

Minutes  
Faculty Senate Steering Committee  
Tuesday, October 9, 2018  
3B Conwell Hall

**Attendance:**

Present: Cornelius Pratt (Pres., KMC) Rafael Porrata-Doria (Vice-Pres., Law)  
Kimmika Williams-Witherspoon (Secy., TFMA), Michael Sachs, (Past-Pres., CPH), Shohreh Amini (CST),  
Betsy Barber (STHM), Teresa Gill Cirillo (FSB), Sue Dickey (Secy., CPH), Paul LaFollette (Fac. Herald, CST),  
Austin Leong (KSoD), Vallorie Peridier (CST), Mark Rahdert (Law), Carmen Sapienza (LKSM),  
Jeffrey Solow (BCMD), Kimberly Williams (CLA), Cheryl Mack (Coord.)

**Absent:** Quaiser Abdullah (COE), Lisa Ferretti (SSW), Sharyn O'Mara (ART), Melissa Potts (Pharm)

**Call to Order:**

The meeting was called to order at 1:06 p.m.

**Approval of Minutes:**

The minutes of September 25, 2018 were approved as written

**President's Report:**

Actions at the Board of Trustees meeting--  
Academic Affairs Committee

Tyler School of Art and Architecture (rename)

- Tyler School of Art has been renamed Tyler School of Art and Architecture. The two schools will become more Interdisciplinary
- A number of departments in that new school will be terminated:  
Department of Landscape and Horticulture  
Department of Planning and Community Development eliminated

Tenured Faculty members and TT's were transferred to the newly named  
School of Art and Architecture

No word on the state or status of NTT's and adjunct retention

**College of Engineering:**

PhD program in Engineering has been phased out. The specialty PhD's are safe.

**University Mission:**

The mission statement for Temple has been revised. We offered some changes during a Faculty Senate Steering Committee last year.

**Vice President's Report:**

Committee nominations:

- Yang Yang (STHM) to the Budget Review Committee
- Pamela Joyce Shapiro (COE) to the EPPC

Question from the floor:  
Who is the chair of EPPC now?

Porrata-Doria (VP): The outgoing chair has rotated off.  
We will compile a Committee vacancy list  
At present, there are vacancies on the following committees:  
Faculty Herald  
Lectures and Forums committee: 2

Report on the Ad hoc Committee for Shared Governance  
The original meeting was to address the assessment of Deans. Provost Epps has asked for a proposal.  
That was late last semester.

The collegial assembly bylaws:  
There seems to be a push from legal to force the units that did not have the Adamany bylaws to now change their bylaws to the more administrative-centric ones.  
How should we proceed?  
What should the response be?  
The other issue that was addressed: what, if anything would you like us to do with the results from the Governance Committee survey? Several questions that came out of the discussion to be raised later included:  
Do you want us to expand our area of interests?  
Do you want to eliminate the committee?

Ken Thurman chairs the committee. Members include Rafael and Sharyn O'Mara

Suggestions:  
Paul LaFollette (Herald): We may want to reenact our Senate Bargaining Units Liaison Committee.

The issue of Shared Governance is worthy of further discussion. Faculty Senate represents the entire university faculty. It was suggested that it would be useful to have a smaller committee unpack this idea of shared governance and what role, if any that the Faculty Senate Steering Committee should work with TAUP on that issue.

RPD: I would strongly suggest that the committee take up all those issues that you have outlined.

**Guest: Kevin Delaney, Vice Provost for Faculty Affairs**

He is Sociology faculty by training  
Delaney prepared an update on how we stand when looking at retired university faculty.  
His report has been sent to the Provost's office. The proposal went to the Provost two weeks ago. Now, he reported, they are just waiting to get a meeting with the Provost.  
The idea behind the resulting research and proposal was to:

- Better service the faculty
- Better prepare faculty as they begin to prepare for retirement.

Delaney: I read all these articles in the Chronicle and talked with many people and the Faculty Senate. Betsy Tutelman had the idea to have the Leadership Academy form a group who worked with us on

retirement issues. They wrote a very comprehensive report--About 40 slides but it was very broad. It wasn't quite as in depth as to what we might do here to integrate retired faculty [into university life here at Temple.].

Delaney talked about:

The Important to get people engaged:

- Head
- Hand
- Heart

Academics are different from many other kinds of careers. Scholars and academicians start their careers much later. Many don't enter the academy until 30 and sometimes later, hitting their stride in their 50's or 60's and working into their 70's.

