

# University Faculty Senate Minutes, September 9, 2015

## University Faculty Senate Meeting

Wednesday, September 9, 2015 – 1:45 PM

MBA Commons, 702 Alter Hall

Videoconference: HSC, 343 MERB – AMBLER, ALC201

### Attendance:

Representative senators and officers: 47

Ex-officios: 1

Faculty, Administrators and guests: 34

WebEx: 99

### Call to Order:

President Jones called the meeting to order at 1:55 p.m.

### Motion to approve the agenda:

Motion approved.

### Approval of March 18, 2015 Minutes

The minutes from March 18, 2015 were approved unanimously.

### President's Report

Introduction of Senate Officers and FSSC - Senate Officers and FSSC members were introduced. Congratulations were given to Deborah Howe, elected as VP of Faculty Senate last spring and recently appointed as Interim President of the Oregon College of Oriental Medicine. Following the Senate By-laws, the elected Senate Secretary, Adam Davey, became Senate Vice President for the 2015-2016 year and Michael Sachs was appointed as Faculty Senate Secretary by the Faculty Senate Steering Committee.

Fox School of Business was thanked for their hospitality

A reminder was offered about President Theobald's State of the University address hosted by the Faculty Senate in the Faculty Senate meeting, October 8<sup>th</sup> from 1:45-3:00 p.m. in Feinstone Lounge.

A brief update was provided on CA and workload side letter. Volunteers are being solicited for a committee to address these issues.

### Vice President's Report

An update on elections was provided.

The process for UTPAC elections in the Fall was noted.

### Dialogue with Dai: Guest Provost Hai-Lung Dai

A) Freshman class update – for the 5<sup>th</sup> year, Pennsylvania High Schools have generated fewer High School graduates (reduction of 25,000). Institutions are facing declining enrollment. Despite this, there has been an increase in our applications (9%) – a record number of applications. The class of 2019 has approximately 4900 freshman, a record – it is noteworthy that we have a lower than 60% admission rate (55%). Our average SAT scores are 32 points higher than last year.

B) Transfer students – There were 2700 three years ago; this year 2400 (reflects decreased enrollment in community colleges across the state). There is sometimes a challenge with different evaluation of which courses transfer between community colleges and our evaluation. Efforts to fix this are underway.

C) Graduate students – the need to make decisions in a shorter period of time was noted. Master's enrollment reflects a 30% increase over last year.

D) There is a 1.2% increase in overall enrollment, nearly 2% over 2 years.

E) There is active recruitment of faculty. We have hired 58 new Tenured/Tenure track faculty this past year. Provost Dai noted the high quality faculty hired. From the list of 100 most influential papers in the history of science, Temple has 5 authors/coauthors of these papers on our faculty. Our U.S. News and World Reports ranking went from 121 to 115 this year. We should go up faster. We have improved our quantitative aspects (graduation rate, etc.), but the 'beauty contest' part did not improve (actually went down a bit). We need to publicize our accomplishments with our colleagues at other institutions. We should nominate students for fellowships, and nominate our colleagues for professional merit awards (fellowships, etc.).

F) Provost Dai emphasized we are an educational institution, not a commercial enterprise. We need to improve our quality and reputation, get more

resources, and be more effective in teaching our students.

G) Mary Conran (Fox) asked how many of the 58 new hires were replacements? Provost Dai thought about half were but indicated that specific information in response to this question would be forthcoming.

