

Temple University President Neil Theobald Resigns

Today, July 21, 2016, Neil Theobald has reached an agreement with the Board of Trustees to resign his position as Temple University's president. Patrick J. O'Connor, the chairman of Temple's Board of Trustees, announced in the following letter, dated July 12, 2016, that the board intended to vote to dismiss him in a meeting scheduled for later today, but this was not necessary following Theobald's resignation.

It is my duty to inform you that at its meeting held earlier today, the Temple University Board of Trustees issued a vote of no confidence in Dr. Neil D. Theobald as President of the University, and the Board will seek Dr. Theobald's dismissal at a meeting scheduled for Thursday, July 21, 2016.

The Board's decision is based in part on the events that led to the removal of Hai-Lung Dai as University Provost on June 28, 2016. Specifically, the Board concludes that the issues arising from the discovery of a \$22 million deficit in the University's financial aid budget ultimately were the responsibility of President Theobald, and that he must be held accountable. After providing an opportunity for President Theobald to resign his position, which he refused, the Board concluded that it is compelled to proceed with Dr. Theobald's removal as President.

At today's meeting, the Board also approved the appointment of Temple Law School Dean JoAnne A. Epps to succeed Hai-Lung Dai as Provost.

It is the Board's intention to formally appoint long-time Temple leader, former Acting President and current Chancellor Richard M. Englert as Acting President at its meeting on Thursday, July 21, 2016. Upon Dr. Theobald's removal, Dr. Englert will serve once again as Acting President pending the outcome of a search for a permanent successor.

Dr. Englert brings a wealth of leadership, knowledge and Temple experience to the post of Acting President. He began his career at Temple as a Professor of Educational Administration in January 1976. He has served the University with distinction in a number of positions, including Vice President for Administration, Associate

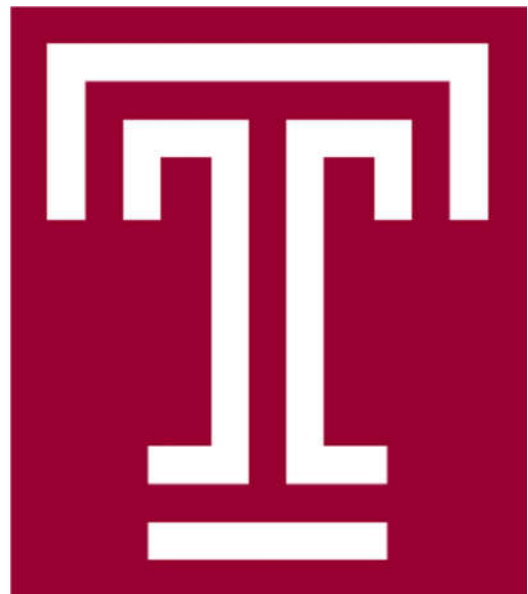
Dean and Dean of the College of Education, Deputy Provost and Dean of the University College, and Chief of Staff to the President.

The Board of Trustees has full confidence that Dr. Englert will ably lead the University in the months ahead with fidelity to its mission of access to excellence. We call on all members of the Temple University Community to give Dr. Englert their full support during his time as Acting President.

While this is a difficult time for everyone, I take great consolation in the fact that Temple remains an extraordinary University that has made great progress in its mission of providing an affordable and accessible education.

Patrick J. O'Connor, Chair

Temple University Board of Trustees



A Message to our Faculty from Richard Englert and JoAnne Epps



Dear Colleagues:

These are difficult days for all of us in the Temple University family, and we recognize that the events of the past few weeks may be unsettling to some. We believe that ultimately they will not slow the tremendous momentum that our great university has generated throughout the region and throughout the nation. To be sure, that core work will continue.

Temple is one of the hottest universities in the nation, recognized as a tremendous educational and research institution and as a great value for students and families. This progress is no accident. It is primarily due to the talents, hard work and dedication of our esteemed faculty, physicians, researchers, coaches, advisors, and so many others who daily provide excellent teaching, conduct state-of-the-art research, and deliver essential services for our students, patients, clients, neighbors and the many local, regional, national and international communities we serve.

Together, we pledge to continue supporting you and the bright future of the university, and we further pledge to do so in a collegial and collaborative manner. Our focus is on moving forward, and our efforts are aided by the tremendous reservoir of leadership already in place throughout the university and its schools and colleges, and particularly with respect to our outstanding deans, department heads and other faculty leaders.

We look forward to working with all of you, and we thank you for all you have done and continue to do to make Temple University such a great place to build a future.

Finally, we want to thank Paul LaFollette for giving us this opportunity to offer our thoughts in this issue of the *Faculty Herald*.

Sincerely,

Richard M. Englert
JoAnne A. Epps



A Message from Faculty Senate President Michael Sachs



The Sky is Falling! The Sky is Falling!