11.6% of tenured faculty are 70 and over

13.7% are between 65-70

Nearly a quarter of our faculty.

NTT faculty skew younger. There was a point in Temple's trajectory when NTT turnover was mandated. They used to say that NTT's could only work for 7 years and then they have to leave.

Med school is different because many of them are clinical NTT's

Fox hires many NTTs in practice.

In Podiatry, everyone is an NTT except for one person.

NTT and Adjuncts are now fully integrated [into the university community.]

What we do know:

The more things you have in your leisure repertoire; the longer people live.

The people who have real ideas or vision about what they are going to do *next* seem to be the most prepared for retirement.

Delaney's group ran focus groups, looking at:

- Near retirement
- Retirement

Clearly not a random sample.

Eric Brunner agreed to run the focus group. Questions were contributed by the committee members.

- 29 people
- 3 or 4 hours

What we learned:

Faculty don't think of retirement in terms of a number.

There were several underlying themes that came from faculty:

Both retired and near retired thought about these three things

- Temple could do a better job of preparing people for the transition
- They didn't have a lot of information about the process
- TIAA CREF is confusing and ambiguous
- Some people felt they didn't feel respected or valued.

- There is a sense that retirement is something that you have to keep secret so that departments and cohorts won't treat them differently, take their lines, don't want you to serve on committees

Across the board, faculty want:

- The desire to stay connected
- The desire to contribute
- The desire to remain vital.

Benefits to Temple include:

- More capacity to help students...mentorship?
- Mentorship for Students
- Mentorship for Colleagues
- Connection to College
- Connection to Discipline

Provide opportunities for the retired to do things for the universities.

Recommendations

- A suitable space—a physical space and a virtual space Center for the Retired Faculty
- Flexible work stations; good technology with a printer
- A social space
- Programming from retired faculty and outsiders
- Bank of wisdom where key words are searchable
- Funding
- Part-time staff person
- OSHA center in lifelong learning
- Develop initiatives
- Institutional Advancements

Professor Emeritus get parking, email and library privileges but it was suggested that the process to achieve emeritus status is fraught with difficulties and should be revisited.

**Guest: Martyn Miller, Assistant Vice President of International Affairs**

The steering committee's second guest was Martyn Miller, Assistant Vice President of International Affairs.

Miller:

Unfortunately, a lot has happened with the Office of International Affairs Inbound division International education has become increasingly different.

Temple University's *You Are Welcome Here*, campaign was launched November 6, 2016. Manages the international students inbound coming to Temple. There is an Outbound—Education Abroad division as well...

International student numbers:

1000 Outbound

4000 Inbound.

Technically a DACA student is an International student. However, we can't provide any immigration services to them. There is no university office that handles them. They are managed by an ad hoc committee on students. Temple admits any student regardless of citizenship or documentation.

Waiting for Strategic Communication to help us update the database. When a US citizen presents documentation from outside of the US—what is the process?

International Student Affairs—is the lifeline for students 1123 Carnell Hall

International Student and Scholarly Services—Visa office

International Marketing and Recruiting

Intensive English Language Program (since 1976); we enroll upwards around 300 students

79 is the cutoff for second language speakers

Stephanie Fiore (CAT) is developing a CAT program on training faculty with strategies to teach these students with compromised language ability.

\$33,000 is the Average student tuition

We now have scholarships ranging from \$5000 to full tuition.

It should be noted that despite the political rhetoric, there have been no change to/in any immigration law since 2016—except for the Travel ban.

The Travel ban now includes Venezuela

Visas:

That which used to take 6-9 weeks now takes 6-9 months. UCIS is taking so long. In the past, you can file an extension and would automatically be approved. Now these cases are all treated as new cases.

Our international students generate \$138,000 million dollars to the local economy from International Students net dollars to the state.

The “iffiness” (???)

May 2015, International Programs was moved to 1415 N. Broad. Because of Faculty Senate help, most of the International Offices have been moved back to main campus.

It took a year but the language program is still down on Broad Street.

**Old Business:**

None

**New Business:**

None

**Adjournment**

The meeting was adjourned at 3:07pm

Submitted by

*Kimika Williams-Witherspoon*

Dr. Kimika L. H. Williams-Witherspoon  
Secretary