

TEMPLE UNIVERSITY  
**FACULTY SENATE STEERING COMMITTEE**  
 Minutes

**Date:** Tuesday, 11/8/2016

**Time:** 2:00pm – 3:00 p.m.

**Present:** Michael Sachs (Pres., CPH), , Elvis Wagner (Vice Pres., COE), Sue Dickey (Secy., CPH), Melissa Ranieri (Pharm), William Cabin (SSW), Michael W. Jackson (STHM), James Korsh (CST), Sharyn O’Mara (ART), Jeffrey Solow (BCMD), Jie Yang (KSoD), Ken Thurman (COE), Kimmika Williams-Witherspoon (TFMA), Teresa Gill Cirillo (FSBM), Paul LaFollette (*Faculty Herald*, CST), Cheryl Mack (Coord.)

**Absent:** Donald Hantula (CLA), Cornelius Pratt, Tricia Jones (Past-Pres., SMC), Donald Harris (LAW), , Raghbir Athwal (LKSM), Kurosh Darvish (Engr),

**Excused:** N/A

**Guests:** Guest: Chairman Patrick O’Connor, Temple University, Board of Trustees (BOT) (2:00 pm)

Topic	Discussion	Action
1. Meeting called to order at 1:00 p.m. in the Conference Room on the 7 <sup>th</sup> Floor, Fox SBM	Meeting called to order by Dr. Sachs. Agenda reordered so that this meeting of the FSSC could follow the Faculty Senate Service Awards Brunch. VP Elvis Wagner deferred his report. Approval of Minutes of 11/1/16 deferred.	Meeting called to order at 2:00pm.
2. Chat with Chairman O’Connor of the BOT	Chairman O’Connor began an informal ‘fireside-style’ chat with the attending members of the Faculty Senate Steering Committee (FSSC), and indicated that it is OK to take minutes because he wants openness & transparency. This is a synopsis of his talk with the FSSC: <ul style="list-style-type: none"> <li>• The BOT has a fiduciary responsibility to Temple University to make it great. All must know what others are thinking and must openly discuss things to the extent that they are able to let others know about them.</li> <li>• Trust is a key value. The BOT is an all-volunteer group. They believe that the mission of the University is sacred to remain diverse and available to students at an affordable cost.</li> <li>• Temple is not an elite university. We have Mensans &amp; non-Mensans, and this makes Temple the best that it can be.</li> <li>• Without professors such as you and your leadership, we will not maintain our position. We should be #1 in reaching our mission &amp; goals. We want to make Temple the best that it can be.</li> <li>• The BOT runs by committees related to the full board’s functioning, like Penn State used to. These get filled with concerned people who are knowledgeable in a particular area.</li> </ul>	Chairman O’Connor’s message for Temple is “Diversity-Accessibility-Affordability”

- People are not always going to agree.
- There have been traumatic times at the university currently.
- We haven't been embarrassed in the media. We don't want what happened at Penn State to EVER happen here. We want to avoid. We have a university that is a great university for more than 125 years, and we will continue.
- The mission has always been unique, and you as professors know and understand that.
- Temple University is a microcosm of the world that we live in and for that you should be proud.

Q: Will there be a Presidential search for 2017?

A: When Neil Theobald moved on, the BOT wanted to steady the waters. The next president should be longer serving. We have brought in outside people who were not "TU made." That is my bias now. We must get the best & the brightest for TU, but not ignore the "acres of diamonds." We'll have faculty & students on the search, but ultimately the BOT has the wider vote. Have we done a good job? No. We did not immediately want to launch a search as soon as we put Dick (President Englert) in there. We asked him to throw his hat in the ring the last time & he refused. The search will take ~ one year, once the committee is convened.

Search firms regurgitate & reconstitute everyone nationally who has been through searches elsewhere. We want to get the number of applicants down to 20 or 10.

The consultants say, "be more scientific next time. Do testing. Review someone.

We want to sell the apartment downtown & move the next president back up here to the Main Campus. Some from here will apply and be considered.

Q: JS (BCMD): What do you mean by testing?

A: In the private world, they recommend testing. Not an I.Q. test.

Everyone here must understand T.U. & its mission not from year 2 but from day 1. All [of the recent past presidents] added some value & made some changes... But nobody....

He didn't get fired over the lack of \$22,000,000.00 for Merit Aid, believe me. We're people who need it. A lot [of students] who deserve to be here are pushed aside. I like international students from China & Japan. I love having them here.

