

TEMPLE UNIVERSITY  
 REPRESENTATIVE FACULTY SENATE  
 Kiva Auditorium  
 Videoconference: HSC, 342 MERB – AMBLER, ALC201  
 Minutes – Tuesday, February 26, 2019

**Attendance:**

Representative senators and officers: 32

Ex-officio: 1

Faculty, administrators and guests: 6

**Guests: Temple University Provost Joanne Epps & Alex Diaz, JD, TU Chief Compliance officer since Dec. 2018**

Topic	Discussion	Action
<p>1. Call to order</p>	<p>Meeting called to order by Faculty Senate President Rafael Porrata-Doria. He reported that the first order of business would be to discuss &amp; approve minutes from the last (RFS) meeting of 1-28-19.</p>	<p>Meeting called to order at 1:50 p.m. in Kiva Auditorium.</p> <p>Minutes approved as read.</p>
<p>Guests: Temple University Provost Joanne Epps &amp; Alex Diaz, Chief Compliance Officer</p>	<p>Greetings from Provost Epps &amp; introduction of Alex Diaz, the new TU Chief Compliance officer who is functioning in this new role for the first time. Alex Diaz talked about his background:</p> <ol style="list-style-type: none"> <li>1. I was educated by the Jesuits. I've been at TU since December. My role is to be moving the needle. Must be calculated against the risk of the organization. The role is about the ethics of compliance at TU. I was very excited to move here with my family from Cleveland... Especially in winter!</li> </ol>	

2. I want to talk with you about compliance problems where people are protected from retaliation related to observed misconduct. We need to hear about these issues before they fester. This is my question for all of you: What DO YOU want to see in terms of compliance?

J. Solow (Boyer): I just don't understand completely what you cover. Is academic honesty part of that or is it in another bucket of the University?

Alex Diaz: Yes & No! I'm a lawyer. I come with another form of ethics analysis. Like research compliance, or NCAA compliance, we have people whose jobs are to manage those kinds of things. This is more about a robust risk assessment process. In some issues I can assist, but then they might blossom into a regulatory investigation. My central role is with the Help Line. I can own that. I won't DO all the investigations. Human Resources would do them. I make sure they have the due process. Some institutions have compliance officers where all constituents report to the CCO, but I don't see that as a good model for TU.

J. Solow (Boyer): I do get that. I would like to lobby for an OLL training for all incoming students for intellectual honesty & plagiarism. This should be for students AND faculty because there are a lot of gray areas.

Alex Diaz: In a future state of the university... Imagine an OLL platform that is modern & customized to your particular role at TU. This is modern! The modules would be about 7 – 10 minutes rather than an endless

	<p>power-point. We would be having the curriculum related to our risk assessment. We don't need training on international bribes here, but maybe we need one for academic honesty.</p> <p>J. Solow (Boyer): Have you seen our OLL training?</p> <p>Alex Diaz: Yes. There's a lot of research on what works on a pedagogical basis. Many managers pass those tests with a 60%. Do we want things like that on record? Learning management systems will change.</p> <p>K. Williams-Witherspoon (TFMA): Can I ask whether your office will oversee your report out from these compliance areas? We want to do the research on the rise in hate crimes on college campuses. I can find evidence of the incidence of this at TU but there is no report out of what happens.</p> <p>Alex Diaz: This is a complex question. Some things we are required to report. I know the laws. Many are for hate crimes &amp; other crimes included. We have an affirmative obligation to report those under law. More information is better than less, but also confidentiality rules for the accused. Victims &amp; accused have rights. That may be why particular information is published or not.</p> <p>You could possibly get anonymized data about this to promote public safety from the legal department. We understand what happens, reports are published in a timely basis &amp; accurately to the appropriate people.</p> <p>K. Williams-Witherspoon (TFMA): When you say, 'What's the right thing to report?' transparency is all of the report.</p>	
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Alex Diaz: True, but it's hard to speak in general terms.

Come visit me. My office is located on the 8<sup>th</sup> floor of Carnell Hall.  
[Alex.Diaz@temple.edu](mailto:Alex.Diaz@temple.edu) I'd love to hear from you. No such thing as too much communication. Thank you for the time to talk with you!

President Porrata-Doria: This is Provost Epps, who needs no introduction!

