

Representative Faculty Senate Meeting
Monday, October 11, 2021– 1:45-3:15 PM
Minutes

Attendance :

53 Faculty, Librarians and Guests in virtual attendance

Guests: Ken Kaiser and Stephanie Laggini Fiore

1. Call to Order

President Williams-Witherspoon called to order at 1:45 PM. The President welcomed everyone and acknowledged Indigenous People's Day.

2. First Order of Business: Approval of Minutes of September 14, 2021

President William-Witherspoon distributed the minutes from September 14, 2021, meeting. The President called for any additions, changes, or comments. There were two nay votes. A member made a motion to accept the minutes as distributed. The motion was seconded, and after a vote, the motion was carried. The minutes were accepted for the record.

3. Guest: Ken Kaiser, Sr. Vice President for Finance and Operation and Chief Administrative Officer

The President of the Faculty Senate introduced Ken Kaiser, Senior Vice President for Finance and Operations and Chief Administrative Officer, Katie D'Angelo, Associate Vice President and Jason Kurichi, Associate Vice President.

Updates and Information:

For a detailed review, [please see the recording](#)

COVID-19 Update

The projected negative financial impact of COVID-19 is \$177M (March 2020 - Sept 2021). The negative financial impact were primarily connected to loss of revenue [\$148M] related to auxiliaries (housing/meal plans) and undergraduate tuition, safety precautions [\$29M] related to testing, PPE, and campus social distancing.

The negative financial impact was offset by operation budget reductions [\$81.5M], institutional share of federal stimulus, FEMA, and Commonwealth grants [\$83M] and cost saving initiatives like administrative hiring freeze, salary reductions, union concessions, and reduced operating expenses due to remote operation [\$25-\$35M].

The total stimulus was \$151M, and \$69M was distributed directly to students.

FY 2022 Budget and FY 2023 Planning

Review of the Gap Summary. There was almost a \$19M adjustment just to tuition revenue. Coming into this new year fall 21 we projected another 1400 student drop coming into the roughly 5% which is about \$27M, creating a negative impact on the budget anticipated at \$46M, which was buffered in part by tuition increases. In summary, there was a \$32M revenue loss, and a \$32M expense loss, meeting zero on both sides.

A review of the FY22 revenue budget and expense budget. Allocation of \$1.1B budget:

Expense Budget= Compensation 45%, Benefits 12%, Non-Compensation 41%

Revenue Budget = Tuition and Fees \$903,250, Appropriation \$158,206, Auxiliary \$94,483, Indirect Cost Recovery \$40,654, Other Income \$32,903.

A review in the budget planning cycle from October - May. Please see the provided slides.

Enrollment

We are seeing a smaller incoming class. Freshman enrollment has been flat in the last 3 years, however, there has been a steady decline over the last 5 years. Enrollment is down 200 students or a little more than 5% over the past five years, that is a decline of 200 over a four-year cycle, which is approximately \$20M in lost tuition revenue.

Enrollment is down in net 1465 with undergraduates, off by a little more than 1200 and over the past two years undergraduates are down to 2800 which equates to about \$56 million in lost tuition revenue.

Endowment

Endowment is restricted to the donor's wishes, and the principal is invested in perpetuity. The percentage of the endowment that can be spent is between 2% and 7%. At Temple, the majority of the endowment is restricted to scholarships, faculty support and student support. The current spending rule transfer is 4.25% which generates approximately \$27M.

Administrative Efficiency

Review the benchmarking consortium of similar institutions. It is a comprehensive and data-driven consortium. Temple joined the Academic Benchmarking Consortium in 2018 to drive and validate administrative efficient. The consortium has 72 member institutions. Being part of the consortium allows Temple to benchmark its administrative staffing and cost and helps identify opportunities to reduce spending and areas in need of investing. Temple is one of the most administratively efficient universities in the consortium.

RCM Review

Requested that we encourage the participation of faculty, department chairs, and deans. In 2017, the survey yielded a new 47% response rate and 84.7% of respondents were full-time faculty. The 2nd institutional review of the RCM model began data collection 10/6-10/17. The second review will build upon the initial FY2017 student and focus on RCM through a lens of cultural

norms and behaviors and will consider metrics as evident of program effective. Through a survey, interview, focus- groups and data analysis, this review will examine how effectively Temple has leveraged the RCM tool to advance Temple's mission and strategic priorities.

4. Guest: Stephanie Laggini Fiore, Assistant Vice Provost for the Center for the Advancement of Teaching

Lessons Learned:

-Centering teaching in a very real way, and how to teach in the best ways to increase flexibility. This is the first time that faculty have done development around teaching practices. In the last year they had 22,000 contacts with faculty [about 80% of faculty and TAs], for reference, they usually have 10,000 contacts per year. Issues observed in the pandemic included inequities in accessibility to technology, mental health challenges, lots of learning for faculty, faculty members lacking technical skills and feeling vulnerable about disclosing their gaps. Highlight was made to the need to consider diversity, equity and inclusion and trauma-informed pedagogy. CAT has a teaching in equity institute launching in October.

-Flexibility and support for students, care, and empathy. There were a lot of shifts in faculty thinking about how to be supportive and communicative with students, and how to show care for student wellness. Expressed need for less punitive policies to support students.

-A need to support faculty and prioritize wellness. Examining the many things that faculty were experiencing and how faculty need support. CAT found that faculty feel very unsupported. There is a need to reach out and connect more to faculty, full-time and adjunct.

6. President's Report: Kimmika Williams-Witherspoon

Due to time restraints, President Kimmika bypassed the President's report to transition the Vice-President's report and provided a brief overview of a few topics:

- The city extended its vaccine mandate. Updates on stats around vaccinated faculty and students was presented.

5. Vice President's Report: Lisa Ferretti

-There is a need for two full professors for the University Tenure and Promotion Advisory Committee and the Student Awards Selection Committee.

-Additionally, there is low membership on the Committee for International programs, seeking folks interested in volunteering.

6. Old Business
None noted.

7. New Business

Nothing further.

8. Adjournment

The meeting was adjourned at 3:14 PM.

Next Meeting: Representative Faculty Senate, Wednesday, November 17, 2021 at 6 PM

Respectfully submitted,
Ashley Stewart, Faculty Senate Secretary