

Faculty Senate Personnel Committee Report, May 2018

Committee Members:

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With regard to meetings, we have not had an in-person meeting yet this academic year. The committee meets only when necessary to conduct its business, and we have not had any matters this year that called for our review. We did meet extensively in regard to a matter during the Spring 2017 semester. We also conferred extensively through email in August and September 2017 in regard to performance of a duty under Article 12 of the Temple-TAUP contract that called for us to nominate members of an ad hoc hearing committee formed to hear charges by the President of just cause for the termination of a tenured faculty member. That committee was duly formed and as far as I am aware its proceedings are ongoing.

As to the Committee's charge, I think it may be subject to some amendment. The charge currently states:

In keeping with the standards of academic freedom, the Faculty Senate Personnel Committee shall serve as the final faculty determinant of the rights of a faculty member in cases of dismissal, denial of tenure, or other grievances and shall after a full inquiry make recommendations to the Senate as to the fair disposition of the case.

I think this charge is inaccurate in at least two respects. First, I do not believe that the Personnel Committee usually acts as a "final determinant" of faculty rights. Rather, I think the committee serves in most instances as a review panel that reviews decisions taken by other individuals or bodies, such as disciplinary decisions by deans and/or department chairs, or tenure/promotion decisions by the Provost/President. Second, rather than making "final" determinations, the committee makes findings and recommendations. And these recommendations typically go to the President, not to the Senate. I'm not sure how you would like to proceed, but if you think it might be appropriate, I would be happy to work with the Committee to come up with some alternative language.

Mark Rahdert
Chair