

TEMPLE UNIVERSITY  
**FACULTY SENATE STEERING COMMITTEE**  
 Minutes

**Date:** Tuesday, 2/5/19

**Time:** 1:00 p.m. – 3:00 p.m.

**Attendance:**

Present: Rafael Porrata-Doria (Pres., Law) Kimmika Williams-Witherspoon (V. Pres., TFMA), Sue Dickey (CPH), Michael Sachs, (Past-Pres., CPH), Quaiser Abdullah (KMC), Shohreh Amini (CST), Betsy Barber (STHM), Teresa Gill Cirillo (FSB), Rob Fauber (CLA), Paul LaFollette (Fac. Herald, CST), Austin Leong (KSoD), Doug Lombardi (COE), Sharyn O'Mara (ART), Vallorie Peridier (CST), Mark Rahdert (Law), Carmen Sapienza (LKSM), Cheryl Mack (Coord.)

**Absent:** Lisa Ferretti (SSW), Melissa Potts (Pharm), Jeffrey Solow (BCMD)

**Guests:** Provost Joanne Epps – 2:00 p.m.

Topic	Discussion	Action
1. Call to order	<p>The meeting was called to order by Faculty Senate President, Rafael Porrata-Doria (MS).</p> <p>Motion to approve the FSSC Minutes of 1-22-19.</p>	<p>Called to order at 1:05 p.m.</p> <p>Approved as read.</p>
2. Report of President R. Porrata-Doria	<p>Greetings. I have some announcements:</p> <ol style="list-style-type: none"> <li>1. Request to send out Research Programs &amp; Policies Committee (RPPC) survey to all of the faculty about their needs &amp; requests. Was already submitted to the University office that vets surveys about 2 years ago. That person retired &amp; the survey was lost for &gt; 1 year. When found, it successfully went thru the vetting process. I sent it out to you about 7-10 days ago. What with the 2-year delay, confusion among processes &amp; prior approval by Cornelius, my recommendation is that you all approve &amp; get it out.</li> </ol> <p>SOM: What is goal of the survey?            RPD: As I understand, it's to see what needs &amp; issues the faculty has. The items consist of "Tell us what you need" questions. The RPPC will tabulate the results &amp; make some recommendations.            SOM: My concern is putting out another survey, a not so great one, &amp; then, will administration stop taking our surveys seriously?            RPD: No. They've approved &amp; vetted this survey. This is fine with the University &amp; has gone through their process. I've received several apologies from Gina's office about how long it took. The person retired &amp; that's been the delay.            BB: What will this rather weak survey tell us?            MR: Someone correct me if I'm wrong, but for a very, very long time, the RPPC was a moribund committee that was routinely ignored by administration. Seeing that the committee is taking baby-steps toward an active committee, I would hate to throw a wrench into that work in hopes that we will see some activity in research &amp; that the Faculty Senate is active in setting research policy at the university.</p>	<p>Motion made, 2nded &amp; passed to send out the survey.</p>

