

Representative Faculty Senate Meeting
Tuesday, February 16, 2021 – 1:45 PM

Meeting Minutes

Attendance:

60 faculty in virtual attendance

Call to Order

The meeting was called to order at 1:48 PM.

Approval of Minutes

The minutes of January 25, 2021 were approved as submitted.

Guest: JoAnne Epps, Executive Vice President and Provost

Provost Epps began by thanking the faculty for all their hard work during this past year. We are doing pretty good as an institution and that's because of you pivoting during a tough year.

Now trying to figure out what the fall semester will be. The outlook is uncertain, but we are working on it. Still doing regular things, for example Tenure and Promotion meetings. The Provost then call for questions from the faculty.

Q: Financial outlook- we have received updates from the CFO. Any clarification about fall enrollments and other fiscal questions?

A: Continue to believe that some institutions are facing existential challenges accelerated by Covid. I don't put Temple in that position. The challenges are real. The number of 18-year olds are shrinking in enrollments; that was the most challenging and will continue for another decade. There's going to be an increased competition for students who are selecting colleges. Add to that, Wolf budget next year for flat appropriations. That is comforting but also a step back. Also, enrollments are going down. Fly-in-four is working; that means we lose some tuition. The class of 2016 was the largest in a long time. Now coming back into a more appropriate enrollment. 2020 was a really big class but the numbers for 18-year old decreased so this is a real impact.

Ken Kaiser is the person to talk to about the actual dollar numbers. We are looking at where we can tighten our belts. If we can move back towards normalcy in August that will be helpful. Encouraged by the announcement that 300 million doses of the vaccine to be available by July.

Q: What are we doing to market ourselves to non-traditional college students? Also, we are hearing from parents since the pandemic started, from working moms and long term effects on women colleagues who are trying to get promoted as they are coming up for tenure.

A: As you acknowledged, these issues are complicated. I don't rule out any conversations. The question is how we can be fair and continue to make sure we are living up to our obligations to students and colleagues. I am more than happy to have the conversation.

Q: What accommodations will you consider making for working women.

A: As Steve mentioned this is not just a Temple problem; I think going forward we all must ask ourselves what's the right way to respond. I don't know the answers, but I do understand it's a real problem.

Q: when will tenure include professors who teach and not only research faculty. And when can NTTs look forward to becoming on tenure track?

A: No date. Tenure is defined as tripartite matter as if to say to review that would require a great deal of focus and attention. I don't think I can give an answer that would be more responsive.

Q: Maybe to clarify, part of the [Temple] mission is to enhance, teach students but it seems to be tenure track is for people who do research, so why not figure a way to open it up to professors who spend most of the time on teaching track?

A: I Think tenure was initially designed to protect researchers who might say something controversial; I think it was tied into academic freedom. One question that we haven't asked – nor do I think we should – is to prescribe the proportion between tenure and non-tenure track people. It evolves. Or the notion that you want fully tenured faculty, comes with rigidity that you have to decide is a really good thing. I do take your point about our mission about teaching but it's complicated. It was mentioned that there are other tracks in other areas, i.e., legal research and writing track and others were NTTs, of which were eligible for tenure. So, the idea that you can become tenured is within the world of familiarity.

Q: Any policy changes as a result of the Covid pandemic? Has the experience of the pandemic changed the way you think about Temple's direction in the future, for example, offering more online courses?

A: None for pandemic related policies. There will be more online courses and will have more distance working. Now moving the conversation about work from home. There was a NYT article that talked about the number of jobs that will remain distance after Covid; much of them are higher white collar jobs. Reality is there's a lot of our work that does not have to be in person. You actually get more face time in via zoom than in Kiva. I think the same is true for teaching. Will 18-22 year olds want to be on campus? There's a lot be gained by a residential college experience. What will be the demand? My opinion for the future of education is maybe the same position of college (3-4 years), and some certificate courses online for people to explore more education; they will continue to improve over course of their professional life.

Q: Was unable to find the Faculty Handbook on the Temple website. Eventually found one by googling it. Also, no date of when it was created. There were footnotes from 2002 and 2007. Looking for the chairs policy but the document referred to the TAUP contract. Seems there should be a handbook updating policy that involves your administrators and the Faculty Senate on revisions. Does something like that exist?

