Collegial Assembly

Tuesday, November 30, 2021
1:00 PM
Zoom
Collegial Assembly Agenda

Tuesday, November 30, 2021

- 1:00PM – Call to Order – Dean Klein
- Vote to approve minutes of the Friday, September 24, 2021, Collegial Assembly
- Ethics and Compliance – Dean Klein (Alejandro Diaz’s slides)
- Undergraduate Program Changes – S. Jansen Varnum
- Department Updates
- Old Business
- New Business
- Adjourn
Approval of Minutes
September 24, 2021
Welcome

Michael L. Klein – Dean

• Ethics and Compliance - slides from Alex Diaz
Alex Diaz became Temple’s first chief compliance officer in December 2018. Alex has more than three decades of experience in compliance and legal affairs, including as vice president, global compliance for Eaton Corporation Plc in Cleveland and as chief ethics and compliance officer for Coca-Cola Enterprises Inc. in Atlanta. He previously served as vice president and general counsel of Coca-Cola Bottlers’ Sales and Services Company LLC and held other leadership roles in the legal departments of the Coca-Cola system. Prior to joining Coca-Cola, Alex practiced commercial litigation at Paul, Hastings, Janofsky & Walker in Stamford, Connecticut. He earned his JD from Cornell Law School and a BA in economics and English from Fairfield University.
The Ethics and Compliance Office exists to foster a culture of integrity

- Complex decisions in a major research university can be difficult
  - Even well-intentioned decisions can damage our reputation or, worse, result in a violation of law

- The Ethics and Compliance program
  - Clear policies that establish expectations
  - Learning resources to arm you with the right information
  - Advice and support

*We help Temple achieve its mission by promoting a culture that fosters ethical conduct and a commitment to compliance with legal and regulatory obligations.*
We have three lines of defense for in-scope data integrity

Report Creation

Schools, Colleges, Administrative Units and IRA
- Schools first follow their internal data integrity processes before the submission gets to DVU

Verification (DVU)

Data Verification Unit (DVU), Office of Ethics and Compliance
- Verify the accuracy of the statement or report against source documentation
- Provide feedback and guidance to the School, College or unit
- Serve as repository

Audit

Internal Audits
Complete random audits as part of the annual internal audit plan
**We have three lines of defense for in-scope data integrity**

- **Report Creation**
  - Schools, Colleges, Administrative Units and IRA
  - CST first follow their internal data integrity processes before the submission gets to DVU

- **Verification (DVU)**
  - Data Verification Unit (DVU), Office of Ethics and Compliance
    - Verify the accuracy of the statement or report against source documentation
    - Provide feedback and guidance to the CST – Ventsi Ivanoff Data Analyst
    - Phone: 215-204-5272
    - Email: tuo35081@temple.edu
    - ventsi@temple.edu
    - Serve as repository

- **Audit**
  - Internal Audits
    - Complete random audits as part of the annual internal audit plan

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**Fact Book should be used for all data when possible**

Institutional Reporting - Fact Book - Temple at a Glance
Integrity and Accuracy Begin Prior to DVU Review

1. Create survey responses, reports, and materials with accurate and verifiable data
2. Comply with Internal Policy
3. Ensure dean sign-off on accuracy and completeness of materials
4. Forward the submission to DVU for review
The scope of DVU review currently is very broad

The following must be submitted to DVU for review BEFORE submission/issuance:

• Any factual statement containing statistical, demographic or numerically descriptive data, including, but not limited to, statements made for purposes of encouraging attendance at or donations to the University; and

• Any data submitted to:
  • Accreditation bodies
  • Government entities
  • Rankings organizations
Ethics and Compliance Office
Data Verification Unit

Detailed guidance can be found on the DVU section of the Ethics & Compliance Webpages.
Willingness to speak up and be heard is a key barometer of an ethical culture

- What does employee willingness to speak up say about culture?
  - We trust our opinions and input are valued
  - We know we will be protected from retaliation
  - We trust the university and its leaders are ethical and want to know the truth
  - We believe we can and will grow and improve as an organization
  - We care about our mutual success
  - I can make a difference

