

**Faculty Senate Steering Committee**  
**Tuesday, October 6, 2020, 1:00 PM**  
**<https://temple.zoom.us/j/99897173115>**

**Meeting Minutes**

**Attendance:**

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

**Absent:** Lisa Ferretti (Secy, SSW), Rob Fauber (CLA), TBN (KSoD)

1. Call to Order:

The meeting was called to order at 1:03 PM

2. Approval of Minutes:

The minutes of September 8, 2020 were approved as submitted. The minutes of September 22, 2020 were tabled until the next meeting.

3. President's Report:

We have received the glass owl gifts for the FSOFSA and FSSA recipients. We'll order additional gifts for this year's awardees.

We need to send out the announcement for this year's awards. The committee for this year will be same members as last year; Sharyn O'Mara has volunteered to serve on the committee as well. Carmen Sapienza has agreed to serve again as the committee chair.

Deadline for submissions will be January 2021.

Committee:

Carmen Sapienza, Chair  
Jeff Solow  
Sharyn O'Mara  
Kimmika Williams-Witherspoon  
Rafael Porrata-Doria

Our website is now in the queue and will be up soon.

Guests for future meetings: suggestions for visitors for the RFS, UFS and FSSC meetings

- Mark Denys for October 14, Representative Faculty Senate
- Kevin Delaney for November 12<sup>th</sup> Representative Faculty Senate
- President Englert and Provost Epps for the December 8<sup>th</sup> University Faculty Senate

Suggestions for FSSC guests:

- Dan Berman, Vice President Undergraduate Education
- Mitchell Morgan, Chair of Board of Trustees
- Tiffenia Archie, Asst. Vice President, IDEAL
- Valerie Harrison, Sr. Advisor, Equity, Diversity and Inclusion
- Chair of Faculty of Color Committee (Kimmika Williams-Witherspoon, Senate VP)
- Kevin Clark, Executive VP and COO
- Ken Kaiser, VP, CFO and Treasurer

Still working with the Presidential Search Committee and are making sure that faculty issues are presented to the committee and to have discussion with potential candidates. Also continuing with Covid Cabinet. Current discussion is what is going to happen next semester.

Q: Any more changes to President Search Committee?

A: No, don't think there will be more changes.

VP noted that current faculty accommodation for Covid-19 will not carry over into the spring semester; faculty must reapply. There was a brief discussion of this issue. The Senate President and Vice President will raise the faculty concerns with the Covid Cabinet.

Q: Will the president search include an inside candidate and should an announcement to faculty be sent so they can apply?

A: There will be a Position Description prepared and circulated.

Spring 2021 semester: Spring semester will begin one week later and there may be no spring break in an effort to protect students. Questions and discussion of pivoting from spring semester plan sense that it won't happen. Sounds like essentials+. Reason was because of logistics. Pivoting back to campus mid-semester will be a logistical mess. Offered housing money back so can't ask them to turn around and pay again. May go from 200 to 200+ classes. They didn't give a number of how many in the +.

University is planning to send 120 students to Temple Rome for the spring 2021 semester. Cannot send to Japan; Americans still not allowed into the country. Should tell the faculty so they can prepare.

Plan for what we are going to be doing:

Gender and racial discrimination and our relationship with the community. Will contact Valerie Harrison to start conversation on how we should be doing this. Law school had events; they were quite helpful. Talking to the chair of the Senate Faculty of Color Committee and anti-racism group for ideas.

Last issue is the incorporation of adjuncts into the Faculty Senate. They are of different nature in different schools/colleges, but we need to continue to work on it. Maybe try to get a committee together to come up with issues. One suggestion: maybe the National Council of Faculty Senates has information that they can share with us, then form a committee from this. Senate President will look into this. Any volunteers for the group? Adjunct Issues:

- Sharyn O'Mara
- Sue Dickey
- Jeff Solow
- Jason Gallagher

FSSC letter to Board Chair regarding Presidential Search Committee. After some discussion of the final letter and how to proceed, it was decided that the Faculty Senate Office would email the letter to Anne Nadol, Vice President and Board Secretary, on behalf of the Faculty Senate Steering Committee, with a request to forward to Chairman Mitch Morgan. Letter to eventually be posted to the Faculty Senate listserv.

Black Lives Matter statement: Senate VP will draft a document to send out and post the Senate website.

Faculty Governance: Deans and collegial assemblies. Should this be another working group to review issue of Collegial assemblies and school/college by-laws? Volunteers for working group:

- Shohreh Amini
- Maia Cucchiara

#### 4. Vice President's Report:

Faculty Senate committee appointments—

Select one of the two CLA candidates for appointment to University Sabbatical Committee.

The following candidates were approved by a show of hands:

- Cheri Cutler, FSB: Faculty Herald Advisory Board
- Joseph DuCette, COEHD: UTPAC-C
- Kathryn Fritz, CPH: Lectures and Forums
- Elizabeth Groff, CLA: University Sabbatical Cmte.
- Nate Snyder, LKSOM: Budget Review Cmte.

