

Faculty Senate Steering Committee Meeting

Tuesday, October 05, 2021 – 6:00 pm

Minutes

Attendance:

Present: Kimmika Williams-Witherspoon (Pres., TFMA), Ashley Stewart (Secy., SSW), Rafael Porrata-Doria (Past-Pres., Law), Quaiser Abdullah (KMC), Shohreh Amini (CST), Maia Cucchiara (CEHD), Dale Haines (LKSM), Robin Kolodny (CLA), Barry McCarthy (Law), Vallorie Peridier (Engr), Rick Ridall (STHM), Michael Schirmer (FSB), Jeffrey Solow (BCMD), Shinya B. Watanabe (TUJ), Cheryl Mack (Coord.)

Absent: Cheri Carter (SSW), Lisa Ferretti (V. President, SSW), Jason Gallagher (Pharm), Sharyn O'Mara (TYL), Ryan Tierney (CPH), TBN (KSoD)

1. Call to order:

The meeting was called to order at 1:03 pm.

2. Approval of Minutes:

The minutes of September 21, 2021 were approved as submitted.

3. Guest: Gregory Mandel, Interim Provost

After introductions the provost began his discussion centering on his background, the provost and university transition, the Strategic Planning process, and an update on Covid.

Transition process happened quickly. Provost Epp's decision to step down was not quite as represented in the media. She has been a great mentor to me during the transition process. And she is still involved and wants to continue to work closely with current provost on projects useful to faculty, including professional development items and diversity, equity, and inclusion. He would be glad to discuss any carryover items from the previous provost.

Provost background

From Philadelphia, did not attend Temple but had many friends, etc. here. Majored in astronomy and physics then worked on the Hubble space telescope. Then attended Law School; practiced law for a number of years before joining academia in 2007. Focus is on Law and Technology and Intellectual Property. How laws can best be designed to promote innovation and creativity. His background covers many areas throughout the university; heavily disciplinary. Supportive of how to break down silos and separations within the university and disciplines. Served on several university committees, and in recent years heavily involved in the Strategic Planning process.

Questions he's getting about the process: what is a provost? And what is strategic planning?

Goals priorities.

Research and assessment phase completed last spring. Wingard and leadership team have been studying the information. Next steps are identifying strategic priority for university and developing an action plan. Schools, colleges, provost, and faculty to drive discussion on the academic side.

How to achieve vitality and success at Temple? Need to raise the profile of the university. Many strengths and pillars of excellence at the university that should be highlighted. Another area is next generation of access, what the university has always focused on. Also, what it means to be a leader in access today? This includes leader in diversity, equity, and inclusion; what can the university do for students of different backgrounds? Third, is making the future of learning meets the future of work as Wingard and his team have discussed. This is consistent with Temple's mission. Another area how to better engage our entire community and our surrounding neighborhood. Last thing: how to better support the Faculty Senate to build the faculty community.

Covid update:

October 15th is city mandated deadline to be compliant for vaccinations. Everyone on campus must be fully vaccinated or have an approved medical or religious exemption. As of today, down to 715 student who are non-compliant initial number was 6000. Will shrink further as push out names, etc. to schools/colleges. Employees down to 325 who have not submitted status. Breakdown is 200 staff, 100 adjuncts and 25 faculty. Adjuncts may not be teaching this semester. Numbers will continue to come down before the deadline. Covid dashboard is updated every Friday. Now 94% vaccinated for those coming to campus.

Any questions:

Q: Has your office or President's office committed to making a major investment in the University Communications office? Short staffed, two or three people handling everything for the university when it should be 8 or 9 to do the real outreach. How we think about ourselves; our worst enemy is ourselves). One issue was with a TU Press book publication, *Envisioning Emancipation* which was well-renowned, but university communications didn't see value of doing a story on it because it was not written by Temple faculty.

A: Are talking about a major capital campaign. Brought in consultants communications we tend to be reactive to problems instead of proactive. President is very focused on communications.

Q: not a question but to comment on the issues with CEHD. Just want to say thank you for your involvement in what feels like a process that will get us better.

A: Thank you for saying that. Has been a tough situation. Getting up to speed on a number of things and this is one of them. Will be figuring out how to engage more. Trying to move on things quickly.

Q: what is happening with the Ritter construction? Our usual meeting location has now changed. Do we have to find a place on our own?

