

Faculty Senate Steering Committee Meeting
Tuesday, April 6, 2021 – 1:00 PM

Meeting Minutes

Attendance:

Present: Rafael Porrata-Doria (Pres., Law), Kimmika Williams-Witherspoon (V. Pres., TFMA), Lisa Ferretti (Secy, SSW), Shohreh Amini (CST), Teresa Gill Cirillo (FSB), Maia Cucchiara (CEHD), Sue Dickey (CPH), Rob Fauber (CLA), Jason Gallagher (Pharm), Sharyn O'Mara (ART & ARCH), Anna Peak (Fac. Herald, CLA), Vallorie Peridier (Engr), Mark Rahdert (Law), Rick Ridall (STHM), Carmen Sapienza (LKSM), Jeffrey Solow (BCMD), Cheryl Mack (Coord.)

Absent: Quaiser Abdullah (KMC)

1. Call to Order

The President called the meeting to order at 1:02PM.

2. Approval of Minutes: March 23, 2021

The President noted that the minutes were previously distributed for review and asked if there were any changes, edits, or additions. There being none a motion was made to approve the minutes as presented. The motion was seconded. Following a vote the motion to accept the minutes as made was carried.

3. Guests:

The President welcomed guests to the meeting.

Valerie Harrison, Senior Advisor Equity, Diversity, and Inclusion

Harrison described recent efforts by the University to support greater equity, diversity and inclusion. These efforts span the university and there are several specific initiatives targeting faculty training, recruitment and hiring.

The University's Affirmative Action Plan will be completed by the summer of 2021. Harrison described several strategies that would support increasing the diversity of faculty through recruitment and retention including training for search committees, cluster hiring and affinity groups.

The President asked for comments and questions from the group. One member noted that Dean's should receive hiring specifically related to implicit and explicit bias. K. Delaney volunteered to become a part of a group that would support this training recommendation.

Another member suggested a position for a general faculty ombudsperson independent on the general administration to address faculty concerns at multiple levels. Harrison asked for some clarification in terms of the role of the suggested ombudsperson given that there is currently someone in each school/college. The member suggested that someone who would specifically address the needs of faculty more generally would be most helpful. Another member commented positively on the idea of cluster hiring and also asked a question as to the extent this strategy supports retention.

A representative of the ASPIRE program commented on the importance of the mentoring

program for faculty and training that improves the effectiveness of faculty mentors would also be welcomed.

One member commented that ombudspersons currently are largely not faculty and are in the administrative chain of command and therefore likely not independent of the desires of the administration. Another member added that ombudspersons are largely not known in the schools/colleges. The member further suggested that Harrison should present at all schools/colleges. A member further commented that the roles and responsibilities of this role and the commitment that would be needed for successful implementation.

A member noted that the experience of faculty can vary greatly by school/college and in some cases department and asked for the possibility of some basic training for all faculty. Harrison noted that to date mandatory trainings on some topics have not been enforceable and is open to suggestions and support for adding mandatory trainings to support greater equity, diversity, and inclusion. Another member noted that the evidence on the impact of bias is strong and would support such training.

M. Masucci noted that faculty and staff on federally funded programming/research are required to participate in extensive training on DIE training. In addition, there are requirements at the University level related to any type of harassment, bias, etc. Masucci suggested some sort of scaffolding of these trainings. Harrison noted that it is not the initial training which is required but rather periodic training to assure a baseline level of understanding. Masucci also noted the importance of understanding the possible unintended consequences of additional mandatory trainings which accrue differently across faculty/staff roles.

A member noted that this training is about our values and would hope that faculty would want to support this.

One member asked whether or not the research office once hosted an ombudsperson. Masucci did not recall this but would welcome further discussion of the member's recollections.

The President introduced the members of the ASPIRE Committee who presented briefly on the project.