	<p>KWW: That's where my issue is. We have the mechanism to put these surveys out. But this is administration &amp; there's no faculty representative on the committee. Gina Calzaferri says that there's faculty representation. It's just not Faculty Senate representation.</p> <p>QA: IT support can send out emails &amp; surveys. This looks like a Faculty Senate endorsement.</p> <p>RPD: Gina Calzaferri told us that it's easier to run it through our Senate listserv.</p> <p>CM: We continue to get requests to send things via the Senate listserv, but if they can go somewhere else, great.</p> <p>RPD: Our question is whether we should approve.</p> <p>PL: We ought to approve this one after such a lengthy process, but talk about others as being Senate endorsed.</p> <p>2. The revised charge of the International Programs Committee (distributed yesterday with today's FSSC meeting materials via FSSC listserv). Why don't we say "representation will be drawn from all campuses including international campuses?" Other changes are minor. Is this ready for us to approve with the change? Who will make a motion? M. Sachs moved that the draft changes to the charge of the International Committee be moved. Motion was seconded.</p>	<p>Motion passed.</p>
<p>1. Report of Vice President, Dr. Kimmika Williams-Witherspoon</p>	<p>1. David Cannata is ready to join that (International Programs) committee right now. His documents look good. Jeff Solow sold him on it.</p> <p>CM: There are vacancies now, especially since you increased the # on the committee to 20.</p> <p>KWW: Do we have a motion?</p> <p>SOM: So moved.</p> <p>2. Jeff Solow believes that the Faculty Herald committee is important &amp; will assume the role as chair.</p> <p>3. Faculty Herald Committee – Terry will join.</p> <p>4. GEEC: Jon Nyquist said that he will join, but would rather it not be a Faculty Senate committee. He said that rather than sending notes that he would give us access to oversight of their online notes. This raises issues about other Faculty Senate committees that have morphed &amp; become hybrids. With your approval, I'd like to invite some of those committees here.</p> <p>5. LGBTQ: Scott Gratson is the chair, but his ability to serve is limited because he was hit by a truck while riding his bike last semester. Should we be reaching out?</p> <p>6. The Personnel Committee won't respond.</p> <p>7. The Library Committee won't respond.</p> <p>8. No representative from the Lectures &amp; Forums Committee</p>	<p>Motion passed. David Cannata is now on International Comm.</p>

	<p>will reach out.</p> <ol style="list-style-type: none"> <li>9. Committee on the Status of Women will come back.</li> <li>10. EPPC no response.</li> <li>11. Personnel, as I said, won't respond...???</li> <li>12. The International Programs Committee responded.</li> <li>13. The Disabilities Committee responded.</li> <li>14. The Budget Review Committee is active.</li> <li>15. The Honors Committee has gone rogue. They are making appointments to their committees themselves. Shall we invite Dan Berman &amp; Ruth Ost, who is now the chair?</li> <li>16. Faculty Handbook Committee – V. Provost for Faculty Affairs, Kevin Delaney says that there needs to be some changes made; mostly to do with clinical issues in the medical school. A recent person was appointed from the medical school. M. Rahdert, P. LaFollette &amp; Jeff Shellenberger were written into the committee as well. Suggest that Mark or Paul LaFollette to coordinate with VP Kevin Delaney.</li> </ol> <p>PL: Historically, this has included someone from legal. Last time we tried to meet, he called a couple of meetings, &amp; then legal said it was not worth doing it 'now.' Then it all fell apart.</p> <p>RPD: That has changed. Kevin needs to be an ex officio member of the committee.</p> <p>RPD: Personnel: Mark Rahdert will serve.</p> <p>MR: This serves a function for all in the University. May have a year with no business. 2 AY's ago, we were extremely busy on an extraordinarily difficult matter that is concluded. We have not had any business since then.</p> <p>RPD: Budget Review Committee: B. Barber is now chair &amp; vice-chair is Catherine Panzarella.</p> <p>KWW: This would be Catherine Panzarella's upcoming 3<sup>rd</sup> term. Should we approve a 3<sup>rd</sup> term? She's most passionate about it. We've asked this body to approve a 3<sup>rd</sup> term. Which means no new blood, but she is very willing to serve.</p> <p>SA: Regarding the Committee on Faculty Disabilities: Are there any deans on this committee? Some of them don't even know the terms.</p> <p>MS: There are no deans on the Disabilities Committee.</p> <p>SA: Regarding Honors &amp; EPPC... Dan Berman (VPUS) has been making appointments to these committees.</p> <p>KWW: That's why we should invite him! The listing of Provosts' committees &amp; ad hoc committees are listed on the site.</p> <p>MR: Some appointments come from the FSSC.</p> <p>KWW: We need a new website. It's confusing.</p> <p>CM: Our editing software is horribly outdated &amp; only a handful are still using it across the University.</p>	<p>Catherine Panzarella motion for 3<sup>rd</sup> term passed.</p>
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	<p>QA: For Lectures &amp; Forums, we've been meeting &amp; deciding on line. The chair is Sarah Cordes.</p> <p>PL: For I've seen a change with Dan Berman since he's been VPUS. He's more about adding administrators to the committees now than a year ago.</p> <p>RPD: Let's invite Dan. Cheryl, will you follow up? Let's invite him to the February 19<sup>th</sup> FSSC. How about Jon Nyquist? Shall we invite him as well?</p> <p>RPD: Why don't we shoot for having all the committee chairs to a March meeting?</p> <p>MR: We could triage by those we've identified as rogues; 3 – 4 per Senate meeting.</p> <p>RPD: We will identify some rogues for March.</p> <p>KWW: I've got them.</p>	
<p>Guests: (1:56 p.m.) Temple University Provost, Joanne Epps</p>	<p>Hello. Thank you for letting me show up in the middle of your agenda. Welcome back to spring semester. Thank you for your service &amp; leadership!</p> <p>Provost Epps: Mostly: We're doing fine. The difficulties of 2018 are moving into the history books. Good upward trajectory. We continue to try to figure out what kind of place to be. I've been here (as Provost) for 2.5 years now, so the honeymoon is over. We're considering whether we want to launch an academic strategic plan... what do you think? Last year someone was helping us for a mission refresh, she got the impression that there wasn't much of an appetite for one. My role would allow me to launch one, but it requires more buy in. There is an article in the <i>Chronicle of Higher Ed</i> talking about next gen education. How are Generation Z's not like Millennials? There's a good article in <i>The Chronicle</i>. Their expectations for services. Counseling. Career assistance. They don't care about the climbing wall. This is the generation who watched their parents derail in 2008. We're working on the right approach to them over the next 11-12 years when the demographics continue to drop. Are we trying to do too much &amp; be too much? We're not cutting anybody off, but most here share a real belief about what TU is, a consistent kernel in the center. We're intent on being who we are &amp; attracting other students.</p> <p>There are real issues about running an institution. We have a new football coach. You probably <i>do</i> need to care. It's not about football or who the coach is, but for now, this is a program that this institution is committed to. It does say who we are. What do you know what that would mean for the demographics of Athletic Association males at this institution? We have such a fantastic academic program for our athletes, our kids are actually graduating. We're actually getting them out. It's about understanding the role of who we are in the midst of things. Some of you would still like to kill it off, but as far as I can see, it's still here for a while. There's no appetite at the leadership level to end it. Brings wonderful &amp; talented people to Temple.</p> <p>I'm getting a sense of what the trustees are doing: They've</p>	