- A: Don't know the timetable on Ritter. If you are ready to meet in person, would be happy to help you find a space. Please email me with specifications.
- Q: Now that the 'pause' is lifted for the strategic plan, what is the timeline for completion and rolling this out?
- A: Pause sort of half lifted President is getting up to speed then needs to connect with Board Committee. Still some stages of planning that are not completed. Can't give a timeline yet. May want to begin this fall.
- Q: regarding Covid: can you share thoughts on how much preparation we should be giving to idea that we may go away after fall break and finish semester online?
- A: Highest risk student behavior. Caveat is covid is unpredictable. Optimistic we will be okay. High vaccination rates is going to give us a good chance. With change in weather people indoors. University positivity rate is low. Right now, only 4 active covid cases of the 40,000 people. Right now, university is doing okay.
- Q: Do we anticipate cancelling spring break again
- A: Students have been asking. Focusing on wellness breaks. Right now, it seems we expect to have spring break, but circumstances could change.
- Q: for staff members, who could opt out of vaccine. Another category was *you just felt uncomfortable*. For those who are not compliant by October 15th, what happens, are they fired?
- A: Not taking job action on those who have first vaccine but not yet fully vaccinated. Depends on circumstances. Hope is that we will be down to extremely low numbers and not have to go that process.
- Q: What happens if a professor who is affected by policy teaches via Zoom thereby circumventing the problem if not will they be replaced by another in the classroom and who pays that replacement?
- A: looks like that situation will apply to very few. If 25 faculty with 20 falling into one school, there may be some explanation there. Maybe adjuncts and may not be teaching that semester which is why no response. Deans have been told to make alternate plans for faculty who aren't compliant. They will not be able to teach on Zoom once deadline hits.
- Future of work, being able to offer various modalities, i.e., hybrid offerings expand. We will rethink assignments for faculty or push ahead as things were pre-covid?
- A: Experience with online education and covid is changing the approaches to online education. Conversations at the schools/colleges. Want to be rethinking all of it within the school/colleges. At the university level want to provide more resources for those in online learning, i.e., faculty development and tech resources. Of the opinion that 4-year residential and/or in person college experience is not about to disappear.
- Q: Just a comment: Going to have transition for director of IT person for university. There are many issues for us. Especially with the transition to One Drive and Microsoft 365;

there is no training. Generally, hard for us in teaching new ways and communication. Problematic.

A: All about communication, both internal and external. Not surprised by what you're saying.

Q: Internships or availability to them. Business leaders on Strategic Cmte wants student to have competencies. CHG's(?) and classes are tight. Some applied experience is needed. Is that part of the conversation?

A: Strategic planning at the university level is going to be very broad to accommodate all schools colleges. Need conversations on how to achieve at school/college level?

The president extended thanks to Provost Mandel for joining us this evening.

4. Approval of minutes of September 21, 2021
Minutes are approved unanimously.

5. President's Report

Met with presidents and vice presidents of Pitt and Penn State regarding continued conversations around covid protocols and return policy. All three peer institutions have women in leadership roles. Agenda was vaccination rates and Bylaws and Collegial assemblies. They have faculty assembly. Penn State had a vote no confidence in Administration in May over covid returns and Pitt almost did not get its appropriations from state 59 no votes because of their 1-credit anti-racism class that is now mandated and their stance on animal testing and because they are trying to unionize. They have a union vote up now. Will meet again after the close of their vote.

Penn state got millions of dollars from Mellon for anti-racism and social justice initiatives. Following meeting I reached out to Michele Masucci to ask if anyone from Temple put forth a proposal. She did not know. We will be meeting in a couple of weeks to discuss. Also sent to Tiff Archie.

Peer institutions are interested in doing something with us around critical race theories and freedom to teach policies now under attack.

We are doing something in the spring regarding Critical Race Theory as a town hall.

Met with Kaiser, D'Angelo and Kurichi guests at RFS meeting. They want faculty support for RCM review. New survey October 6-12, 2021. Asking that faculty comment in the open-ended question. We could write in that section what you think what does not work. Encouraging faculty to be very honest.

He will also discuss Covid impact and Fiscal 2022 budget and the Endowment.

President's plan. Wingard asked the FSSC to come up with a plan of how to better contribute to the administration. Will discussion Bylaws and this plan. We told him we would have something within two weeks.

Athletics Director search. Lisa and CATA put forward nominees for the committee. Senate president also asked to serve on committee and the search is proceeding.

Bylaws Revision Committee. Trying to change passive voice to active voice and creating consistency in the language. Discussion on October 19th.

Thanks to everyone who attended the memorial for LaTanya Jenkins, University librarian. Set up a fund hoping to do an endowment for diversity, equity, and inclusion in Library Sciences.

6. Vice President's Report:

Lisa is ill today and not able to attend. We will move forward with committee appointments in her absence:

- Kumaraswamy Chitralla, CATA and EPPC – approved for both
- Lance Holbert, UTPAC-C - approved

7. Old business

None

8. New business

Be sure to ask Ken Kaiser for clarification what his portfolio now includes.

Nominating committee for the Faculty Service Awards:

- Shohreh Amini
- Dale Haines
- Maia Cucchiara

Issues with other schools/colleges, i.e., CEHD and TUJ. Is there some vehicle for finding out what goes on in other schools/colleges? President stated that these things are usually discussed at these meetings.

9. Adjournment

Meeting adjourned at 8:00 pm.

Submitted by Cheryl Mack

Faculty Senate Administrative Coordinator