H) Marina Angel (LAW) – noted that a written report must be provided ahead of time and presentation limited to 15 minutes. She raised a question about disseminating the new sexual harassment policy by President Theobald when individuals were not on campus. She suggested that the Faculty Senate and administrators need to know their limits. Provost Dai replied that the new policy involved a very long process over many years. There were state and federal requests for information. We had procedures for dealing with student misconduct. Statistics suggest approximately 20% of students may be sexually assaulted during their time in college (for Temple this would be 3,000 students). Provost Dai explained and an initial communication from the Department of Education indicated that Temple University should consider addressing its policies in the areas of sexual assault. President Theobald requested we look at our policies and practices. The Provost indicated we can't apply the same standards as a court of law in our processes. We needed a policy or we could lose up to 10% of our operating budget if found out of compliance with the DOE mandate. A committee chaired by Laura Siminoff, Dean of the College of Public Health, developed the new policy after six months of deliberation. The Committee included three faculty members (some nominated by the Faculty Senate), students and administrators. The report was sent to the President in late spring, he studied the report, included substantial discussion among senior staff members and legal counsel, and then released the report/recommendations. One change in the new policy is that there will no longer be a three member panel to review complaints, but we will hire a former federal judge to deal with the process. Discussion ensued between Professor Angel and Provost Dai on aspects of the process and the outcome.

I) President Jones noted that she had contacted President Theobald to discuss the Sexual Assault policy issued on August 1<sup>st</sup>. She noted that since the policy was issued in summer and we have just begun fall semester that FSSC has not had time to thoroughly discuss the policy, although that is on the FSSC agenda. She also indicated that President Theobald was willing to meet with her and others to discuss concerns about the policy that might arise from FSSC and/or Senate discussion. President Jones also indicated that the Faculty Senate Steering Committee would be discussing issues raised by Professor Angel but requested that Professor Angel hold further comment or action until the end of the meeting since changing the approved agenda would require a 2/3<sup>rd</sup> vote. Professor Angel agreed to wait until later in the meeting.

J) Provost Dai noted that more than 67% of NTT faculty have multiple year contracts. He acknowledged that he wants that percentage to be higher but that we have made progress.

### New Business

Endorsement of the Tuition Benefits Recommendation

All members received a report from the Senate a week before the meeting.

President Jones commended the committee members for their excellent work and reported that the report had already been submitted to the Director of HR, Sharon Boyle.

It was moved that the Faculty Senate endorse the recommendations in the report.

Art Hochner (Fox) moved approval of the motion, seconded. Approved unanimously.

President Jones noted a report on the Child-Care Benefit Committee would be forthcoming and thanked Prof. Casey Breslin and her committee for their ongoing efforts.

### Old Business

President Jones reported on UTPAC updates and changes – (please see the President's Report PPT slides on Senate website for a summary of the Faculty Senate recommendations for UTPACs constitution and process made in Spring 2015).

Kevin Delaney, Vice Provost for Faculty Affairs (VPFA), reported on status of UTPAC. He discussed the structure of the process. Candidates can indicate preference for review by committee A, B, or C. That preference will be

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*Minutes continued from page 7*

sent to the candidate's chair and Dean for confirmation or contest. If there are disagreements about appropriate UTPAC for review in a particular case the final decision will be the Provost's.

VPFA Delaney indicated that the next step is for the Faculty Senate to elect members, and the Provost to appoint his members.

VPFA Delaney agreed with the Senate's suggestion that each UTPAC should have a Faculty Chair or Co-Chair and that these positions should be elected by the committee.

Hochner (FSBM) asked about individuals serving on committees that did not reflect their disciplines. Kevin Delaney said the Provost will likely appoint folks with disciplinary expertise, but this is not a rule.

Joel Sheffield (CST) asked whether candidates will have a sense of who is on a particular committee before selecting. The VPFA indicated that this is not the case this year but should be in subsequent years.

President Jones asked whether the Law School will go through UTPAC C. Currently the contract specifies that two members of that committee must come from the Law School. Kevin Delaney said it was still important to have two law school representatives on the committee and that Dean Joanne Epps of the Law School had indicated that applicants from the Law School with support at all lower levels would go to the Council of Deans and applicants with dissenting opinions would go through UTPAC C.

Hochner (FSBM) noted the importance of Temple issuing Tenure and Promotion guidelines for University and Colleges specifically. Kevin Delaney said this was in process.