These beliefs demonstrate a culture of trust and mutual respect within the organization
The best decision you can make is to speak up

• **Nearly 60%** of all misconduct that is observed in the workplace goes unreported*

  • Only 14% of the misconduct that is reported is reported through official channels – 68% of reports go to managers*

  • Most institutions now have compliance programs and hotlines – but according to Gartner, at least one in three employees do not know whether their employer has provided any way to anonymously seek guidance

• Fear of retaliation is high – 44% in a 2018 ECI study**


We can all rationalize excuses for not speaking up when we see questionable behavior:

- “It’s not a big deal.”
- “I don’t have all the information.”
- “This is someone else’s responsibility.”
- “This must be the way these things are done (at our unit/school, etc.)”

And **silence is contagious!**

“Delay is the deadliest form of denial.”

- C. Northcote Parkinson
A state-of-the-art Helpline for Temple

- Hosted by NAVEX, an industry leader in third party hotline services
- High confidence in anonymity and confidentiality
- Two-way communication enabled

No Retaliation
- Temple University strictly prohibits any form of retaliation or retribution against any individuals who report, in good faith, an actual, potential or suspected issue regarding compliance with applicable laws or regulations or university policies.
Questions?
Undergraduate Program

Susan Jansen-Varnum - Senior Associate Dean

• Undergrad Program changes
Undergraduate Program

ST-CSCI-BS: Program Change-addition of two electives –

CIS 4345 Introduction to Cloud Computing
CIS 4419 Securing the Internet of Things
Undergraduate Program

ST-IS&T-BS: Program Change - addition of two electives –

CIS 3441 Software Security

CIS 4419 Securing the Internet of Things
Undergraduate Program

**ST-DTSC-BS with Concentration in Computation and Modeling: Program change - change to residency requirement** from 7 CIS courses at Temple to 4 CIS courses to be taken at Temple.
Undergraduate Program

ST-DTSC-BS with Concentration in Computational Analytics: Program change - change to residency requirement from 7 CIS courses at Temple to 6 CIS courses to be taken at Temple. Addition of CIS 3296 as writing intensive option.
Undergraduate Program

**ST-DTSC-BS with Concentration in Genomics and Bioinformatics:** Program change - change to residency requirement from 7 CIS courses at Temple to 3 CIS courses to be taken at Temple.
New Grants
• Darius Balciunas – National Institutes of Health
• Jocelyn Behm - Pennsylvania Department of Agriculture
• Blair Hedges – National Science Foundation
• Matthew Helmus – USDA (x2); California Depart of Agriculture
• Tonia Hsieh – US Department of Education
• Sudhir Kumar – National Science Foundation; National Institutes of Health
• Robert Sanders - National Science Foundation, supplement
• Brent Sewall – Pennsylvania Game Commission
• Rachel Spigler – Pennsylvania Depart of Military & Veterans Affairs

Faculty Recognition
• Sudhir Kumar – “Highly Cited Researcher” designation from the Web of Science
• Sergei Pond – Recognized at TU Homecoming for research tracking genomic changes of COVID (>20 papers so far in 2021, including Science, Nature, PNAS)

Promotions
• Angela Bricker – Associate Professor of Instruction
• Vincenzo Carnevale – Research Professor
• Rachel Spigler – Associate Professor with Tenure

Undergraduate Programs
• Genomic Medicine, started September 2020
  • 36 majors
• Ecology, Evolution & Biodiversity, started September 2021
  • 5 majors
• Neuroscience: Cell/Molecular
  • 163 majors
• Biology
  • 1,531 majors

New Courses
• BIOL 2512 Genomic Foundations of Medicine
• BIOL 3380 Disturbance Ecology
Chemistry

Ann Valentine
Vince Voelz
Focus on Undergraduates and Teaching Chemistry and Biochemistry

The Temple University Chemistry Society (advised by Steve Fleming) recently earned an "Outstanding" recognition from the American Chemical Society. TUCS also won a Green Chemistry Award from the ACS for their work on sustainability. This level of excellence was shared by only 12 undergraduate student groups in the country.