Q: JK (CST): What was the BOT disappointed in?

A: He initiated policy changes without bringing them to the BOT's attention. Some of them were in the allocation of merit, "Fly-in-Four," and no required SATs for admission. A lot of this showed violation of the line. There were emails and other things that were inappropriate from the president. There was a unanimous vote

from 36 members of the BOT. The BOT is independent and does not control the President.

Q: JS (BCM): What are the BOT's thoughts about RCM?

A: This was NT's initiative. We are still kind of working it out. Every school has departments & schools that must be part of a university, but aren't profit centers.

Q: JS (BCM): Is RCM here to stay?

A: I don't know.

A: From an assistant accompanying Chairman O'Connor: There is a review planned in the spring.

A: We will tweak & fix what doesn't work. (This is a presidential & administrative decision.) We're only good at certain things. We are trying to keep tuition low. We need money from the Pennsylvania legislature to keep this place special. Then, there is the health system issue. It is not sustainable. How/Who? We are not Penn or Jefferson. They have a capital payer mix. We are very proud of what we do for the community, but it is not sustainable.

Q: KWW (TFMA): We are looking at how new programs & initiatives are done through the BOT. Do you look at who comes to those meetings?

A: Our mission is "Diversity-Accessibility-Affordability." A lot of great people are great because they came here & graduated from TU. Temple has a mission to be cooperative in making education in this area greater. Diversity is a key part of that, along with an administration that agrees with that.

Q: PL (FacHer) My son went to the Engineering School here ~ 20 years ago.

A: There are kids from Cristo Rey High School. We want kids from the neighborhood to come here. We have a facility and programs to get them ready. There are scholarships to get them to come here. I didn't go to TU. I went to Kings College in New Brunswick. I am a coal miner's kid, 1 of 10 kids, raised by my mother. With that & education, I am who I've become. That's what's going to save America. Temple; not Penn. I love Penn. But not Penn. That's why we did away with the SAT. My point was that we didn't know.

Q: EW (VP, COE): We are wondering about a faculty voice in administrative appointments. I really feel that the faculty voice needs to be part of 'buy in.' We have not been part of that voice for the past 4 – 5 appointments.

A: To the extent that we can do this without disruption, we can do it. For example, if there are 2 – 3 finalists, some will say, "You cannot disclose that I'm a finalist." Also, the President appoints the Provost; not the BOT. The President has the role of creating his administration. But... if he makes mistakes and appoints the wrong people, we will pull him. For those who keep doing the wrong thing, we have the hammer. As for the CFO... I don't think that I should get involved in that decision. Going forward, you will

have a seat on the committee. I don't know the number. That's all I can promise you.

Q: JS (BCM): I was surprised to hear that the BOT didn't even know about the appointment of Provost Joanne Epps.

A: At the end of the day, these people must give. When at the stage when the BOT is dissatisfied with the president, we can't put it in the public in the public domain. It's not fair. I hope that it never happens again.

Q: KT (COE): We have questions re: the stadium. There's been no direct discussion between the FSSC & the BOT.

A: The president of the Faculty Senate now comes to the BOT meetings. The stadium is up in the air. Do you want to keep football? If no, faculty should state it. I'm personally for the stadium. We're making money on football. There are Title IX & other revenue considerations required to make up the college experience. We are not going to build to the denigration of scholarships & education. We educate our athletes, whereas others use them. I would like to see the philanthropy come up & pay for it. We would never build a stadium for six games (per season). It's not only a stadium, it's a health center, a mentoring center, a retail center & multi-purpose building.

Q: MR (PHARM): Thank-you for coming. Would you consider increasing faculty representation on the search committee to 3 or 4?

A: We would consider it. We'll probably do it. I don't want a 50 person committee. The university is doing very well adhering to our mission. We're doing well. A lot of people want to come. But don't throw away community kids who want to come. You people are the greatest influences in the students' lives. What a huge response you get from them. You don't know about the little Patrick or Matilda in the back row (of your classroom).

Q: JK (CST): There has been no faculty self-governance for a long time; since Adamany. Collegial Assemblies have become "Creatures of Deans."

A: That's a faculty issue that has got to be solved by faculty. We want you to be collegial. Talk to Joanne Epps. This is her purview. Or Kevin Clark... It starts with you, the leadership. I get confused between you and the union. Sometimes, we judge the faculty through those eyes. They're always making noise.

Q: JK (CST): Can we quote you on that?

A: We've gotten through enough issues on how the faculty comport themselves.