President Jones discussed consistency with other policies. She reminded the Senate that last spring the Senate passed a resolution asking President Theobald to convene a task force to update the 2011 Presidential Guidelines on Tenure and Promotion Processes. She reported that although that action had not been taken, the FSSC was interested in resending that resolution and hoped the President would respond positively. VPFA Delaney noted that that work, as well revision of the Faculty Handbook, would be good ideas so we can make sure all relevant policies on T&P are in agreement.

President Jones reiterated the need for Kevin Delaney to keep us informed of process and thanked him for his collaboration.

## **Additional New business**

Marina Angel (Law) explained that she had distributed a memo and a draft motion (see attached) to senators through the Senate Discussion listserv prior to the Senate meeting and had brought hard copies of same to this meeting. She indicated that she wanted to have the motion considered, but it would not be decided at this meeting. She moved that her draft motion be discussed at an upcoming Faculty Senate meeting. President Jones asked for clarification on the motion to make sure that the motion was not on approving the draft motion included in Professor Angel's memo but was a motion to bring the draft motion to consideration of an upcoming Faculty Senate meeting. Professor Angel confirmed this clarification.

The motion was clarified and was approved almost unanimously (approximately 30 yes, 0 no, 2 abstain). President Jones indicated that she would add discussion of the draft motion to the FSSC agenda as well.

Art Hochner (FSBM) asked for clarification on Tenure and Promotion guidelines. He noted discussion in negotiations on procedures as well as standards. He noted the importance of clarification on what one needs to do in order to become tenured?

Jane Evans (Tyler) asked how many faculty were given tenure this year? Hochner didn't have a number. Kevin Delaney said the vast majority of individuals received tenure. Evans asked if all those turned down for tenure were from the Humanities? No specifics were available. President Jones indicated it would be helpful to have detailed numbers.

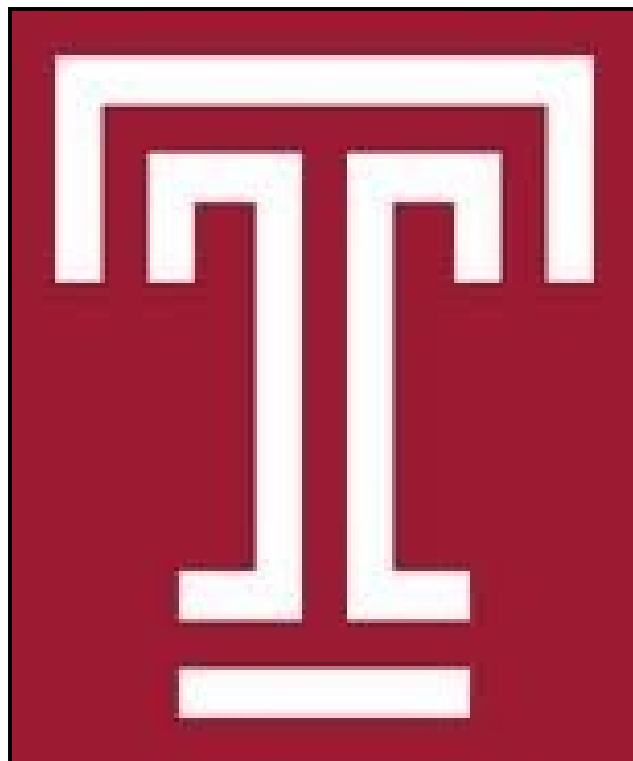
Melissa Gilbert (CLA) said it would be helpful to have numbers of faculty by gender, ethnicity, etc. President Jones indicated that the Senate was going to continue to request data on breakdown of faculty by gender, ethnicity, race, rank, and unit (school/college). She indicated that Senate has asked for these

data for some time and would continue to get these data and make the data available to faculty.

## **Adjournment**

The meeting was adjourned at 3:07 p.m.

