

Faculty Senate Steering Committee Meeting
Tuesday, October 3, 2023 – 1:00 pm
Conwell Hall Conference Room 3B

Meeting Minutes

Present: Shohreh Amini (President, CST), Mike Bognanno (Vice President, CLA), Rick Ridall (Secretary, STHM), Fauzia Ahmad (COE), Cheri Carter (SSW), Jason Gallagher (Pharm), Robin Kolodny (CLA), Di Liu (CEHD), Sharyn O'Mara (TYL-via zoom), Michael Schirmer (FSBM), Jeffrey Solow (BCMD)

Absent: Rafael Porrata-Doria (Past-Pres., Law), Quaiser Abdullah (KMC), Nicholas Bizzaro (KSoD), Dale Haines (LKSM), Stan McDonald (Fac. Herald), Ryan Tierney (CPH)

Excused: Barry McCarthy (Law), Shinya Watanabe (TUJ)

Admin: Cheryl Mack

1. Call to Order: 1:11PM by Shohreh Amini
 - a. Moment of silence for President Epps
2. Approval of Minutes: September 5, 2023 (tabled to introduce first guest)
3. **Guest visitors:**
 - a. Josh Gladden, Vice President for Research
 - b. Mitch Morgan, Chair of Board of Trustees, and trustee Jane Scaccetti, Chair of the Academic Affairs, Student Success, and Diversity Cmte.
 - c. Jill Frost and Melinda Swan, The Collective Genius (TCG) Research, Colin Baumgartner Firm
4. Josh Gladden session:
 - a. Learning the landscape of Temple over the last 2 months; meeting with many people and departments; working on priorities and strategies for the long term
 - b. First time managing an RCM model; learning information flow, and approval process
 - c. Staffing issues over the last 18 months - hiring experienced staff is a challenge; have 18 positions, 9 currently are open (all at Health Science campus)
 - d. Competition with 15 R1 universities within an hour of Temple creates a competitive environment for hiring
 - i. Backlog of getting contracts out and work done is an issue
 - ii. **Comment:** suggestion of putting out a survey to grant supported researchers for input
 - iii. Josh confident we can get to 300m – 500m in grant supported research dollars, with a team effort across all colleges.

- iv. Planning more collaboration throughout the university on where more organic teams can form
 - e. We need to understand how impactful research and development can be for every college when looking at funding opportunities
 - i. **Comment:** the importance of seed money to help with grants and staffing needs to be understood
5. Mitch Morgan & Jane Scaccetti session:
- a. Here to listen and talk about president search; gave respect to JoAnne Epps, the importance of their relationship, and her impact on Temple
 - b. Critical that we get this president's search right
 - c. Search committee is diverse in it's make up including faculty, staff, and students; deans were selected by deans; faculty were selected by faculty
 - d. Contracted search firm is Spencer Stuart (www.spencerstuart.com)
 - e. Goal to have new president in place for 2024-2025 academic year
 - f. Questions/comments from faculty:
 - i. **Comment:** Need someone everyone can identify with in every area of the university; have a public search *Clay Armbrister type of person suggested
 - ii. **Response:** Strongly advised by the search committee not to have a public search as serious candidates won't want to be exposed during search process; next person must have a strong business and academic background
 - iii. **Comment:** If not an open search, candidates do not get properly vetted
 - iv. **Response:** Candidates will be vetted by the search committee and internally; trust, openness, and inclusion throughout the process to make sure of productive communication
 - v. **Response:** All documentation from Jason's search was thoroughly reviewed to see what could have been done better; realized things were missed while focusing on other areas; will be diligent not to let that happen again
 - vi. **Question:** We are in a crisis, how do we find the right person, and how do they meet the criteria of the job description?
 - vii. **Response:** Agree on crisis; Philadelphia Magazine article stated no one on the board of trustees is qualified; Mitch confirmed all content in the article was accurate and fair. *Mitch went against his lawyer's advice and spoke in the article -very glad he did
 - viii. **Comment:** We need a creative leader and someone who is going to bring everyone together
 - ix. **Question:** JoAnne was the right person at the right time. Are we a desirable location for someone with our issues (particularly public safety)?
 - x. **Response:** Agree on JoAnne; when vetting search firms, all concerns, issues were raised and included - feel we are desirable university for the right person
 - xi. **Question:** Are we looking at internal candidates?
 - xii. **Response:** Yes – open to all suggestions (today and anytime during the process)
 - xiii. **Comment:** We need someone at their core who is an educator and understands our culture (like JoAnne did).
Response: Agree; discussed process with JoAnne; she didn't apply initially and

then put her name in at the very end of the Wingard cycle; she came back when needed and was asked

- xiv. **Comment:** JoAnne didn't know the role of president but was willing to lean (Dick Englert's qualities highlighted)

6. Melinda Swan and Jill Frost – the Collective Genius: What are the needs of Temple University with the presidential search; open discussion; Q&A

***Note:** at the request of Melinda, minutes paused based on the confidentiality

7. President's Report: Shohreh Amini: N/A (time restriction)

8. Vice President's Report: Mike Bognanno: N/A (time restriction)

a. Candidates for senate committees: *See list of candidates and statements*

9. Old Business: N/A (time restriction)

10. New Business: N/A (time restriction)

11. Adjournment: N/A (meeting extended past 3:15pm)

Next Meetings:

- Representative Faculty Senate, Tuesday, October 10, 1:45 pm, Charles Library Event Center, 1st Floor
- FSSC, Tuesday, October 17, 2023, 1:00 pm, OVPR Conference Room, 4th Fl., Ste. 400, Student Center South

Respectfully submitted by: Rick Ridall, Faculty Senate Steering Committee Secretary