Provost Epps: It feels like I was just here! Here are some highlights:

1. Two deans have announced their departure at the end of this AY.: Peter Doukas, School of Pharmacy & Hillary Link, TU Rome. There are 2 search committees in place. These searches will probably not be brought to completion this semester so faculty can participate in the searches. There will be short term, interim deans for these schools.
2. The Board of Trustees (BOT) has announced that they are undergoing a major strategic planning process. President Englert & Steve Charles are co-chairing this. Exciting & frightening! I've met a couple of times with Steve.
3. We're in the middle of an admissions season... looking pretty good... another really great incoming class. Shawn Abbott, VP for Enrollment Management, is helping a lot. We yield better from early action candidates. There's a lot of work in December, but when the ultimate class lands, they're great. There is a fantastic program of guidance counselors from people who have heard of TU but have never been here. Some of you will be asked to

	<p>participate in activities for the undecided on June 3<sup>rd</sup> &amp; 4<sup>th</sup> so we can continue to be able to attract.</p> <ol style="list-style-type: none"><li>4. We're in the midst of Tenure &amp; Promotion &amp; faculty hiring. These things require reading! The Law School accreditation team is onsite these 3 days for example. That kind of thing happens across the board. Running a university 30-40 years ago bears no resemblance to what it does today. Especially to make sure that we're delivering the product to the students that we think we are. This is my back-handed way of thanking all of you &amp; your colleagues for what you are doing. You all are driving it! In part, it's due to where we're located, in the heart of the city, but also the TU experience.</li><li>5. Lunches with the provost... garden level of Mitten Hall filled right up. Thanks for those who signed up. There will be more.</li><li>6. Data integrity, we are working hard, meshing with Alex's presentation. I don't have to say why here that this is important. The BOT says, well, "we'll never be perfect..." I would like to think that errors are small, unintentional, &amp; verified. There are obvious things like what we tell our accreditors &amp; <i>U.S. News and World Report</i>.... Also what the schools &amp; colleges tell them. Things we put together &amp; are pretty accurate, but now they need to be verified. There is a lot more double checking than used to be true. This will trickle down to you because it will take longer to verify. We will do this when looking at things, in terms of the hierarchy, like accreditation, which will probably be near the top of scrutiny. Then there will be other double checking for</li></ol>	
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things that will have nearly as great consequences. I am pleading for people to understand the appropriateness of uber-care. I hope you will understand that what we know with confidence is important so that what we say about ourselves is accurate.

Provost Epps: Are there any questions?

Jeff Doshna (Tyler): Are there plans to bring on enough staff to make sure that we have the capacity to check things that go up on websites & other things that require review? I get the impression that the staff are overwhelmed.

Provost Epps: From last July until recently, it has been Institutional Research who has been doing the verifying. What DO we need to verify? Over 150 rankings surveys! Your question is totally legitimate. We're going to have to figure that out. I'm handing Alex the microphone!

Alex Diaz: The answer to your question is Yes... The BOT has asked me to do: Answer what is the right scope? What's the right staffing & structure for that group? Yes, it's got to be something that's right. We can't pass a mandate without something that helps students to get to that mandate.

J. Solow (Boyer): It's a burden on all. Over the past 6 weeks... there's been a lot of rush-rush-rush because other things have priority when it comes down to things so that x, y & z happen.

J. Korsh (CST): Along the lines of responsibility... we do Dean's reviews. Our dean was reviewed last year. I hope we're going to get a copy of that report.

Provost Epps: In 2014, I was one of the Deans who was reviewed, and I haven't seen that report! The faculty have a lot of input. None of last year's dean's reviews have had any action taken yet. I can't imagine sharing the contents of these reviews as they are part of a personnel file.

J. Solow (Boyer): I have 3 questions... something about how fast it's coming at us.... When is the BOT's plan going to be made available to us? What are the affected areas? How far will it take us into the future? What is the timeline for completion?

Provost Epps: I am not an official spokesperson for this group. I've been invited to attend this committee as a guest. My sense is that there's a significant demographic decline in number of 18-year-olds in U.S. Texas & the Southwest will see growth. That's what's motivating our concerns. The timeline is for a 10 - 12-year range. This is their point of view... Is anyone worried about this? Their pace from zero to full speed was quick! In terms of the main areas, I don't think I can answer you now yet except for the following:

We will move forward, based on our strengths! Where are they? Are they currently in silos? Better collaboration & cooperation must occur. Nothing is off the table. They have not decided that x, y or z are not important. What will keep us competitive in the next decade? *The Chronicle of Higher Education* published an outstanding article last month that is \$125.00 per copy & you can't share it! I ordered copies for the trustees. Gen Z is not the

