

Faculty Senate Steering Committee Meeting
Tuesday, September 3, 2019 – 1:00 PM
Conference Room 3B, Conwell Hall
Meeting Minutes

Present: Rafael Porrata-Doria (Pres., Law), Kimmika Williams-Witherspoon (V. Pres., TFMA), Quaiser Abdullah (KMC), Shohreh Amini (CST), Betsy Barber (STHM), Teresa Gill Cirillo (FSB), Sue Dickey (CPH), Rob Fauber (CLA), Lisa Ferretti (SSW), Paul LaFollette (Fac. Herald, CST), Salim Merali (Pharm), Sharyn O’Mara (ART), Vallorie Peridier (CST), Mark Rahdert (Law), Carmen Sapienza (LKSM), Jeffrey Solow (BCMD), Cheryl Mack (Coord.)
Absent: Austin Leong (KSoD)

1. Call to Order

The President called the meeting to order and introduced new members.

The President also informed the FSSC that the FSSC Secretary currently appointed has resigned from the University leaving a vacancy. L. Ferretti offered to take meeting minutes for the September 3, 2019 meeting. There was a discussion about the process for either electing or appointing someone to fill the remainder of the appointment. This issue is unresolved.

2. Guest: Provost JoAnne Epps (1:00 pm)

The President introduced Provost Epps and invited her comments which follow.

- Provost Epps shared prior concerns from the FSSC to Dan Berman, Vice Provost for Undergraduate Studies.
- There is a practice of our commitment to diversity in the University’s Non-discrimination policies. The University’s Affirmative Action Office must sign-off on all faculty hires. However, it is not explicitly stated in policy that this is a requirement for Tenure Track Faculty. But past practice and the resolve of the Provost is that this is a consideration.
- Provost Epps described that things at the University are proceeding transparently and the Fox School of Business issues seem to be resolving and enrollments rebounding.
- A new Dean of the School of Pharmacy has been appointed Jayanth Panyam, who is coming to us from the University of Minnesota.

- The University is searching for the Dean of the Temple Rome, Italy Campus. There is a large applicant pool.
- The search committee for the Dean of Temple Tokyo, Japan has not been finalized but is in process. Provost Epps discussed some of the challenges of hiring for an international campus.
- The Charles Library has had its soft opening.
- New Board Chair, Mitchell Morgan will take over as Chair October 1st.
- Board of Trustees is involved in a long-range strategic planning process. Steven Charles is Co-Chairing, along with Dr. Englert, the Strategic Direction and Long-Range Planning Committee They are very actively listening and learning through this process to position the University for the future.
- Provost Epps is seeking to lead a discussion about the future of the University.
- Provost Epps is seeking to divert funding from Faculty Senate Faculty Service Awards to a joint effort with the recognition awards for faculty service.
 - Provost Epps would expect this would make the process more competitive and would likely mean that distribution of awards would not be by school.
 - FSSC discussion: Faculty in service to the administration is not being recognized in the same way that research is recognized. If this is valued there should be follow through in promotion and tenure.
 - Provost Epps says that these issues would need to be managed through TAUP. Provost Epps indicated that she does not necessarily believe that service and research are equal.
 - FSSC member stated that they would be willing to support this if, “service is important to the entire University and not just to the Faculty Senate.” If this moves forward would the FSSC be involved in the effort?
 - Provost Epps asked for a statement of level of involvement.
 - The FSSC President noted that the FSSC would like to be involved in decisions about the recipients.
 - Provost Epps would support FSSC keeping the selection of the service awards.

Questions from the FSSC:

- Is it possible for the leaders of the Board strategic planning effort to come and discuss their process with the FSSC? – Answer (President of FSSC): they have been invited and we are working out logistics.
- Are we doing anything to deal with the increasing violence we are experiencing? Answer (Epps): There is a lot of planning and best practices that are low intervention so please speak with Sarah Powell. Suggested that a video be made of Ms. Powell to distribute more broadly. Suggestion that there be some sort of mandatory training for faculty. Provost Epps said this suggestion would be passed along. Perhaps we should distinguish between shelter in place

instructions and other concerns about violence or student concerns.

- What do you think are the biggest challenges this year? Provost Epps – the scope of the job (of Provost). The volume of the work makes it challenging to be my best always. The other part of the job that is really difficult is figuring out “my right role” in helping people to do their best work.
- Concerns about growing gap and opportunity for mentorship between faculty and students – the increase in adjuncts. Provost Epps has discussed this with Dan Berman.
- Is there anything you would have done differently? Provost Epps described a process that involved a faculty member who is no longer at the University because of conduct issues and the Provost would have like to manage that process differently.

3. Approval of Minutes: April 23, 2019

The meeting minutes were moved for submission by Betsy Barber and there was a second. Vote proceeded and the minutes were unanimously accepted.

4. President’s Report

1. Referenced the discussion related to the Secretary of the FSSC.
2. Faculty Awards Reception Process – we had a written document that might need to be recirculated so that the FSSC can make a decision on this.
 - a. We could do something but without the brunch.
 - b. Suggested by President to participate in the Provost’s Recognition Luncheon and also ask the Faculty Senate to recognize someone with a certificate at the end of the year.
 - c. Nominees from all Schools and then several recognized for the University Service Award and of nominees not recognized for the University Award instead recognized by the Faculty Senate.
 - d. Therefore anyone who has ever been a recipient of the award to be eligible for the University Award. Should this be open to NTTs? There are statements and policies related to the service commitments of NTTs.
 - e. Should we make a statement that service is important to the University and not just the Faculty Senate?
 - f. Discussion closed by the President. The formative document distributed last year will be resent to members of the committee.
3. President has asked for people to join the Board Committees. Please let the President know.
4. TAUP emailed to revitalize the Bargaining Units liaison committee. Three faculty appointed by the FSSC, three TAUP members, one each from Law, Medical, Dentistry – each serving a 3 year term.
 - a. Contact TAUP if you are interested in participating on this committee. TAUP also raised having a broad ranging conversation on faculty safety outside of negotiations.

- b. TAUP wondering if the FSSC would be interested in partnering on this.
- c. FSSC will reach back to see what TAUP has in mind.
- d. Update re TAUP negotiations: it seemed clear that the University is seeking to split the FSSC and TAUP and play them against one another.
- e. For example – negotiated a statement on intellectual property but the University sees that as something to work out with the FSSC rather than with TAUP.
- f. Another proposal was put forward for course release for serving on the FSSC as an officer.
- g. There have also been some discussions about Temple faculty of color and women that are part of our contract but the University is stating that these are not TAUP contracts.
- h. The President remarked that TAUP and the FSSC should not be at odds or competing with one another.
- i. There are areas where it makes sense for us to work together and we will. We need to identify two more members from the FSSC to serve on the Bargaining Units Liaison Committee.

5. Vice President's Report

- 1. Two appointees' files were sent via email. After review and comment both candidates passed by unanimous vote.
 - Barry Berger (Pharm), Committee for International Programs
 - Sakiya Gallon-Johnson (KMC), Committee on the Status of Faculty of Color
- 2. We have a large list of committee members needed.
- 3. Would like us to work on the Lectures and Forums Awards and develop a process for the awards.
- 4. The revision of the Faculty Senate By-laws will be sent to the FSSC members for review.
- 5. Recognizing Cheryl for supporting prior reports.

6. Old Business

Should we think about including Emeritus Faculty when we consider lifetime achievement awards?

7. New Business

None noted.

8. Adjournment

Motion to adjourn at 2:43 PM, seconded – unanimous vote. Meeting adjourned at 2:43 PM.

Respectfully submitted: Lisa A. Ferretti