</p> <p>4. Nominee for Student Award Committee—Andrew Laine from the Theater Department, School of Theater, Film, and Media Arts: http://tfma.temple.edu/staff-faculty/andrew-laine</p> <p>5. University Sabbatical Committee - Donnalyn Pomper is the Chair, and her term ends in 2017. She has expressed interest in another three year term, and is willing to continue as Chair. But this is an elected committee. Thoughts?</p> <p>TB: – All the committees elect their own chairs. We can reappoint her.</p> <p>PL: – Bylaws say if there is an empty spot during the year, we can appoint, but we can't appoint someone in advance of an election.</p> <p>KT: She is doing a fine job.</p> <p>JK: Tell her we'll vote for her.</p> <p>KT: I don't experience this on most committees but on the Sabbatical committee, a lot of people are not showing up or doing their work. A bit disheartening. Three just vanished into space. They did not inform the chair. It annoyed me. If these people turn around & then put this on their merit document, this is not fair. Really something that we should look at. Am I the only one experiencing this?</p> <p>VP Wagner: I'm on international committee & everyone shows up. I will make a basic template for the chairs & ask them to report on it.</p> <p>PL: As I recall, this is a discussion that we've had in the past. It is the responsibility of the chair to ask them if they'd like to be off the committee.</p> <p>KT: Problem was that we had 3 – 4 applications that nobody had looked at. Neither fair to applicants or other members of the committee.</p>	
<p>3. President Michael Sach's Report</p>	<p>1. A reporter called me up & asked me about NT who is interviewing for Pres at U. of Northern Iowa.</p> <p>2. Updates on our Senate Web Presence: PL reporting: Computer Services has agreed to help us with our web presence & they will maintain it for free. Will be done in</p>	

	<p>accordance with a new philosophy, about which I was delighted to hear, will end up as a tab on TU Portal. Faculty will be able to go in there, see who's on committees & generate reports. Sounds like it's going to happen. Target date: end of 2nd semester. Awfully unusual in my experience that Temple is good at doing something & wants to do it for free. Some ticklers on the main content of the page.</p> <p>MJ: Who is a current conduit to provide information to get information to this website?</p> <p>PL: Officers will have access to certain portions of that website. They will do maintenance, but as far as data, the officer will do it.</p> <p>MJ: Does that mean we will get our student worker back in the office to give Cheryl some help?</p> <p>TJ: That money should never leave the Senate budget. Should automatically revert.</p> <p>MS: Will go over budget with Cheryl.</p> <p>3. MS: Emails over past few days about active shooter. In light of stabbing at Ohio State the other day, should we bring this up?</p> <p>TJ: _____ came to the Senate & talked about initiatives on campus.</p> <p>KT: Sharon Powell came to our college & spoke on emergency preparedness.</p> <p>PL: Meeting with her tomorrow. We should get more involved in helping her get the message out.</p> <p>JS: Isn't this something that could be done online?</p> <p>4. All of you got the emails about supporting DACA. We wrote to Dick Englert & he signed it. About colleges becoming sanctuaries, he hasn't answered that yet.</p> <p>JS: We kind of have to wait. If Trump says he's going to federally de-fund sanctuary cities, that leaves an interesting situation about police; Temple police.</p> <p>MS: I think that we would have to wait.</p> <p>TJ: If Philly is a sanctuary city & the mayor has indicated that he's not backing off, doesn't that cover Temple University?</p> <p>PL: What it means is that Philly will not respond to requests from the federal government to find people. We have been required to give info on students that have not shown up for classes.</p> <p>DH: All higher education complied relaxing of that since Bush II. Not really clear on what it means to be a sanctuary college. What does it really mean? Does it mean that they can no longer fed fund those colleges that are Sanctuary colleges? Private Universities are covered by the 10th amendment & you can't commandeer them to provide information. Just not clear about what we're trying to do. You have to allow federal authorities on campus.</p> <p>MS: The California State system has done it. "Unless forced to by law, Cal State will not enter into agreements</p>	<p>MS will invite to the Feb RFS meeting.</p>
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with state or local law enforcement agencies, Homeland Security or any other federal department for the enforcement of federal immigration law.”