launched a Board of Trustees (BOT) level strategic plan. Do not understand me to be speaking for the BOT. The actual leadership of the University shouldn't be itinerant presidents. They (the BOT) are the leadership & the stability of this place. It's appropriate for them to be part of the conversation. They are beginning to ask a lot of appropriate questions & are engaging the rest of the University. One of the people who is engaged is very different from me & asks a lot of questions. That's what you want.

I kept thinking that 2020 is a long way off, but it's not! That's our Middle States accreditation. Pat O'Connor will be BOT Chair until June 30<sup>th</sup> of this year, and then Mitch Morgan will take over on July 1<sup>st</sup>. Co-chairs of the BOT are Steve Charles & President Englert. Middle States Review: They check out your name & make sure it's still there.

KWW: Will diversity be a component of the BOT's strategic plan? Pres O'Connor was very committed this. Will that continue?

Provost Epps: I'm not sure. UCLA has a very good program about that. I'm doing some research on what we can do. I don't want to sound as if I only have one lens, but it's crucial that our faculty looks like our student body. I really view diversity as having lots of component parts. We must be much more sensitive to people with disabilities & making the campus more accessible. Letting people know we care! Regarding last summer: I really believe that I should remind people about the things that are important. Figuring out the kinds of things like, if there's a microphone in your classrooms, use it (for hearing impaired)! Is the answer to this problem an annual set of reminders? I would like to put my stamp on things that matter, that are truly low hanging fruit. Not an email to 4000 that 2 people ever get around to opening.

