

Representative Faculty Senate Meeting  
Faculty Forum on Research

Tuesday, November 19, 2024– 6:00 PM

[Click here for meeting recording](#)

**MINUTES**

Attendance: Eighty-four (84) representatives, faculty, librarians and guests in attendance.

1. Call to Order - Vice President Mike Bognanno called the meeting to order at 6:00 p.m. President Shohreh Amini will join later.

The Faculty Forum on Research began with the following faculty offering a presentation:

Barbara Ferman, CLA  
Nancy Pleshko, COE  
Michael Zdilla, CST

The power point presentation began at 6:04 p.m. At 6:29 p.m., the presentation ended and representatives from OVPR responded.

2. Guests:

Josh Gladden, Vice President for Research  
Dennis Paffrath  
Maria Palazuelos Jorganes  
Steve Nappi  
Seema Freer

Faculty gave a presentation discussing the challenges faced by faculty in engaging with administrators and the issues in the Office of Vice President for Research (OVPR), including staffing, financial management, communication, and acquisitions. The team also addressed the inefficiencies in the purchasing process, the need for better system connectivity and transparency, and the challenges of staff turnover and cultural silos.

The conversation ended with an open Q&A session.

OVPR staff responded. They are aware of the extent of the problems. Staffing hires have happened. Working now on a “Roles and Responsibilities” matrix to figure out which staff members PIs need to contact.

The team discussed the challenges of staff turnover and the need to improve working conditions and salaries to attract and retain experienced staff. They also highlighted the importance of connecting staff to the university's mission and making Temple a desirable place to work. We may need exit interviews to understand why people are leaving. HR should be more flexible and competitive in offering salaries.

Discussion about how problematic communication has been across campus units and within OVPR itself. Gladden is planning a university-wide webinar on his longer-term plan for research before the end of the fall 2024 term.

### 3. Approval of RFS minutes of September 23 and October 23, 2024

Unanimously approved at 7:14 p.m. Due to the lateness of the hour, the rest of the agenda was suspended until our next meeting

### 4. Adjournment at 7:15 p.m.

Next Meeting: University Faculty Senate, Thursday, December 12, 2024 - 1:45 PM Charles Library Events Room 102

### 5. President's Report: Shohreh Amini

### 6. Vice President's Report: Mike Bognanno

### 7. Old Business

### 8. New Business

Respectfully submitted,

Robin Kolodny  
Faculty Senate Secretary