<http://mercurynews.com/2016/11/16/anti-trump-groundswell-erupts-for-colleges-to-become-immigrant-sanctuaries>

MS: Are we interested in supporting the “Teach In” on January 21st, for Innauguration Day? Karen Turner has asked us about this.

TJ: Can we just facilitate announcing it as it takes shape?

KWW: Is TU sponsoring buses for participation in the “million person March?”

MR (Pharm): Wondering about the student mental health services.

KT: Moving to 1700 (Vivacqua), so more space will be available.

MS: Sounds like they’re doing a bit better, but not where they want to be. Under Theresa’s portfolio.

MS: Provost Epps sent us a statement on the T & P letters: a decrease from 8 to 7. If you start going down to 6 or 5, one negative could be weighted too heavily. For pre-tenure promotion, you could drop it down to 4.

KT: For going to associate

Jim England decided you had to do it as a package. Is going up for associate back to being independent of requiring tenure at the same time?

CP (Fox): Don’t know how Fox will take going down to 7.

MJ: It says “at least.”

CP: Fox has gone well beyond that minimum.

PL: People in certain disciplines were having difficulty. Tyler & other.

MS: Provost Epps had said that for those few cases we will have to be flexible.

KT:

DH: There is an exception in the law school, where this happens all the time.

JK: I don’t know that it’s ever been specified anywhere that this can’t happen.

MS: We can ask Provost Epps.

KWW: In our school, this happens routinely without any committee. They are just appointed by the chair.

JK: If someone wants to use a negative letter against you at the Provost level, they can, but not sure why that’s such a big issue.

PL: Upmpteen years ago when President Hart had just become president, there was real faculty input.

Trish: President Theobald had agreed to update the policy before he left. There was momentum. President Englert co-chaired that policy committee under President Ann Hart!

