

Faculty Senate Steering Committee
Tuesday, February 28, 2023 – 1:00 pm
Meeting Minutes

Present: Kimmika Williams-Witherspoon (Pres., TFMA), Shohreh Amini (V. President, CST), Quaiser Abdullah (Secy., KMC), Cheri Carter (SSW), Heath Davis (CLA), Dale Haines (LKSM), Jason Gallagher (Pharm), Di Liu (CEHD), Barry McCarthy (Law), George Miller (Ed., Faculty Herald, KMC), Sharyn O'Mara (TYL) Vallorie Peridier (COE), Rick Ridall (STHM), Michael Schirmer (FSBM), Jeffrey Solow (BCMD) Ryan Tierney (CPH),

Absent: Nicholas Bizzaro (KSoD), Rafael Porrata-Doria (Past-Pres., Law), Shinya Watanabe (TUJ)

Admin: Cheryl Mack

Guests: Ken Kaiser, COO; Jaison Kurichi, Associate VP of University Budget & Planning

Meeting Called to Order: 1:01pm

- **Motion:** Request to approve Minutes of February 7, 2023
 - **Minutes approved by unanimous vote**
- President's Report
 - EPPC passed motion (administrators abstaining) calling for provost so that Monday, Wednesday and Friday matrix could mirror Tuesday & Thursday.
 - Asked if FS could take it up as a charge to consider advocating for the matrix change
 - Suggestions to raise with provost at next meeting
 - More information needed before deeper conversation on any matrix changes
 - Applicant for GEEC: Evelyn Walters, PhD.
 - Decision to table as there is clarity needed on membership on committee
- Vice-President's Report
 - xxx
- Guest: Ken Kaiser & Jaison Kurichi
 - Faculty in attendance introduced themselves
 - Ken Kaiser introduced himself and indicated that they try to be transparent with university finances
 - Jaison Kurichi introduced himself
 - Presentation shared
 - Revenue: 72% - Tuition & Fees; Appropriate – 13% (flat for last four years); Auxiliary – 9%
 - Expenses: Compensation – 56%; Benefits – 15%; Non-Comp – 39%
 - Budget summary: Schools & Colleges – 44%
 - Enrollment – Down 20% (8100 students) since 2017 (Undergrad – 22%; Grad – 14%).

- Fall 2017 all-time high enrollment (40K students).
- 32,000 overall projected enrollment for 2023-2024
- Current data – Deposits down 24% compared to previous year cycle
- Down 2200 students. Down \$21 million revenue. Estimated shortfall of \$38 million
 - Offset measures: Support Unit Budget Reduction (6m), Savings Plant Fund (3m), Auxiliary Contributions (3m); Hiring freeze, one-time funding from Commonwealth, benefits & utilities
 - A Net 0 balance sheet is a negative mark on the university. Impacts investments and opportunities for projects on campus
- FY23/24 Projections
 - Enrollment adjustment – 28m
 - Increase tuition (needs to be approved by board in July)
 - Estimated change – 65m
 - Potential Offsets
 - School & College – 30m; Support Units – 10m; Employee benefit plan changes, retirement incentive, vacant position elimination, consolidation of shared services – 25m
 - Offset – 65m
- Since 2009 – 250m budget cut. Campus Safety has never been reduced.
- Questions
 - Employee Benefit Changes – What are they?
 - Low-impact changes that do not have significant impact on benefits but change behavior and reduce costs (example: ER vs Urgent Care)
 - Other universities advertising in our market; how can we navigate?
 - TU does not have the national market recognition as other universities
 - Can we separate faculty compensation from admin compensation?
 - More admin positions have been eliminated than added
 - College budgets up 10% while enrollment is dropping
 - TU balancing efficiency and service
 - What is the plan for international enrollment?
 - There is opportunity to grow there and units are working on it
 - Health System budget
 - Hospital doing better in past few years
 - TU does not give money to the hospital
 - Hospital may not break even this year
 - Online teaching seems to be waning
 - There is a market for online education
 - Usually bottom-up approach
 - Will TU be better as a private entity?
 - There are various challenges to this in many ways
 - Will lose appropriation

- What is the right-sizing number?
 - Running analyses now. Info in next few months
- What will be the impact of early retirement incentive? Is It enough to offset tuition increase?
 - It is not enough to offset. First year the payouts will not net any revenue. In subsequent years it may net revenue
 - Temple is 4th highest public university. Tuition increase is necessary to manage increased costs. Enrollment decline is also impacting.
- What can faculty do to assist?
 - Advocate on university's behalf in Harrisburg
 - Correct misconceptions or misinformation or refer to the finance team
- New Business
 - Is the death of Officer Fitzgerald creating opportunities for advocacy?
 - VP facilitated new agreement with PPD to increase campus patrols
 - Billboard campaign
- Old Business
 - Reminder that slate of new nominations must be posted by 3/1/2023

Meeting Adjourned: 2:59pm

Respectfully Submitted

Quaiser Abdullah

February 28, 2023