

**University Faculty Senate Meeting**  
**Tuesday, December 8, 2020 – 1:45 pm**

**Meeting Minutes**

Attendance: Eighty-four (84) Faculty in virtual attendance

1. Call to Order  
The President of the Senate called the meeting to order at 1:45 PM.
2. Approval of Minutes of April 15, 2020  
The President asked for any comments, additions, or revisions to the meeting minutes. There being none there was a motion made to approve the minutes. The motion was seconded, and the measure was put to a vote. The motion passed.
3. Guests: The President welcomed Provost Epps and Vice President for ITS Cindy Leavitt and Vice Provost for Undergraduate Studies Dan Berman, Co-Chairs of the Strategic Planning Steering Committee, as guest speakers. Each guest made general remarks related to the University's strategic planning process (see presentation recording) and then took questions from the assembly.

Provost Epps discussed the reasoning behind the strategic planning endeavor and described the structure and goals of the process. Epps described the composition of members of the 3 major committees. Epps also directed attention to the website housing information on the strategic planning process and the link between Temple's mission and the work of the committees. Epps described transparency and engagement as key drivers of the process and described the four phases of the process noting that we are currently in phase 1.

Leavitt described in more detail the strategic planning process in terms of the mission, vision and objectives of the strategic plan and process. Leavitt provided an overview of the four phases of the process as well as basic timelines. Leavitt called for questions.

A member asked about strategic planning process that took places several years ago and asked if that plan is being considered in light of this new process. Leavitt indicated that these plans were reviewed.

Berman described in more detail the current work in Phase 1. The phase is focused on research and assessment of the current environment. The process is utilizing the S.W.O.T (Strengths, Weaknesses, Opportunities and Threats) analysis. Phase 1 includes 3 sub-committees (Values & Culture, Internal Capabilities and Externalities). Leavitt is

leading the Values & Culture sub-committee; Tony Seaton is leading the Internal Capabilities sub-committee and Berman is leading the externalities sub-committee. For a complete list of members please see the website. Berman described the importance of data in this process. Each sub-committee includes micro-teams with a more specific and granular focus. Each group provided input into the work and focus of the micro-teams and there are some issues that are cross-cutting between these groups.

Berman called for questions.

A member asked what types of initiatives would be included in the plan. Berman answered that specific recommendations or initiatives from Phase 1 have not been decided and it may be too soon to answer this question. Berman called for engagement of the Temple Community and asked people to provide feedback to the process. Leavitt stated that there is not anything “off the table” and that there have been no decisions made at this point.

Epps added that she agreed with Berman and Leavitt and she noted that we are not starting from a position of cutting things and rather this provides an opportunity to understand what we could be doing that’s better with an emphasis on recognizing who we are and how we can survive and thrive in the future.

A member raised the issue that we are in unprecedented times and that no one really understands what higher education will look like in the future. The member commented that the timing of the presidential search and the strategic planning process may create a challenging circumstance for each.

Berman noted that the member’s point should be taken under advisement. Berman described the Externalities Sub-committee (which Berman leads) and the need to consider this moment in our history. Berman noted that it is a valid warning to avoid being too reactive given the current circumstances.

Leavitt addressed a question in the chat related to pandemic planning and Leavitt stated that these are separate processes. Leavitt described the need to plan for massive disruptions when they happen and while the nature of the disruption is not known they are expected and are being considered as a part of the strategic planning process.

A member mentioned the possible use of the PESTLE analysis and Berman asked for additional information to be forwarded by the member.

A member raised a question in the chat related to a Board of Trustee comment that through the strategic planning process Temple must remain an educational institution. Leavitt and Berman stated that their belief was that our mission is one of an educational institution.

A member asked if anything that has come up in the data so far has been surprising. Berman noted that the significant numbers of students leaving the region to attend schools in other states indicating the recruitment efforts of other universities in the region. Berman specifically noted Mississippi and Alabama. Berman also noted the changing dynamic being created by online universities.

Another member noted that if greater student mobility is a trend that this can also be an opportunity.

Leavitt also noted that the need for retraining and lifelong education is growing and that this opportunity should be explored.

Another member noted that out of state schools are heavily recruiting in the community. Affordability is a key issue for the strategic plan and our in-state tuition is comparable to out of state tuition in other states.

Another member noted that we have discussed the market, but should we not discuss the product, i.e., the educational experience of our students. Leavitt noted that quality is assumed at Temple, but we should make this more explicit in our marketing and planning. Berman agreed that the member comment is an important one.

Members also noted that the terminology related to nontraditional and traditional students may be obsolete.

Berman noted this is comment may be less relevant.

Leavitt noted that there are different needs for students and often labels might not be as helpful and in some ways we need to consider being more individualized in our work with students to help and meet these needs. This is a challenge in such a large place.

A member inquired about where faculty support fits into the strategic plan. Leavitt stated that we are too early in the process to answer this question. Berman followed up that the process includes faculty and many opportunities for faculty involvement, and it is hoped these opportunities will help the development of a plan that meets the needs of all constituencies.

A member noted the many different kinds of education students might receive at Temple depending upon their school or college. Berman noted that balancing the decentralized nature of our schools and colleges and the needs of accreditation and other processes represents a significant tension. Berman noted that the Futures Sub-Committee is grappling with this planning.

The President thanked the guests.

4. President's Report: Rafael Porrata-Doria

Item 1: The President noted that the latest version of the Faculty Herald was delivered via the Faculty Senate listserv and asked if members had any thoughts or comments related to this issue or ideas for future editions and if so to please go to the website and/or email.

The President noted that a statement on Diversity, Equity and Inclusion was included in the Faculty Herald. The President apologized for the lateness of the statement and reported that the FSSC is working with IDEAL to consider how to better address these issues.

Item 2: The President noted that related to the Presidential Search Committee and process that there have been three Town Halls (please see recording). In addition, the Committee sent out a survey to all faculty related to the search and encouraged members to complete the survey.

5. Vice President's Report: Kimmika Williams-Witherspoon

Item 1: The Vice President noted the many faculty who volunteered for Senate Committees and thanked everyone for supporting this effort. The Vice President reviewed current vacancies and encouraged members to consider joining one or more committees and working to identify colleagues to do the same.

6. Old Business

None noted.

7. New Business

None noted.

8. Adjournment

The President extended warm holiday greetings to all members on behalf of the FSSC. A motion was made to adjourn the meeting. The motion was seconded, and the measure was put to a vote. The motion passed and meeting was adjourned at 3:07 PM.

**\*Spring, 2021 Meeting Schedule: (Meeting times, 1:45-3:15 pm)**

- Monday, January 25, 2021 – Representative Faculty Senate Meeting
- Tuesday, February 16, 2021 – Representative Faculty Senate Meeting
- Thursday, March 18, 2021 – Representative Faculty Senate Meeting
- Wednesday, April 14, 2021 – University Faculty Senate Meeting

***Respectfully submitted, Lisa A Ferretti, Secretary, Faculty Senate***