MS: We can certainly make a recommendation to Provost

	<p>Epps to reinstate this.</p> <p>TB: This is a presidential policy so President Englert would be the person to reconstitute this.</p> <p>VP Wagner: If you're looking to feedback, everyone in my college things that 7 is still too many & we recommend 6.</p> <p>PL: Or... .make it flexible.</p> <p>TB: Several tenure-on-hire faculty have had to be reviewed over the summer in as short a time as 6 weeks, making it almost impossible to get those letters in a timely manner.</p> <p>CP: The difference is that for tenure on hire, you can use those letters or the letters of recommendation for hiring the person. They are usually written by a high profile faculty member.</p> <p>JS: Who made the rule that says the letters must come from tenured people? Contract conflict.</p> <p>CP: That's the rule.</p> <p>JK: You would need someone to grieve that & overcome it.</p> <p>TB: Past Provost Hai Lung Dai (HLD) added 3 -4 things that became rule.</p> <p>JS: Different standards for T & P.</p> <p>KWW: The way it reads, it could be used in both settings.</p> <p>TB: Is it disallowed in the contract?</p> <p>JS: No, but it's not required.</p> <p>TB: Past Provost HLD raised comment that it was fully in his prerogative.</p> <p>JS: Still not sure whether it's legal. And/or means that they could be together or separate.</p> <p>MS: Full professor requirement.</p> <p>JK: Nobody has raised this issue.</p> <p>JS: it is unilaterally changing the contract. Putting additional restrictions on the contract.</p> <p>DH: The interesting term is qualified.</p> <p>JK: I guess it's who gets to decide who determines "qualitified."</p> <p>MS: Any other concerns?</p> <p>PL: Can anyone of you think of someone who would be willing to write a piece of appreciation about late Past President Adamany for <i>The Faculty Herald</i>?</p> <p>SO: Keith Morrison would be willing.</p> <p>DISCUSSION CONCLUDED UPON THE ARRIVAL OF PROVOST EPPS.</p>	
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<p>4. Guest: Provost Joanne Epps (2:00 p.m.)</p>	<p>Intros all around. I actually have 'a' question but I needed a person from The Fox School of Business. MS: Terry is online.</p> <p>Provost Epps: She raised a question when I was here before about the quality of our Chinese students & can you tell me whether they are enrolled or exchange students?</p> <p>TC (Fox): My concern is that they are not well prepared. Your question is about whether or not they're enrolled?</p> <p>Provost Epps: I'm trying to get a sense of where the issues lie.</p> <p>TC: Speaking specifically about students who are enrolled. Hearing 2nd & 3rd hand. My understanding is that some of the students we have come, many take the TOEFL & seem to pass it, but others may take it for them. We had an agreement with some agencies in China where students are coming & pre-paying for the 4 years and then not meeting the graduation requirements. <i>The Chronicle of Higher Education</i> has done several recent articles about academic cheating. People come here & cheat their way through American universities. Many who come to my classes don't have the basic skills to achieve. There are a lot of discussions at Fox about how we work with these students.</p> <p>Provost Epps: I just wanted to let you know that we haven't forgotten about this. A. We probably can't change the cultures of countries. About the TOEFL, there is some review about how we monitor our TOEFL; how we monitor the standard. We have addressed & put in some protocols about monitoring, including photos & fingerprints. There are cases where someone who took the TOEFL was a guy & the person who showed up was a woman. I'm continuing to look at this. I just don't want to pretend that I've never been here before.</p> <p>TC: Thank-you very much.</p> <p>MJ: I think we're involved in the same conversation. I teach a grad course with 12 students, 10 of whom are Asian. They can read some English. They're reading in English; translating to Mandarin & then going back to English to complete their work. They will capture every exam they can get their hands on, keep it in their network & distribute it back & forth. They are looking for love, because they are outcasts in a sense. They function within the protective shields of clicks for survival purposes. We have Yow Min out of New Jersey who does recruitment for these youngsters. He gets paid handsomely for recruiting. Suburban private schools now have a lot of these students.</p> <p>Provost Epps: Despite the fact that it's November, I feel that I'm still at the beginning, but I'm starting to get my sea-legs. President Englert is a total joy. He's taken on this role with pleasure this go-round. I hope that we're restoring some of the</p>	
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stability that we were worried about during the summer.

-Next year's budget is done, but the upcoming RCM review needs to be asked about on the academic side of the house. We need the money to go where we decide we think it's important. Tell us what RCM questions need to be answered. This won't be a review where everyone gets more money, but hopefully everyone's interests will be supported.

For example: Right now, Temple/Rome is an allocated cost. When a student leaves CLA & goes to Rome, CLA doesn't lose the tuition costs. At same time, Rome can't do what other units do. It's an allocated cost. Can't we work that out as a blended allocated cost & give it freedom to operate as a unit? We don't dis-incentivize things we care about. I throw that out to all of you. We can't do that because of the mission. A bad answer would be: "We can't ever do that because you will never have the opportunity..." In my mind, the Temple/Rome gets solved by a blended financial structure. Then we will figure out the kind of administrative changes that need to be made. Ken Kaiser, (Temple CFO) will tell you, "I can't imagine that we would abandon RCM, but every component is on the table."

JS (Boyer): My question is in terms of Boyer. How has RCM affected enrollment? All standards have been thrown to the winds. Boyer is looking for the tuition to survive.

Provost Epps: To me, we as a University, we would decide that we care about Boyer, and that we are going to subsidize Boyer to a large extent.

JS: That's exactly what happened where Past President NT came from, but it didn't happen here.

Provost Epps: At some level, the University needs the revenue. We can afford to cut the entering class from 5000 to 3000. Right now one of the realities of most of the schools & colleges is that they don't control admission. The priority was the combination of the strongest external criteria: GPA & SAT. Not permitted. Already revisiting that. A lot of the criteria are back in the schools' hands. In past there was not consultation.

MJ: Some students who want to come here can't, but they have the money!

PL: We have a huge number of students who are not competent in math. Never will be. But they will eventually transfer into CLA where they will be successful.