Michael Sachs  
Secretary



# Representative Faculty Senate Minutes, November 16, 2015

## Representative Faculty Senate Meeting

Monday, November 16, 2015 – 1:45 PM

Kiva Auditorium

Videoconference: HSC and AMBLER, WebEx

### Call to Order

President Jones called the meeting to order at 1:53 p.m. Kudos to Cheryl Mack and Michael Fields for getting WebEx operating for this meeting.

### Motion to approve the agenda.

Motion approved.

### Approval of September 9, 2015 Minutes

The minutes from September 9, 2015 were approved unanimously, as amended.

### President's Report

#### Announcements

Faculty Senate Awards brunch, November 17, hosted by Fox School of Business. Thanks to Michael Jackson and Cheryl Mack for their great work on this wonderful event. Thanks to members of TAUP and Temple Administration (Sharon Boyle, Art Hochner, Michael Sitler, Steve Newman, and Provost Dai) for their cooperation on the Questions and Responses concerning adjunct representation

#### LGBTQ ad hoc committee (Scott Gratson)

Reviewed charge of committee. Fill need on campus for a faculty committee/group to address these issues (numerous student groups already exist). Includes needs of librarians as well

#### Committee on Faculty Disability Resources (Ken Thurman) and Council for Diverse Communities (Eli Goldblatt)

Reviewed charge of committee

#### Child Care Committee Report (Casey Breslin)

Reviewed charge of committee. Possibility asked about including neighbors in the facility. Possibility that College of Education is working on a plan that would include neighbors. Possibility that FS could support both recommendations. Question about potential cost – information not available.

### Vice-President's Report

#### CATA

Joseph Picone was appointed to the Committee on the Appointment of Trustees and Administrators.

#### Committee on the Status of Women

Leora Eisenstadt, Elizabeth Matthew, Heather Murphy (CPH), Bernie Newman (CPH)

#### Educational Programs and Policies Committee

Mehran Hossaini-Zadeh was appointed to the Educational Programs and Policies Committee.

#### Handbook

Felix Udoeyo was appointed to the Standing Committee on the Continuous Revision of the Faculty Handbook.

#### Lectures and Forums

Timothy Patterson (EDUC) was appointed to the Lectures and Forums Committee.

#### Library Committee

Carol Brandt (EDUC), Sarah Cordes, Adil Khan were appointed to the Library Committee.

#### Personnel Committee

Ken Thurman (EDUC) was appointed to the Personnel Committee.

#### Research Programs and Policies Committee

Marsha Zibalese Crawford (CPH), Levent Dumenci (CPH), Parsaoran Hutapea, Will Jordan (COE), Judith Stull (EDUC) were appointed to the Research Programs and Policies Committee.

#### Student Awards Selection Committee

Rick Ridall (STHM) was appointed to the Student Awards Selection Committee

Currently, only 3 senate committees still have vacancies (below).

Committee on Administrative and Trustee Appointments (3)

Committee on the Status of Women (3)

Lectures and Forums Committee (4)

Plus new committees

### Old Business

FSSC Omnibus Motion on Professor Angel's Motion. Background on discussion/development of motion reviewed by President Jones. Motion brought forward for discussion and vote by FS. This amendment is to Angel's original motion.

Angel suggested amendments are contrary to her motion – she does not accept the amendments to her motion. Angel indicated use of the term omnibus is used by Philadelphia Criminal Courts – not used in Roberts Rules of Order. Angel discussed specific use of language as too legalistic or inappropriate to use in a committee motion.

Angel and Jones discussed Roberts Rules of Order. Angel wanted FSSC motion to be ruled as improper and a vote taken on Angel's motion. Angel recommended voting against FS motion and taking the FS motion up as a separate motion.

Angel called for a secret ballot. 14 Yes, 16 No, 1 abstain. FS motion failed.