Michael L. Sachs

President, Faculty Senate

Uh ... NO. I have heard the past few weeks that the sky is falling, the end of the world is at hand, this is a sign of the apocalypse, etc., etc. Despite what Chicken Little says, the sky is NOT falling. In any case, we have the Temple Owl, not a chicken, to guide us.

Temple is a strong, resilient institution, and despite the events of the past few weeks we will emerge stronger than before. I am by nature an optimistic person and, although these dramatic events will have an impact, there is much reason for optimism.

To summarize, on Tuesday, June 28, 2016, Provost Hai-Lung Dai was relieved of his duties as provost. On Tuesday, July 12, 2016, Dean of the Law School JoAnne Epps was appointed permanent Provost and the Board of Trustees issued a vote of no confidence in President Neil Theobald. The Board of Trustees accepted President Theobald's resignation as President on Thursday, July 21, 2016. The Board appointed Dick Englert as Acting President.

There are many elements to this series of events – we know some information, but we don't know the complete story. There are different reports about exactly what happened, and when, to precipitate this series of events. Some of the news reports, in various publications, have differing accounts. My column here is not intended to try to piece through all these elements, but provide some backstory and some thoughts on how we proceed from here.

The Faculty Senate was notified along the way as then President Theobald (NT) made his decision to dismiss then Provost Dai (HLD). We took the initiative, once it was clear that NT had decided to dismiss HLD, to suggest a few names for consideration for Interim Provost, in case it came to that step. Once it did, we were asked again for any additional names we might like to offer for consideration, and did offer a few additional names. In the end, one of our original recommendations, JoAnne Epps, was selected as the permanent Provost.

There was some discussion about whether Provost Epps should be interim or permanent. A number of faculty have suggested interim would have been better. While we will never know if going through an interim and searching for a permanent Provost would have worked out better, I applaud

NT's inspired choice/decision to make Provost Epps permanent. I think the uncertainties involved in having an Interim Provost are outweighed by the calm that comes with knowing a permanent person is on board. While, in general, I would agree that an Interim would be preferable, in this case I don't agree – we are fortunate to have an exceptional individual to serve as Provost and she is the right person in the right place at the right time. Provost Epps has many years of experience at Temple and my colleagues at the Law School have been exceptionally laudatory in their praise of Provost Epps. I am also excited that NT decided to appoint an African-American female as Provost. In research with my students (particularly Miriam Merrill, one of our doctoral students) on the concrete ceiling (more than just a glass ceiling) for African American women seeking to become Athletic Directors, we have reviewed and conducted research that indicates the exceptional challenges in being afforded these types of opportunities. I am confident that Provost Epps will do an outstanding job as Provost in the coming years.

Acting President Englert is an excellent choice to lead us for the next year (hopefully we will hire a new President for July, 2017). Dick is an experienced academician, a Temple person through and through, who has served as Acting President before and will do a great job again. He will bring peace to the upper echelons of Administration, keep the trains running on time, be cordial and friendly to all, attend many sporting events, and be a calming influence.

I lose sleep at night about many things, but I will not lose sleep knowing that Provost Epps and Acting President Englert are in their positions. I am sure they will lose some sleep dealing with all the issues they will face, but as faculty we can hopefully assist as best we can to help them move Temple forward in the positive direction for which we are all striving.

Having said all the above, where do we find ourselves as faculty? Faculty Senate Past-President Trish Jones has identified three areas she sees as important: (1) very strong faculty voice in the Presidential search, setting the agenda with Acting President Englert, and clarifying the academic agenda with Provost Epps; (2) demanding a serious review of RCM; and (3) demanding that stadium support be revisited. Please allow me to share a few words on each of the above, plus some additional thoughts.

We will be requesting a strong presence on the Presidential Search Committee, and have already been in contact with Dick Englert and JoAnne Epps and will meet with them once they get settled into their new positions (and on a regular basis thereafter). They are already scheduled to visit us for our first Faculty Senate meeting, on Monday, September 12th, from 1:45-3:15, in Kiva Auditorium. We will also have them visit us at our Faculty Senate Steering Committee meetings. We have worked with them well in the past and I fully expect we will continue to do so in the future. We are unlikely to agree on everything, but I am confident we will be heard, have fruitful discussions, and hopefully agree on most things. This is all that we can ask for. Faculty governance is at a low ebb at Temple, both University wide

and within almost all Schools and Colleges. We will be discussing ways to make our faculty voice heard and participate in shared governance in the true meaning of the phrase.

RCM was scheduled for review this fall. We will encourage this review be held, with serious discussions about whether this is still the right path for Temple. The infighting amongst Schools and Colleges for every last dollar, and the battles with Administration on the taxes that must be paid, are disappointing and discouraging. If RCM can't be done correctly, with the idea of lifting all boats as opposed to letting some sink, then dismantling RCM must be seriously considered.