MJ: What about the quality of education? Some of our classes have 55 students in them. Even graduate classes now going with 45-50 students. By the time it's time to turn our grades in, there's no way I can turn grades around by the due date....

Provost Epps: I'm totally unequipped to answer that question. I don't know the genesis of the rules & where they come from....

MJ: I'm just curious. RCM is forcing us to fill seats in the classroom.

Provost Epps: Well that's where the revenue comes from. But it is a fair question to ask if we want to get dramatically bigger? Or smaller? Cost here = human capital. A little bit RCM driven b/c deans are interested in maximizing the number of touches per teacher. But it's fair to ask whether there are other considerations, but it's all going to come at a cost. When you're crafting your list, these are things to consider. We care as an institution about high quality of teaching at the freshman, junior & senior levels. Didn't mean to leave out sophomores, but ...

TB: On the other side, I know that Vickie McGarvey does an incredible job with non-credit courses. What if we were generating revenue via non-degree granting revenue projects? Would this generate enough money to keep caps on the numbers of students who come in? Can we do that? Does it have to go through that infrastructure to do that?

Provost Epps: I think the answer is that the schools & colleges don't have the infrastructure. It would be fair to have a conversation about this. I think it could be win: win.

JK: I have a question about the final exam schedule. A number of common finals in my department that occur the next to last day before finals end. It is close to 2 weeks until the final is scheduled after classes end.

Provost Epps: I have no idea who does the scheduling or how. I will get back to you.

SO: My question is, how does everybody feel about fall break? It is a disaster for Tyler & Theater as well. My students can't blow glass at home. We're all there day & night at the most immersive time. Scheduling is not a "one size fits all."

KWW: Difficult to get theater folks back up to speed. They're warm then cold; then we try getting them back up to warm again.

Provost Epps: The former president disliked returning in August. The schedule is then compounded by a three-day holiday. If we got rid of the three-day holiday altogether, this could happen. Three days in October won't work because the students will just take the other two.

JS: The academic calendar was literally changed by former Provost HLD.

VP Wagner: A few times.

JS: The calendar has to happen a year in advance. Scheduling everything depends upon this.

Provost Epps: We publish the academic calendar every other

year. At one point, you can see two years in advance & the other year, it's only 1 year in advance. This is due to competing views.

JS: In Boyer, everyone found problems with it even though we enjoyed our 'week off.'

SO: Adjuncts teaching at other colleges had disparate schedules.

SD: Glad you all enjoyed your weeks off! Our college scheduled us up.

Provost Epps: Wow! I'm not even going to go there.

PL: I'm convinced that study days are a waste of time.

KWW: Our students use it. Papers.

SO: Former President Adamany once scheduled a 4:00 p.m. meeting on the Wednesday before Thanksgiving. We were all there. I don't know how much you know about lab fees. My classes run from \$175-\$400 each. Our fees are only used for consumables. Lab fee committee will only consider 10 proposals per year. Due to this policy, we cannot write a contemporary curriculum right now. We have to run 2 course arrays at the same time to move forward. Lab fees travel with course numbers, so we have to keep obsolete courses on the roster.

Provost Epps: Can you put this in an email for me? It's possible there's a good reason for the limit. This is troubling ... when you have parallel courses, that seems ridiculous. If you could describe that to me, I will try to figure out who runs the fees.

SO: Since RCM has been in place, my program budget is now literally my based on my lab fees. This relates to the larger picture of how we are able to function.

Provost Epps: I do know for what it's worth is that some of the financial people do understand the concern. I'm not sure that they will fix it. But the fee thing seems more fixable. I'll give it my best until somebody tells me I can't.

KWW: When former Provost HLD was 1st elevated to that position, we met with him. He seemed interested in diversity. Faculty hires still do not seem to be diverse. These individuals have to have the same criteria for "national presence," which is often marginalized & we end up getting another white male. Is there some other opportunity to satisfy the need for faculty diversity when it doesn't exist?

Provost Epps: Yes of course, & no. What I mean by that is this.... I want to share with you where I personally come from. I don't think it's right for any individual to believe what's important for him or her should be the outcome. I would suggest that there should be a conversation that should happen.