Angel motion tabled (she indicated she wished to get additional feedback from faculty on her motion). Seconded. Passed almost unanimously (one no vote).

Recommended that Angel review, as proposed,

Michael Jackson (STHM) - Stadiums don't pay for themselves. 75-135 million dollars to build. Infrastructure changes needed. Debt service continually running. Fundraising – money already there for stadium (individuals who won't donate to other things). Will revenue be generated – probably not. Issues with neighborhood/community. Need input from city. Main thoroughfare (15th Street) potentially to be closed.

Anticipating economics, employment, subcontracting Liacouras Center, outsource stadium as well? Major research group wants stadium for research site for concussions, learning lab for facilities/operations, athletic training. University development office has been involved with occasional telephone calls concerning a potential stadium for 25 years.

Driving word is EGO – ego to be competitive. Philadelphia has much competition in town. Construction on William Penn has already started for athletics. Question about collaboration with University of Pennsylvania – Franklin Field used for Penn and also for recreational activities. Not feasible. PPL stadium also not feasible.

Question – what are the chances can really do the stadium for \$100 million. A 35,000 seat stadium could cost \$90 million. No open discussion yet within Board of Trustees facilities committee. Not officially discussed at Board of Trustees yet. Will FSSC get our own luxury suite for our use?

#### Faculty Senate Listserv question

Angel suggested FSSC closed listserv to discussion of her motion. This was noted as incorrect – the listserv was closed several years ago.

### Call to Adjourn 3:17

Unanimously approved.

# Representative Faculty Senate Minutes, January 25, 2016

**Representative Faculty Senate Meeting**  
**Monday, January 25, 2016 – 1:45 PM**  
**Kornberg School of Dentistry**  
**Lecture Room B**

## Call to Order

President Jones called the meeting to order at 1:47 p.m.  
 President Jones lauded the performance of the Denver Broncos on Sunday.  
 President Jones thanked Dean Amid Ismail for his generous hosting of the Faculty Senate for our meeting at the Dental School (founded in 1863) as well as for lunch provided by the Dental School. Dean Ismail welcomed us and noted some of the fine characteristics of the Dental School.  
 Information provided by President Jones on use of WebEx, which we are planning on using for every meeting.

## Approval of Agenda

Agenda approved unanimously.

## Approval of November 16, 2015 Minutes

The minutes from November 16, 2015 were approved unanimously (with one abstention).

## President's Report

Budget Review Conferences

Thanks to Ken Kaiser and Katie D'Angelo for their support in providing access to faculty to participate in Budget Review conferences.

Faculty Athletics Representative (Jeremy Jordan)

Stadium Discussion – Jordan got feedback on the stadium issue.

Board of Trustees meeting last week where this may have been discussed, but no reports to date on this matter.

Mentoring program – in development.

Conversations with Vice Provost for Faculty Affairs Kevin Delaney.

3 UTPACS now operating

Met to discuss common procedures and protocols

Somewhat uneven distribution of cases (19, 19, 6)

Difficult timelines for review (with rebuttal provisions)

Discussed faculty chairs

Tenure on review processes still difficult

Council of Deans review process for Medical Faculty under review

Merit

Significant reduction in merit pool; fewer units to distribute

Changes in percentage allocated under contract

Chair's salaries and merit pools removed

Sabbaticals

Generally same amount allocated as last year

Updates on Adjunct Contract Negotiation

General Recognition that this Negotiation Affects Broader University

Faculty Senate Q&A in Fall 2015 Uncovered Considerable Sentiment of Fulltime Faculty Concern

Faculty Senate Steering Committee has approved processes to provide full-time faculty voice

Discussion blog (on this and other issues) to be opened on Faculty Senate website

Q&A process (as in Fall 2015) to be continued with monthly summaries of information and questions distributed to all interested parties

Re-activation of Bargaining Units Liaison Committee (Vice President Davey will discuss in more detail)

Regular meetings with Temple Leadership and TAUP Leadership

February 26<sup>th</sup> Faculty Senate meeting will concentrate on discussion of concerns and requests

We can maintain a position of neutrality on adjunct issues and foster communication. Faculty Senate will start a discussion blog on this and other issues. The blog will have some basic guidelines but will not be moderated. Questions can be posed and anyone (such as Administration and/or TAUP) can respond. Emphasis is on open channels of communication that are neu-

tral from the Faculty Senate's perspective.