A: Kimmika and I will chat about it.

Q: DEI issues; we need far more diverse faculty. I know there is a hiring freeze; when will it be lifted, and we do some focused designed hires for some departments are primarily homogenized?

A: There is no university hiring freeze; maybe in the schools/colleges there is a freeze because of their budgets. Part of the problem is we have to get hiring committees to understand why the process that they normally engage creates limited. Pool of candidates. Tiff Archie and Valerie Harrison have worked hard with committees to get them to understand how to open up the hiring of more diverse faculty.

Q: Also, urban students limited, so in the next 10 years diversity is going to be limited because of what the pandemic has imposed on our urban school system. Are we talking now about strategies to mitigate some of the exclusion because the pandemic made education and matriculation difficult?

A: Yes, but not because we are limited in our goals but this year, we are trying to get a class in the fall with the first year of people that don't have SATs and ACTs.

Q: Is there any information on the Presidential search?

A: Not that I am aware of.

Q: Would similar points about standardized testing apply to GREs?

A: I don't know the answer to that. I'll make a note [of the question]. I guess it's the same challenge to try to identify strong candidates who are going to be successful.

Q: Opening fall semester with imperfect in-person direction. Any plans for vaccination of all faculty?

A: Debate of requiring vaccines. Sort of a medical or ethical question. Until we have moved from emergency authorization, I don't think we will be requiring people to be vaccinated.

Q: How many fully online opportunities for online degrees at the university?

A: Not many. Will check on that and get back to you.

Q: Are there plans for Ambler?

A: Currently thinking of plans for Amber rather than selling it. Trying to figure out our options then decide what to do.

President's Report

The faculty service awards committee is meeting to go through the nominees; a report is forthcoming. Mark Rahdert will give a brief report on the faculty senate elections.

Rahdert: The time is approaching for those who want to be considered by the nominating committee. If you are interested in running for officer positions, send your materials to the senate (senate@temple.edu). We have come up with a slate. There is a single nomination for each position. Send to the committee your statement of interest and a CV or bio link. In addition, you should send the petition with six nominations from other faculty senate members. The final slate will be presented to the Faculty Senate at the March meeting. Elections to be held late March-early April. We are also seeking candidates for the elected committees.

Porrata-Doria: A reminder that the next Representative Senate meeting is March 18th. We will meet 6:00-7:30 pm to accommodate the Tokyo College. Our guest will be Hai Lung Dai, Vice President for International Affairs.

The University Senate meeting is April 14th, 1:45 pm. Our guest is President Richard Englert. Will also recognize Faculty Senate Service Award recipients and retiring faculty.

Vice President's Report

We need to ramp up the Continuous Revision of the Faculty Handbook Committee. We have vacancies on senate committees (see attached list). I encourage you to talk to colleagues about faculty service. Some of the committees are CATA, the Assessment of Instruction Committee, the Budget Review Committee, and the Faculty Senate Status of Women Committee. Talk them up in collegial assemblies, etc. University service is university leadership.

Also, the Faculty Senate Faculty of Color Committee will have its second Chat in the Stacks series February 25th, 2:30-4:00 pm. Will be virtual presentation of the idea of the loss of place. This time looking at initiatives or reclaiming space in various communities either because of footprint or gentrification. A large number of individuals are participating.

Old Business

None.

New Business

Newman (CLA): Wants to recommend the EPPC. Committee also addresses questions of privacy and Intellectual Property particularly with Zoom courses and who owns what. If you have any

experience with this, please email me. With Privacy/ surveillance, and Intellectual Property we want to be sure we are hearing from colleagues on this. Thank you.

Q: What is happening with the presidential search?

RPD: can only tell you that the search is continuing, can't say more than that.

Q: Are administrators monitoring Zooms?

RPD: Not that I am aware of.

Adjournment

Meeting adjourned 3:01 PM

For full discussion go to <https://facultysenate.temple.edu/meetings/recorded-meetings>

Submitted by,

Cheryl Mack

Administrative Coordinator