The faculty were never truly involved in discussions about the Stadium, just as we were never really involved in the regrettable decision to cut some sports several years ago. We would recommend revisiting this decision to move forward with building a Stadium, understanding that it is not finalized but appears highly probable. There is too much evidence available, from other institutions, that, while well intentioned, these edifices do not achieve the goals set out for them. A more informed discussion would be strongly encouraged before making a final decision to move forward with building a Stadium.

Deans have received talking points about the recent events. Some have shared this information with their faculty; others have not. We would encourage all Deans to share this information with their faculty. Providing as much information as possible will be helpful in understanding the recent events and preparing for the future.

It is unusual for a Provost and a President to depart at the same time. While this has generated considerable interest in the local media and from our colleagues, I would suggest that Temple, as a strong and resilient institution, will bounce back, even stronger than before. To be quite frank, while both NT and HLD did some very positive things, they also did some things for which they were strongly criticized. Taking a few 'moments' to pause and contemplate whether the direction in which we have been headed, under HLD and NT, is the best for Temple is not a bad thing. For example, in the seemingly unending quest for higher rankings we appear to have lost our way in fulfilling our Conwellian Mission – I fear our Acres of Diamonds have been plowed under, and we will need extra effort to replenish the fields. I am confident that Provost Epps and Acting President Englert will provide us with an opportunity for contemplation, and then be ready to move forward in a strong and positive direction.

So if it seems like the Sky is Falling, rest assured, it is just the Bluebird of Happiness leaving her/his mark. Classes start again soon – enjoy the rest of your summer! As that famous philosopher, Buzz Lightyear, has noted: To Infinity and Beyond ...

Forks and Hope – Paul S. LaFollette, Jr.



They pursued it with forks and hope;

The Hunting of the Snark -- Lewis Carroll

We, as faculty, need to consider how best to respond to this summer's surprising events here at Temple. I would like to propose that the nearly simultaneous firing of our Provost and resignation of our President could become an opportunity to re-establish a healthier relationship between the faculty, the administration, and the Board of Trustees.

For far too many years, we have viewed the Board, and increasingly the administration, with fear and distrust. I believe they have viewed us in much the same way. There have been good reasons for these feelings, reasons that I am not going to review here. Indeed, I am going to suggest that the time has come to put them behind us and move on. Let us take a deep breath and resolve, at least for the moment, to believe (or act as though we believe) that we can collaborate with the Board to formalize a direction for Temple, one which truly respects our Conwellian traditions, and find a President to lead us there.

It is long past time for our Board members and our faculty leaders to re-establish some kind of regular communication. We need to learn to see one another as human beings who want good things for Temple. We cannot do that if we do not at least pretend to respect one another long enough to begin talking. A good place for that conversation to begin might be the search for a new President.

I recently sent emails to the Senate presidents of about a dozen public, urban universities asking how their most recent presidential search committees were constituted. Of those who answered, the majority had search committees consisting of many Board members, two or three faculty members, and perhaps a student. This is pretty much what Temple's last search committee looked like, though the percentage of the whole represented by our two faculty was rather smaller than the percentage faculty on other institutions' committees. However, one was very different.

In that case, there was a Board of Trustees search committee, consisting of six board members with the following mandate:

"Select the executive search firm, establish the required candidate qualifications needed to lead the university, determine the presidential search process, approve employment terms and complete contractual negotiations."

The actual search process was carried out by the Presidential Search Advisory Committee, consisting of:

4 deans

7 faculty members

1 student

2 administrative staff

2 members of the Board of Governors

5 members of the community.

This committee was tasked with working with the search firm to identify a short list of candidates which would then be presented to the Board of Trustees Search Committee. As you can see, faculty represented a full third of the members of the Advisory Committee.

I would like to believe that our Board might have some interest in having a more productive relationship with our faculty. A good way to start would be to decide to have a presidential search that is as transparent and inclusive as possible. The process outlined above, which apparently worked for another university, serves as a good model.

I would also hope that whatever the Board decides about the search process will be done in open dialog with our faculty leaders rather than simply being announced at the end of the decision making process.

Another move that the administration could make which would be a strong show of trust would be for the President to re-establish the position of Faculty Fellows which Dr. Hart instituted. During the short time these positions existed, they provided significant opportunity for faculty/administrative discourse.

I want to strongly urge our faculty to provide as much help and support as we can to our Acting President and newly appointed Provost. They are worthy of it, and the good of Temple depends upon it. Let us undertake our next journey with "hope," and leave the "forks" to those hunting snarks.

I have made several suggestions as to how the Board and administration might try to regain our trust. I would love to hear from the administration, and especially from the Board what we as faculty might be able to do to encourage their trust in us. The pages of the Herald are open to any comments any member of the Temple community might want to make on this matter.