MS: Is there an update on Fox?

Provost Epps: 17 year olds are oblivious that there was ever a problem. The online MBA numbers flat, but not terrible. The Executive (local people) MBA applications are not good. This program has really suffered. Part of what they are paying for is access to other stars! The classmates are "not as great as we thought they were." Thought that they were defrauded. We delayed the incoming January class until July. We are debating about whether we want to go into the rankings. Apparently, it doesn't matter what number you are as long as you're on the list!

TGC: Dean Anderson has done a great job in trying to change the culture, especially in terms of faculty governance. We want the faculty to say it when things matter. The dean is very open about changing the culture.

Provost Epps: Fast-forward back 1.5 – 2 years, law school has a tax... who could be admitted? Accounting. Fox people didn't want us to admit. AACSB. We're not out of the woods yet. If you're not accredited by AACSB, you're nothing, but they came & met Dean Anderson, & it was a love fest. There's a change in the culture. They will be invited back in the summer. They will be back for sure in January of 2020, but this won't be on regular status.

MS: Are there any updates on the stadium, rather the multi-purpose facility?

Provost Epps: I'm not speaking for the University. One BOT member said to new coach interviewee, "...just not now." City Council has not signed off on it.

RF: Five deans underwent reviews last year. Status?

Provost Epps: There were 5 last year, & 1 from year before who I forgot to reappoint. I handed them to the president this morning. What held them up had nothing to do with the deans. I thought we should take a look at standardizing reappointment letters, & life here just takes time. These should get out soon. The next elephant in the room is that we're not in a position to say. There will be things that we won't be able to say, but things that we will continue to invite the college to say.

QA: When a dean gets reappointed, is there a performance improvement plan? Is there a process like that?

Provost Epps: That's difficult to answer, because it's sensitive. Nothing like that would ever be made public. It will never be made public because it's way past the involved people.

KWW: When will we learn what happened during this review?

Provost Epps: It's not appropriate to say what we've done, but I want to hear if you want to say what you think is important to share. It's blurry. I wouldn't do that with anyone. That part's not public. I want to create a situation where people can talk to us. I think that this is important. Students, faculty & alumni. It has to be of institutional significance. People should feel that they have somewhere to go. This is almost done informally, because there's no official way for me to say we've put in a performance plan.

KWW: Faculty here feel that they never get anything back.

Provost Epps: Implicit in your question is that there is something wrong. I've been pretty clear, so if you don't see a change in behavior, you've got to keep calling. I have to do that informally! I take your point but I can't be public & formal about it! The only way that I can help is to continue that. I can't let any dean feel that they've been publicly humiliated.

MR: Could you share a set of expectations of what is expected of Deans?

Provost Epps: They are very dean-specific.

KWW: For instance, the support of Collegial Assemblies? Is that something somewhat of a standard? For example, with a previous provost years ago, she put into her deans' review that there had to be some support for diversity. For some of the things that we want all of our deans to contemplate, could they be put in writing?

RPD: As former chair of the Budget Review Committee, I remember Pres Theobald doing something like this.

Provost Epps: I can't hold them to a standard that is not University policy. I can pass along adding some policy to the president. We have a policy on how often deans get reviewed, but not about