## Vice-President's Report

Committee Appointments

Committee on the Status of Women

Erinn Tucker and Angela Bricker were appointed to the Committee on the Status of Women.

Committee on Faculty Disability Concerns

Kenneth Thurman, Michael Sachs, Susan Bertolino, Jeromy Sivek, Richard Pomerantz, and Debra Blair were appointed to the Committee on Faculty Disability Concerns. Chairs will be elected at the first meeting which will be called by Kenneth Thurman.

Committee on LGBTQ Concerns

Scott Gratson, Hiram Aldarondo, Jeromy Sivek, Carmelo Galati, Jeffrey Boles, Richard Pomerantz, Robert Betticker, Michelle Scarpulla, Jeremy Jordan, Michael Sheridan, and Dorothy Stringer were appointed to the Committee on LGBTQ Concerns. A Chair will be elected at the first meeting which will be called by Scott Gratson.

GEEC

Laura Pendergast was appointed to the General Education Executive Committee to replace Catherine Schifter, who recently retired.

## Call for Participation

The Faculty Senate Steering Committee has activated the Bargaining Units Liaison Committee in order to consider the implications of incorporating adjunct faculty into TAUP. Three representatives from the full time faculty are needed. Interested faculty should send a brief paragraph of interest and curriculum vitae to [senate2@temple.edu](mailto:senate2@temple.edu).

Lou Natali will represent the School of Law, Jie Yang will represent Dentistry, Ragbhir Athwal will represent the School of Medicine, and Joseph Schwartz, Jeff Solow, and Robert Pred will represent TAUP.

## Elections

Faculty Senate election season is just around the corner and will include President, Vice-President, and Secretary. Additionally, we will fill 3 vacancies on the Educational Programs and Policies Committee, 2 vacancies on the Personnel Committee, 3 vacancies on the University Honors Oversight Committee, and 4 vacancies on the University Tenure and Promotion Advisory Committee. These include 1 vacancy for Committee A (Humanities and Arts), 2 vacancies for Committee B (Sciences, Life Sciences, and Engineering), and 1 vacancy for Committee C (Social Sciences, Business, and Law). Marsha Zibalese-Crawford has agreed to chair the nominating committee, but we seek two additional members. Interested faculty should send a brief paragraph of interest and curriculum vitae to [senate2@temple.edu](mailto:senate2@temple.edu).

Jones noted wonderful increase in service from HSC on various committees. She expressed appreciation for this level of service.

## Provost Hai Lung Dai

Provost noted leadership of Dean Ismail in vastly improving education, research, and services of Dental School. Provost Dai will become a new patient in the Dental Clinic. Provost noted challenge of continuing to get new facilities on our campuses.

Enrollment – largest portion of income still comes from tuition (60%) of non-health system income of University. Current class largest in our history - 4900 freshman (4500 entered in 2014) – 10% ahead. SAT scores 32 point increase from 2014. Across country 2% decline in enrollment' we have slight enrollment increase and applications up 40% over past few years. This year another 12% increase. Last year only admitted 55% of applicants, even though saw 10% increase in enrollment. Penn State is at 50% admission rate and we may hit 50% this year.

State of PA – second largest proportion of revenue – 12% - potential increase \$140 to \$147 million in projected budget, but still stalemate at present. Temporary reduction measures may be needed if impasse is not resolved between Governor and Senate/House.