We're in year 2 of a redesigned, Mastery approach to General Chemistry. This effort has been led by Jim Bloxton, Liz Cerkez, Graham Dobereiner, Jay Gilbert, and Daniele Ramella.

Vladi Wilent has been developing a new course CHEM 4496 “Research Techniques in Biochemistry.” This writing intensive course is terrific and will make the biochemistry major more efficient.
2022 Temple University “30 Under 30” Awardee
Sierra Williams (CHEM ‘16)

Assistant Professor of Chemistry
Claremont-McKenna College
CIS

Jamie Payton
Gene Kwanty
Congratulations to CIS students!

Avi Knotts, BS in IS&T, ‘25
Kazi Ahmed, MS in IS&T, ‘22

finalists in

24th Annual Innovative Idea Competition
EES

Nick Davatzes
Allison Tumarkin-Deratzian
Alumni Shannon Hibbard, EES MS 2017:
Selected for Temple’s “30 Under 30”

- NASA Postdoctoral Fellow, JPL (went on to Western University in Ontario, Canada)
- Selected for the International Mars Ice Mapper Measurement Definition Team to help find ice on Mars and plan human missions

Biological invasions and climate change amplify each other’s effects on dryland degradation – Ravi et al.

In *Global Change Biology* (Important Climate Change Journal)

Undergraduate research
Student abstracts + presentations in NE-GSA conference:
- >12 Undergraduate authors
- + Graduate students
Math

Irina Mitrea
Brian Rider


Mathematics graduate students present work at the Prairie Analysis Seminar 2021 (Kansas State University) and at the 2021 Blackwell-Tapia Conference (Institute for Advanced Study, Princeton).

Irina Mitrea co-organizes summer graduate school in Integral Equations and Applications at the Mathematical Sciences Research Institute, Berkeley, June 2022.

Maria Lorenz to represent the department as Transforming Post-Secondary Education Fellow at the Joint Mathematics Meeting, Seattle, January 2022.

Benjamin Seibold leads departmental training for undergraduate student participation in the Mathematical Contest in Modeling.

The Department of Mathematics has been part of the Nano Week 2021 at Abington Senior High School.
Dean’s Office Updates
The College of Science and Technology hasn’t been immune to the current turbulent job market. Over the last few months, several key staff members have moved to other positions both in and out of Temple University. We are working hard to fill these positions as soon as possible.

In the meantime, if you need support, please use the interim contacts listed below.

• **Director of Grants** (Interviewing candidates this week)
  Interim contact(s): Kafi Chism, Manager Finance/Accounting, kchism@temple.edu
  Christy Radico, Department Admin Specialist, christy.radico@temple.edu

• **Multimedia Marketing Specialist** (Anticipate offer to candidate this week)
  Interim contact: Greg Fornia, Director, Marketing & Communications, gregory.fornia@temple.edu

• **Graduate Admissions Coordinator** (Interviewing candidates this week)
  Interim contact: cst.ga@temple.edu

• **Sr. Systems Administrator** (Position posted and awaiting applicants)
  Interim contact: Vinodh Ganesan, Director, Information Technology, vinodh@temple.edu
  If you require computer technology assistance, continue to place a help desk ticket through https://tuhelp.temple.edu/
Please use the interim contacts listed below.

• Coordinator - Administrative Operations (Judy Weber)  
  Interim contact until January 17, 2022:  
  Kafi Chism, Manager  
  Finance/Accounting, kchism@temple.edu

• Coordinator - Faculty Affairs (Gina Ralph)  
  Interim contact: cst.fa@temple.edu

Allen Nicholson
Dean Klein Award Recognition

The John Scott Award is given to "the most deserving" men and women whose inventions have contributed in some outstanding way to the "comfort, welfare and happiness" of mankind. Was awarded to Dean Klein on Thursday, November 18, 2021.
Special issue in honour of Michael L. Klein FRS

MOLECULAR PHYSICS
2021, VOL. 119, NOS. 19–20, e1999639 (4 pages)
https://doi.org/10.1080/00268976.2021.1999639
Old Business
New Business
Adjourn