Q: We've been completely emasculated by Deans.

A: Let Joanne know if you have a bad Dean.

- We don't want to raise tuition. I meet with with legislators all the time. They agree that Penn State U. & Pitt are wealthy. We're not. Most of Pennsylvania's power is in the West, not the East. We're as good as we can be.

- Jim Marshall is the new Chair of Academic Affairs. You should bring him in for discussion, along with others.
- Seven percent (7%) of our alumni give to Temple. Why not more? We must take little steps. I hope that you all give. Students & trustees give. We have a lot of first generation & immigrant students here. There is nothing like it in the world!
- I'm totally transparent. We may not agree. I can promise you full transparency. I have a great relationship with your leader (Senate President Michael Sachs). How are we going to get better without honest dialogue? We have limited resources. Not a lot of philanthropy, but we are doing very well.

Q: MJ (STHM): 1. I am concerned that people who are on [BOT] committees never get a chance to voice their concerns to the BOT.

A: I don't know the ramifications with Executive Sessions. If any trustee in or out of that committee refuses to meet with you, let me know. You may be right. You have a perspective that we don't have. I don't want to stifle your voice. I was chair on a task force on football in 2000. Had I taken that to the full BOT, it would have been a mistake.

A: From an assistant accompanying Chairman O'Connor: Executive sessions are only for trustees and staff. They are very private.

A: Chairman O'Connor: I welcome the input & disagree.

Q: MJ (STHM): As an example, go to a facility meeting. You wait in the ante-room. You finally get into the room & then the vote is actually underway. Give me a chance to voice my opinion.

Others on Faculty Senate committees have experienced this.

A: Do you get the packets? For example, the Stadium; William Penn; the library? We may not get a stadium. Public BOT meetings are so boring & cookie cutter. I've tried to jazz it up. Counsel told me that I couldn't do that. I'll talk to the committee chair & reach out to the public meeting that votes shouldn't be taken without requesting public comment. I'm not trying to foreclose it. We're not perfect, but will try to be.

Q: MJ (STHM): I understand the message, but I'm concerned. There's no diversity in the Gallery of Success. There are 19 people featured, and 0 classify as diverse. There is not one diverse/ethnic person in there. The image that we create outside is not strong and enticing. There are ethnics who are coming in who are terrified of Caucasians. We must represent all people. I'm the only person who looks like me in my college. Everyone can't be reached. Former athletes won't give. We can't convince people here to permit former athletes to come here to complete their degrees. One person in touch with our former athletes, Joe \_\_\_\_\_, is our primary development person.

A: That totally shocks me!

	<p>Q: MJ (STHM): Give me 45 minutes &amp; I will get you 28 names. There is no support inside the university.</p> <p>Q: KWW (TFMA): The rule is that if you're gone from Temple for more than 10 years, you lose credits.</p> <p>A: Larry Magus never completed his degree &amp; wants to come back. He deserves special consideration. There are no census data on faculty. Students, yes.</p> <p>Q: KWW (TFMA): The Faculty of Color Committee tried for eight years to get data on this.</p> <p>Q: MJ (STHM): My plea rests.</p> <p>A: We need honesty, otherwise, we can't make it better.</p> <p>Q: KWW (TFMA): How do BOT members leave? Are they fired? Or do they just get fed up?</p> <p>A: There are gender, color &amp; age limits for BOT members, so we can take a look at how they are replaced. We need philanthropy. We don't need it for everything, but we need some. We need it from judges, professors &amp; other people who care about Temple University. We appoint 24 BOT members. The other 12 are appointed by the President of the Pennsylvania Senate. They are starting to listen to us in terms of who we need on the BOT.</p> <p>Q: M. Sachs: Thanks for coming!</p> <p>A: Thanks for inviting me &amp; feel free to invite other trustees.</p> <p>Discussion ended at 3:13 p.m.</p>	
<p>3. President Michael Sach's Report</p>	<p>Deferred.</p>	

4. Old Business	None.	
5. New Business	None.	
6. Adjournment	Meeting adjourned.	Adjourned at 3:13 p.m.

Respectfully submitted, <i>Sue Dickey</i> Sue Dickey, PhD, RN, Associate Professor & Faculty Senate Secretary, 2016-17		
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Next meeting: Full, All-Faculty Senate Meeting, Friday, December 16, 2016 (1:45 p.m.)  
FSSC, Tuesday, November 29, 2016 (1:00 p.m.)

SBD/sbd 12-13-16