VP pointed out that there are still a few vacancies, and we need nominations for the Provost University Placement Assessment Committee. She asked the committee to reach out to colleagues for volunteers. Cucchiara will reach out to faculty for volunteers. Amini will also send out call for nominations to the committee.

VP announced the third Diversity Symposium scheduled for October 20, 2020, 12:00-6:00 pm. It will be followed by the virtual program, *From Safe to Brave*. She and David Brown are co-chair and chair of the Faculty Senate Committee on the Status of Faculty of Color who are sponsoring the event. It will be virtual and guest speaker will be Yaba Blay. Since the symposium is

scheduled on the same day as an FSSC meeting the president has cancelled the FSSC meeting for that date so that the committee may attend the symposium.

5. Old Business:

None

6. New Business:

None

7. Adjournment:

The meeting adjourned at 2:38 PM

Next Meetings:

Representative Faculty Senate, Wednesday, October 14, 2020, 1:45 PM

*The October 20, 2020 meeting is cancelled for the 2020 Diversity Symposium*

Next FSSC meeting – Tuesday, November 3, 2020, 1:00 PM

Submitted by,

*Cheryl Mack*

Faculty Senate Administrative Coordinator

*Attachment: FSSC letter: Presidential Search Committee, 09/29/2020*



## Faculty Senate

September 29, 2020

Dear Chairman Morgan,

The Faculty Senate Steering Committee would like to begin by acknowledging the important steps (confirming a commitment to include many voices and the addition of two new members) made in the constitution of the Presidential Search Committee tasked with the selection of the next president for Temple University. Like many members of the community, we were surprised and dismayed by the composition of the committee when it was first announced on September 14. We also appreciated the clarification of the process outlined in the message on September 18. We especially welcome the addition of two African American women to the committee. These changes are noted and appropriate. It would also be important to note that these changes do not go far enough to address the main concerns raised by many members of the faculty and the community.

Temple recently announced a significant investment in anti-racism and diversity initiatives here at the university. This announcement came on the heels of the first email referencing the search committee and definitely spoke to Temple's commitment to addressing social inequities rooted in systemic racism and white supremacy. Unfortunately, the reluctance to embark on a process that makes the selection of the search committee more representative of Temple as a whole, threatens to undermine our efforts to analyze, address and challenge institutional racism before the actual work even begins. Here in the FSSC, we are puzzled by the board's insistence on maintaining this status quo and committing to a process that is rooted in and informed by structural inequities. The internal and external social climate and intentional learning that most of us hopefully engaged over the past months should certainly inform us that we need to engage this destructive and corrosive institution of racism differently, if we are to lead a purposeful, responsive and representative institution. Temple has the opportunity to demonstrate leadership in this regard.

In moments of crises, institutions such as Temple need transformational leaders who are willing to do the difficult - but ethical - things to forge a different path forward. This is our current juncture as an institution. This is what the institution needs. This moment requires that we critically examine the structures and systems that suggest that the status quo is acceptable. As we look at the board itself, it is not representative. It stands to reason that a board that is not representative will be challenged to adopt a process that is representative.

This is the manifestation of systemic imbalance – it perpetuates itself and permeates in various processes unless a deliberate effort is made to engage it at these critical moments. The transformational work occurs in this space of difficulty. It is understandable that a mistake was made in the beginning. A transformational leadership approach would suggest that we own that mistake and embark upon a process to correct it holistically.

The FSSC offers that engaging this pivotal moment requires us to break from the norm in an intentional way. As we look at the current committee, we recommend reconstituting the committee. Key questions we can/should ask include:

- What would a truly representative committee look like for us in this moment?
- How could having more administrators, a dean, other minority groups and students on this committee impact the collective decision-making process?
  - o How could their presence at the center of the deliberative process positively impact the decisions made?
- What are some of the critical decisions needed to transform Temple’s current social alignment within and outside the institution?
- How does this current process square up against the founding principles for Temple University?

As we look inward at the process of building a search committee that is truly reflective of Temple’s community and its values, we must also begin the hard work of reevaluating the makeup of our Board of Trustees, upper administration, and all segments that constitute Temple’s community. Resolving the search committee is one small and necessary step, but it is by no means the solution to the problem of systemic and institutional racism.

Chairman Morgan, it is no accident that you have been chosen to lead the Board of Trustees at this moment. Your personal impact on the city is seen in various spaces. Temple’s collective impact, identity and transformational role in the community is impacted significantly by the decisions the board makes under your leadership. It is not very often that we have the opportunity to create change that reverberates well beyond our lifetime and transform an institution and community in the process.

The Faculty Senate Steering Committee is committed to serving the institution in a way that values and honors the role and presence of all represented identities at Temple. We are committed to supporting a process that champions equity. We look forward to seeing such a process merge through these necessary and challenging conversations.

Looking forward to hearing from you

soon. Sincerely,

The Faculty Senate Steering  
Committee (with 2 abstentions)