

## Faculty Senate Steering Committee

### Minutes of FSSC Meeting

September 20, 2022

#### Attendance:

**Present:** Kimmika Williams-Witherspoon (Pres., TFMA), Shohreh Amini (V. President, CST), Quaiser Abdullah (Secy., KMC), Rafael Porrata-Doria (Past-Pres., Law), Nicholas Bizzaro (KSoD), Cheri Carter (SSW), Jason Gallagher (Pharm), Dale Haines (LKSM), Dustin Kidd (CLA), Di Liu (CEHD), Barry McCarthy (Law), Sharyn O'Mara (ART & ARCH), George Miller (Ed., Faculty Herald, KMC), Vallorie Peridier (COE), Rick Ridall (STHM), Michael Schirmer (FSBM), Jeffrey Solow (BCMD), Ryan Tierney (CPH)

**Absent:** TBN (TUJ)

**Admin:** Cheryl Mack

**Guest:** Jeffrey Doshna, President TAUP

- Meeting called to order – 1:10pm
- Motion: Approve Minutes of 9/6 FSSC Meeting. Minutes approved. Unanimous
- Guest: Jeffrey Doshna, President TAUP
  - Gave background on his time at Temple
  - Met with FSSC President and VP over summer. TAUP and Senate have different roles.
  - Concerns: Governance, Academic Freedom, Intellectual Property – These issues concern everyone and can create opportunities for collaboration
  - Faculty Senate represents faculty who are not part of the faculty. Folks who are part of TAUP not covered by Senate (librarians, advisors, etc.)
  - Contract expires in just over a year. Preparations have started. Information gathering and contract review will begin in a few weeks.
  - Officers in TAUP are of a younger generation
  - Quaiser
    - Increase in grievances – percentage of those filed. Same? Leveling of pay – FT and NTT?
    - Data available offline
- Kimmika:
  - Working group for shared Governance not yet constituted
  - Academic Freedom – New bylaws approved by BoT, no mention of BoT has say in faculty concerns or academic freedom
- Rick Ridall
  - Are there areas of major concern in terms of the contract?
    - Appropriately and other newer parts of the contract.
    - Equity in compensation for everyone – COL is high (8%). The 2% COLA is insufficient.

- Gaps present when accounting for race and gender in terms of pay, for long-term faculty. Leveling out the pay gaps is a challenge.
- Jeff Solow
  - Opportunities to view open negotiations of other groups?
    - We will be at grad students open negotiations
    - Not sure about others
    - Healthcare is very important – Goal is to maintain affordability
    - Adjuncts have access to healthcare in current contract
    - Pathways to permanency is a key concern
- Dustin Kidd
  - Admin will most likely ask what faculty can give up due to budget constraints – TUGSA and Faculty impact R1 status
  - Core is a public research university
  - What is being done to bring non-traditional students? Push back on claims of numbers.
- Quaiser:
  - Data and metrics available
  - Pay
    - Longer they have been at Temple, the worse it is. New hires are closely calibrated.
    - Merit impacts NTTs more than TT (merit system based on research largely)
- Kimmika:
  - What can we do to support areas where we overlap?
    - Governance:
      - Adjunct faculty want a seat at the Faculty Senate table
      - What role should faculty play in selection of chair?
    - As enrollment drops and FT faculty get put into classes it may be that faculty may be in classes that may not fit their talent (Senate to maintain small class sizes and ensure faculty are best qualified who are teaching)
- President's Report:
  - No Monkeypox on campus
  - Omicron vaccine ordered. Not yet received.
  - Testing center being phased out in Paley
  - Jeremy Jordan plans to start meeting with affinity groups
  - Goal to create dashboard based on diversity characteristics (Cautioned about how SFF data impacts marginalized faculty)
  - NCFED – Membership is very low.
  - Dep. Chief Denise Wilhelm – TUCC will have additional officer on bike from 5 pm to 11 pm Monday to Friday and he will be able to walk folks to train and parking lot
  - Delivery of vaccines delayed
    - Current booster matches vaccine profile significantly

Vice President's Report:

- Three candidates for approval to faculty senate committees:

- Deborah Lemieur (CLA, Adjunct) Cmte on Adjunct Constituency Concerns
- Thilo Kunkel (STHM), Cmte for International Programs
- Beth Heuer (CPH) Status of Women Cmte. or Student Awards Selection Cmte

- All three candidates approved with one abstention
- Reminder: Faculty Senate Service Awards: the announcement has gone out, please encourage your colleagues to apply.
- Q: when is deadline for service award nominations? January 30<sup>th</sup> [*correct deadline is January 20<sup>th</sup>*]
- Still looking for faculty nominations to serve on search committees for Fox School Dean and the Vice Provost for Research.
- Question regarding adjuncts and NTTs serving on Bargaining Units Liaison committee. One vacancy on TAUP side and they can elect an adjunct or NTT to serve as TAUP representative.

#### Old Business:

Discussion of financial picture for the university and the president's 10-point plan to address issues with university.

There are specific issues at Temple, the Philadelphia area and the northeast with declining age demographics including across the nation. This is undermining budget projections. Concerned that we haven't seen more information up until last week. What is the plan? Faculty Senate should be place where we are calling the Board and holding the administration to some accountability and asking for more information.

#### Comments:

- University did budget for 1400 but it's actually down 1750 undergraduate and 800 graduate and professional students.
- University did anticipate the drop in numbers for certain 18–20-year-old groups but seems that Covid exacerbated the situation. Cost of college has increased and there may be another increase.
- Q: Should we invite President Wingard or Ken Kaiser to our meetings?
- A: Both have been invited and plan to attend UFS and FSSC meetings.
- One suggestion was to increase outreach to other countries as a potential market. But need to get information out to them. How does that affect budgeting?
- Temple has a 60-year history of teaching in international programs and has done very well with it.
- Not sure if a faculty member is sitting on the Global Initiatives working group. Will check and if none, will ask that someone be appointed.

Discussion followed centering on issues of tenured faculty and PIRC teaching, and the impact on research to maintain ranking. Also, a question of what schools/colleges are doing to help solve the problems.

The continued conversation centered on the stackable degrees/certificates with collaboration of degrees between schools/colleges and the effects of RCM budget on those schools/colleges. There was a question of how professional degrees would be impacted by this.

Take away is that we are looking at a severe deficit that will also affect contract talks in the fall. Need to start having the conversations with the collegial assemblies; what will budget issues look like and what it will require of us. As school representatives we need to start having the conversations in schools/colleges.

New Business:

None

Adjournment:

Meeting adjourned at 3:10 pm.

Submitted by

Quaiser Abdullah

Faculty Senate Secretary

*(With contributing notes from C. Mack)*