	<p>against what behavior they get reviewed.</p> <p>PL: In the late 1990s, following financial problems, students came in with a lot of expectations about what their degrees were going to buy them. We have a lot of students in our department who would probably be great &amp; successful someplace else. We can't counsel them out, &amp; deans want to keep students in their colleges!</p> <p>TGC: This is true for a lot of students who major in Accounting. "My parents won't pay for my college unless I get my degree in accounting."</p> <p>Provost Epps: I don't know how to fix that. In a world where we say to deans that they are responsible for their bottom line, RCM. They still let kids study abroad because they can still afford to let them go. One of the problems I have about fixing the financial model, I have one response to RCM: blow it up! You can't really tinker with it. At least the way now is fair.</p> <p>JS: The core problem in all of this is RCM.</p> <p>JF: At least we limit the # of times that courses can be repeated. They have to be able to move over to something else.</p> <p>MS: School A &amp; B... a transition that mitigates the loss.</p> <p>QA: Students get an idea very early on they must make decisions about what's going to work for them. I recommend giving them a capstone experience much earlier in the curriculum.</p> <p>Provost Epps: That's entirely dependent on the faculty. Some will want to &amp; others won't want to do that.</p> <p>QA: Student athletes...</p> <p>Provost Epps: The overall athlete GPA is 3.1. These are disciplined young men. I'm very proud of them. They're soft-spoken, write poetry.</p> <p>MS: The good news/bad news from the coaching changes is that we get \$6.5 million back from the 2 coaches who left... where will that go?</p> <p>Provost Epps: Athletics.</p> <p>SOM: The difference between advising &amp; mentoring is stark. Some first year students have all adjunct faculty teaching them! Also, the Lectures &amp; Forums budget is only \$5000. It doesn't go very far!</p> <p>Provost Epps: The CAT workshops done for mostly new &amp; adjunct faculty. Data from the new student survey: Are you male or female? One of the 1<sup>st</sup> questions is disqualifying because it's gender binary.</p> <p>SOM: What about these life-altering, brain injuring programs. Is there another way to bring in those students (male &amp; female) without risking their life &amp; limb?</p>	
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	<p>KWW: Last year's faculty service awards went to a few administrators. I want to make sure that if we move it from the fall brunch that we don't lose the faculty component for the role.</p> <p>Provost Epps: I think it will be easy to keep that focus, but I don't know that I would want to exclude an administrator as an award recipient.</p> <p>KWW: The Faculty Senate website needs an overhaul. It's archaic &amp; makes it hard to manage our various committees. In the process of being partners in faculty government, maybe we can move this....</p> <p>PL: I've been trying to do this for the past 3 years. Jim Papacostas puts me in touch with the right people right away, and then nothing happens. Rinse &amp; repeat. We're probably the only university that's still using 'Contribute.'</p> <p>PL: We'd like to get our Senate presence on TU Portal &amp; off of the Temple University Main website.</p> <p>KWW: Without throwing anyone under the bus, related to the recent survey last semester, as a result, there's this new committee who oversees all surveys. We would like someone from the FSSC to be on it.</p> <p>Provost Epps: Why do you want to take your time when so much of it doesn't have anything to do with faculty? This is the committee who won't let B &amp; N send out something – such as surveys to the students. I don't think I care, but I want to save people from the chagrin of: why did I volunteer for this? Timing. Also content.</p> <p>KWW: What about faculty's intellectual property on Canvas?</p> <p>Provost Epps: Please get recent examples: There is no standard answer. We could be concerned about some things &amp; not others. It's very case specific. Syllabi are public. My sense is it's really going to depend. Is it predatory? Is it colleague to colleague? Older faculty to younger? In certain circumstances, it could be really inappropriate.</p> <p>KWW: This is more about intellectual property than the power relationship. It's not unpacked.</p> <p>Provost Epps: I'm trying to really answer the questions you've asked.</p> <p>It's 3:00 p.m.</p>	
Old Business	None.	
New Business	BB: Budget review committees... we're going around to the schools & colleges to find out who the chair of each of their budget review committees is, so that we can then meet with them & determine how they're functioning.	



Adjournment	Senate President RPD: Thanks, everybody! We are adjourned.	Meeting adjourned at 3:02 p.m.
Respectfully submitted, <i>Sue Dickey</i> Sue Dickey, PhD, RN, Associate Professor & Faculty Senate Secretary, 2016-18		

Next meeting: Next FSSC: 2-19-19. We will return to the Conference Room across from the Senate Office in Conwell Hall since the renovations are complete. Representative Faculty Senate: 2-26-19 in Kiva Auditorium.

SBD/sbd 2-5-19; updated: 2-12-19