The no is that I didn't launch that conversation. Basically what you're asking for is support for the line. That has to be carefully thought out before we paralyze the university. We've put a lot of money out & then asked why. There are a lot of competing ideas that deserve institutional support.

JK: Question related to faculty governance. The University has always had a site where you can go to find university policies. There is a line there that says, "these can be changed at any moment." With President of the Board of Trustees (BOT) O'Connor, we conversed about this.

Former President Adamany made Collegial Assemblies the "Creatures of Deans." Bylaws created by each school & college & ultimately approved by him. My question basically is, I would hope that you would be open to looking at those.

Provost Epps: I come from a school that never had a Collegial Assembly. I heard the line, "Collegial Assemblies before Adamany..." Can I ask you or MS to come up with that document? I don't know what you really mean.

MJ: There's been nothing new since 2011, & it has Adamany's handprints all over it.

JS: Handed Provost Epps a copy with the information about the Collegial Assemblies in it.

SO: Now that chairs are considered management, I guess that we can't be trusted!

Provost Epps: There is more work to do. I'm on it!

MS: Question about T & P guidelines:

1. For some colleges, finding 7 external reviewers, especially for the arts, presumption is that reviewers will become from academia.

Provost Epps: You could always say that for those coming from a microscopic discipline that people can always ask for dispensation.

2. KT: Promotion before tenure? Someone put policy in place that there is no promotion without tenure.

We do this (promote before tenure) in the law school all the time. Thank-you for letting me know. I didn't know that it was that big a deal.

TB: I don't have anything against unyoking them, but it will become a problem in a lot of schools & colleges.

	<p>KT: The bar for associate professor rank is lower than it is for tenure. You could always wait another 3 years before going up for tenure.</p> <p>MS: Question re: consistency for tenure on hire.</p> <p>TB: Number of letters? Expedited review, nature of standards for this are not well explained. No metrics.</p> <p>Provost Epps: My initial number of letters for promotion were only 4 & the deans pushed back to 7.</p> <p>JK: Only 7.</p> <p>Provost Epps: Also expressed a view that the impact of your achievements deserved getting them out in the world & getting them known. This is a strategic thing!</p> <p>TB: That's why they're deans. That's a great idea!</p> <p>MJ: Why are we not allowed to look for letters in the corporate world?</p> <p>Provost Epps: There is some flexibility, but there is a limit on the number. These are aspirational goals. Nice to hear from people who understand what that means. I would actually open that the deans are more involved in at least calling the tenure & promotion committee together each year & explaining the procedure.</p> <p>WC: The context that you're giving here is important to be conveyed in writing.</p> <p>Provost Epps: some of those words are not mine.</p> <p>MS: Under former Provost HLD & President Englert (previous presidency), there was a task force on T & P that did not get underway.</p> <p>TB: This was commissioned under President Englert (2011 Presidential Policy Statement on T & P). Last year, asking we were whether that could be revisited.</p> <p>- CONVERSATION WITH PROVOST EPPS ENDED HERE.</p>	
<p>3. Old Business</p>	<p>None.</p>	

4. New Business	<p>MS: I would like to recommend inviting someone who was at the Opening of the new Military Student Services Center. Colin Powell spoke & Rear Admiral Tom Lynch came in for the dedication. It was very nice! I would like to invite Laura Riddick in & find out about the military students coming in. The Center is on the 6th floor of this building. The students will be put into the regular flow of our student population.</p> <p>No additional new business was proposed.</p>	
5. Adjournment	Meeting adjourned.	Adjourned at 3:08 p.m.
6.		
<p>Respectfully submitted, <i>Sue Dickey</i> Sue Dickey, PhD, RN, Associate Professor & Faculty Senate Secretary, 2016-17</p>		

Next meeting: Full Faculty Senate, Friday, December 9th, 2016: 1:45 p.m.
FSSC, Wednesday, December 13, 2016, 1:00 p.m.

SBD/sbd 12-12-16