ASPIRE:

Kevin Delaney, V. Provost for Faculty Affairs

Michele Masucci, V. President for Research

Amy Freestone, College of Science and Technology

Shohreh Amini, College of Science and Technology, FSSC

Masucci placed the following links in the chat for review: Association of Public & Land-Grant Universities (<https://aplu.org/>) which is the recipient of the ADVANCE Program of the NSF (<https://www.nsf.gov/crssprgm/advance/>). APLU has created the ASPIRE network (<https://www.aplu.org/projects-and-initiatives/stem-education/aplu-aspire/>) and ASPIRE Alliances Programs (<https://www.aspirealliance.org/institutional-change>)

A brief presentation about the ASPIRE Institutional Change Initiative. The Vision of the ASPIRE alliance is to develop inclusive and diverse national STEM faculty including goals to deepen STEM faculty skills in inclusive practices, increase representation of URG people in the STEM professoriate and foster institutional STEM cultures that value inclusion and diversity.

The President opened the topic up to comments and questions from the group. A member noted the real need to disaggregate demographic data that will inform this process and our general understanding of faculty roles/responsibilities in STEM and otherwise. Masucci suggested that vigilance in understanding these data is needed and believes that the work of the alliance will support this.

A member asked about the definition of the STEM field for the purposes of inclusion. Masucci noted that Temple considers this definition to be very inclusive but that there are some fields where we need basic inclusiveness, in others the issues are related to empowerment. Being a part of the alliance can help Temple to continue to think through these important issues.

Harrison noted that we do have disaggregated data and it will be presented to the Dean's as a part of the summer affirmative action plan. A member asked whether or not the data would be shared, and Harrison stated that this is not known. The public data is available but it is not disaggregated.

The President thanked the guests for their presentations.

4. President's Report: Rafael Porrata-Doria

Item 1: The President noted that elections for Senate Offices have closed. The Chair of the Nominations Committee noted that all candidates on the slate were elected. The public announcement will be made through the listserv.

Item 2: The President reminded the group that the UFS meeting will be held on Wednesday 4/14 at 1:45 PM. President Englert will be our guest. The President noted that the FSSC would be awarding President Englert with a certificate after an approval of the FSSC by acclamation. A glass owl and certificate will be awarded. Following President Englert's recognition, the Faculty Service Awards and recognition of the retiring faculty will take place.

The final FSSC meeting for the year will be held on Tuesday 4/20.

The President will send the Senate Budget Proposal to members for review prior to the final FSSC meeting.

5. Vice President's Report: Kimmika Williams-Witherspoon

The following candidates were presented for consideration for appointed committees (please see attached). Each candidate was considered individually followed by a vote. Results noted below.

Candidates for Senate Committees:

- Clifton Fordham (TYL), Library Cmte. (advanced)
- Deborah Moss-Gail (CPH), Status of Women Cmte. (not enough vacancies – not able to advance at this time)
- Rebecca Petre Sullivan (LKSM), Status of Women Cmte. (not enough vacancies – not able to advance at this time)
- Sarah Cordes (Education), Status of Women Cmte. (advanced)
- Sam Wu (Medicine), Budget Review Cmte. & CATA Wu was asked to join CATA in the absence of vacancies on the Budget Review Cmte. Wu was advanced for CATA.

Item 2: The Vice President noted suggested revisions to the charge of the EPPC (see attached). The members discussed the proposed language and suggested the following:

“All academic matters affecting more than one college, whether they originate from administration, faculties, or the Student Senate, shall be referred to the committee.”

Item 3: UTPAC A (2), B (1), C (1) all have vacancies and the Vice President appealed to the members to consider joining asking them to contact them if they are interested in joining.

Item 4: There are still vacancies on RPPC (2, elected and 4 appointed), Bargaining Units (1 appointed), EPPC (1 elected), Faculty Herald Advisory Board (2 appointed), GEEC (5 appointed) Lectures and Forums (2 appointed), Faculty Handbook (1 non-bargaining and 1 bargaining), Student Awards Selection (3 appointed).

6. Old Business
None noted.

7. New Business
None noted.

8. Adjournment

A motion was made to adjourn the meeting. The motion was seconded. A unanimous vote followed. The meeting was adjourned at 2:54 PM.

Next Meetings:

University Faculty Senate, Wednesday, April 14th, 1:45 PM

Faculty Senate Steering Committee, Tuesday, April 20th, 1:00 PM

Respectfully submitted: Lisa A Ferretti, Secretary, Faculty Senate