	<p>only audience. To extent you can generalize, they've been digital their entire lives. But they LIKE blended education! I need to give copies of this to our BOT committee. How can we best be an institution that can best give them what they want &amp; what they need? I love Alex's reference to "We have to get it right!" We can move &amp; develop in a way that remains truly who we are.</p> <p>B. Barber (STHM): What is the sheer knowledge of the multi-purpose facility? Also, what is the composition of NTT v. TT &amp; other faculty mix?</p> <p>Provost Epps: I am taking the 2<sup>nd</sup> question first. Composition of faculty varies between the schools &amp; colleges. Some need to be more nimble between 2020 &amp; 2030. One in 99 doesn't make the right number, but I'm interested in thinking that through &amp; inviting faculty to let me know what they <i>think</i> it should look like. When faculty agreed to let adjuncts be part of the union, that changed the equation.</p> <p>As for the Multi-purpose Facility: I don't really know. I had the benefit of participating in the search for the 2<sup>nd</sup> football coach this year. One of the Trustees said, "There is no such thing as no. The answer is <i>not right now</i>." I'm not authorized to say that, but it's an answer that I think feels like the right characterization.</p> <p>J. Solow (Boyer): To piggyback off Betsy Barber's question about the makeup of faculty... There is a required search protocol online for NTTs, but no requirement to search for Tenure Track faculty.</p> <p>Provost Epps: The form comes thru because I have to sign off on both. I'll either send it to you or confess that I was wrong.</p> <p>President Porrata-Doria: Are there</p>	
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	<p>no more questions? Thank you, Provost Epps &amp; CCO Diaz. We will now go to the President's report.</p>	
<p>2. President Rafael Porrata-Doria's Report</p>	<ol style="list-style-type: none"> <li>1. Last semester, there was a joint TAUP-Faculty Senate survey &amp; report on childcare. The report &amp; recommendations distributed and will be considered in contract negotiations with TAUP.</li> <li>2. The reminder of taking the Senate's Research Procedures &amp; Policies Committee (RPPC) survey of trying to determine our research needs &amp; problems. I would definitely urge you to complete the survey &amp; send it! It will be on for at least another couple of weeks. Please feel free to participate!</li> <li>3. The Provost mentioned the strategic plan process that Trustee Steve Charles is spearheading with the committee. I wound up having a conversation with him last week. He told me that he is very interested in hearing from faculty &amp; getting their help. We will continue to figure out how to implement this assistance.</li> <li>4. The next Representative Faculty Senate meeting is going to be held on March 20<sup>th</sup>. I'm happy to say that President Englert will be our guest at that meeting.</li> </ol>	
<p>3. Vice President Kimmika Williams-Witherspoon's Report</p>	<ol style="list-style-type: none"> <li>1. A lot of people rotating off.</li> <li>2. Bargaining Units Liaison Cmte needs 8</li> <li>3. Budget Review Committee has 3 rotating off. See attached list of committee vacancies. They have to come from schools not listed here. CLA, Fox &amp; CST are</li> </ol>	

	<p>full for EPPC. The Faculty Herald desperately needs 6 on that committee. Please see Terry [Cirillo, FSB &amp;/or Cheryl [Mack]. The Faculty Senate Status of Women Committee needs some new members; some must rotate off as they have had 3 or more terms.</p> <p>Elections take place from March 25<sup>th</sup> to April 1.</p> <p>Past Senate President Michael Sachs is to report on the Senate Officers' slate:</p> <p>Michael: Hundreds have applied! Kidding aside, we have one nominee for Senate President &amp; one for Vice-President. If YOU ARE interested, that would be awesome. If you have a colleague who might be, please try to recruit him or her &amp; refer to me.</p> <p>M. Sachs &amp; K. Williams-Witherspoon: We hope to hear from you soon!</p>	
4. Old Business	None.	No questions, comments or issues.
5. New Business	None.	Initially, no questions, comments or issues.
6. Adjournment	Motion on floor for adjournment. Thank you all for coming.	Adjourned at 2:49 p.m.
Respectfully submitted, <i>Sue Dickey</i> Sue Dickey, PhD, RN, Associate Professor (Nursing/CPH) & Faculty Senate Secretary, 2016-18		

Next meeting: Representative Faculty Senate, Wednesday, March 20, 2019.

SBD/sbd 2-26-19. Revised 3-16-19