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# Representative Faculty Senate Minutes, January 26, 2016

*Minutes continued from page 10*

Ranking of research universities in U.S. – Carnegie classification. First undergraduate institution – most popular course on campus. If give a good group is highest – RI, second is RII. Temple was in RII for past few decades. This fall confirmed we have moved into RI because of our productive faculty. We are now a Tier I institution – only 5 in PA – Penn, Penn State, Pitt, Carnegie Mellon.

QS Science – citation of science researchers. Webmetrics – take Google metrics numbers and compiles metrics for influential universities, ranking of top 2000 universities in the world. Harvard, Chicago, Stanford, ... Temple is 29, Penn State is 25, followed by Ohio State, Illinois, Chapel Hill, Pittsburgh, Penn, etc.

Second year of RCM – at year's end we will start formal review of how RCM is working. Major concerns are whether schools/colleges are working purely to get more revenue (and unhealthy competition) and has administration of University been efficient enough to merit tax being paid. Is original distribution of state funds equitable? All this will come under scrutiny.

We have become more efficient and enrolled more students. Initial rapid improvement but eventually have natural saturation. We have done things and rapidly improved on S curve and now, where can we continue to improve?

Student financial aid – gradually increased portion of tuition 15% to financial aid to 17.5% today and go to 18.5% this coming year. This increase is necessary because of high tuition. General approach is to charge more and then give back to needy students. Others charge more and give back more (such as Drexel at 50%). For state universities, most are higher than 20% (even approaching 30%) – 20-30% is industry standard for public universities. We now have merit scholarships in the honors program. We have 600 students coming into our honors program (SAT scores of 1395 – Ivy League standards). We give out 500 student grants to needy students as part of Fly in Four. Now at 71% graduation in six years (national average is 50%).

Retention rate for freshman is more than 90%. These are all positive signs. We need to prepare students to function in a technology driven, global society. Provost noted dismantling of DuPont, just south of here (in Delaware). Merge with Dow Chemical, will be broken into 3 companies. The 2000 Ph.D.s fired by DuPont will be hired by China. New company will have minimal research. There is a continued erosion of jobs here. Our responsibility is to educate our students so they can function in the future. We need to maintain prosperity in this country.

We will take a look at GenEd. Only 17% of GenEd courses are taught by TT faculty, 40% by NTT faculty, and 43% by adjunct faculty. Provost asked for feedback whether this is troubling. We need to put our best teachers up front (like Carl Sagan). Students taking GenEd courses are not serious. They feel they are just fulfilling a requirement, and courses are often not challenging enough. Mentality/attitude is such. GenEd is 25% of our teaching. What is box we need to construct for students coming in and then send out into the world. The world is changing – foreign universities are coming – U.S. complete dominance is no longer.

All things (adjunct issues, etc.) will require our participation- discuss how improve faculty participation in these discussions.

## Comments/questions:

Ann Dickey (Nursing) – freshman daughter – one FT and 4 adjuncts. Concern as to their connection with higher education.

STHM – Dr. Tucker – incoming freshmen are products of NCLB, so prepared for tests, and now challenged to deal with college work. Different perspective of what is considered measurable.

Art Hochner (FSBM) – what is proportion of TT/NTT faculty. FT – NTT one part is instructional. Instructional NTT versus TT faculty. Should get Kevin Delaney to give numbers – approximately 2500 faculty, with 900 plus TT, 1600 NTT research versus instruction 50/50.

Ella Walker (Pharmacy) – incoming coursework and adjuncts. Freshmen always dislike courses they are required to take. She has a freshman son at Temple. Didn't like courses not in his major. Still see intro courses as steps towards more interesting courses (where more FT faculty are generally found). Do we want adjuncts teaching senior courses or want them teaching GenEd courses (on way in or way out). Provost – goal is have courses that are meaningful to students. All students, including science students, flocked to single professor (Temple grad) from religion and morality at Provost's

course, people will go. If professor puts out a well structured course with good content – that's what we need. Best courses with best teachers would be ideal. 500-600 students listening to this master.

Adjunct prof in CST- Student performance with adjunct professors – some schools higher, some lower performance with adjuncts. Adjuncts who are supported (same resources as FT faculty) had higher student performance. Provost agreed.

Jim Korsh (CST) – whatever ratio of TT/NTT has different meaning from 10-15 years ago. TT faculty teach 2-3 courses – now 1-2 per semester.

Dean's Review situation – this year three Deans scheduled to go under review. Third year of reviews. These three Deans have been close to 20 years of service. All agreed to finite service and will not continue too much longer. Therefore, no 'real' review. Will be transition of longer serving Deans to new Deans. Two Dean searches – CLA and Tyler School of Art. President Jones comments – interviews for Chief Information Officer are ongoing – Senate officers invited to meet with all 4 candidates. Talk about faculty point of view about technology use, etc. Affects course delivery, GenEd, etc.

Observation – fundamental disconnect between incentive structures for research and teaching. Helpful to consider in making decisions on adjunct faculty and other issues.

## Old Business

Ongoing conversation about SFFs. President Jones will be meeting with SFF committee this week. Perhaps structure doesn't fit as well with teacher/scholar model currently in place. Course scheduling (new course structures, such as 7 week classes or other schedules) – have challenges getting SFFs done in a timely fashion. Can we move towards other models of evaluation of teaching effectiveness – a more robust evaluation package.

Involvement of college assemblies - still very important. Example of assembly role in review of budget review process. Link into larger budget review process. General sense is many colleges have these committees but are not really participating in budget review process.

Jeff Solow (BCMD) – movement across U.S. looking at college as glorified trade school. Making GenEd courses taught by superstar teachers will be important in helping students buy into education. And in Boyer, Budget Review Committee not as effective as could be.

## New Business

Heidi Ojha (CPH) – question for President Jones - what are other institutions doing other than straight SFFs. Schools/colleges are not as receptive to more time intensive ways to evaluate teaching. Will report back with help of Peter Jones on other options. Peer evaluations (rigorous), different kinds of review of instructional materials, (one school had external reviewers rate teaching portfolios). Different ways to move to alternative teaching models (co-teaching). Other kinds of student feedback – write a serious essay about what learned and how/why applied material. Put evaluations in effect earlier in the process. How evaluate on-line courses?

Jeff Solow (BCMD) – Collegial Assemblies as subsets of Faculty Senate. Status of College Bylaws – some schools Collegial Assembly run by Dean, others run by elected faculty representative. Do we have data on set-up in each school? Would be helpful to find out. President Jones - we will get information.

## Call to Adjourn

3:12 unanimously approved.

Respectfully submitted,

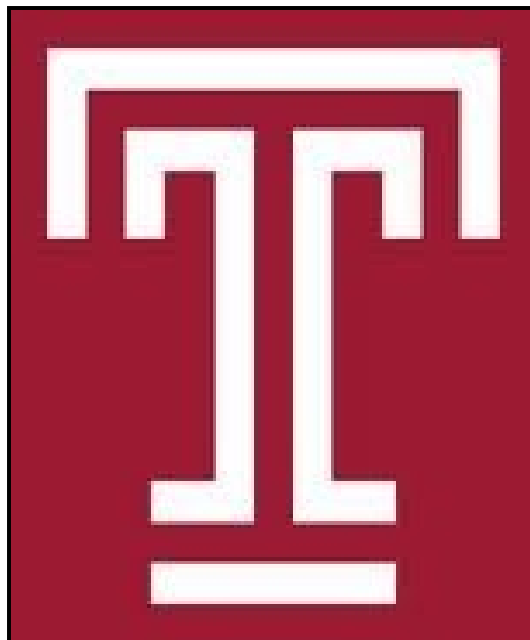
Michael Sachs  
Secretary

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