Faculty Senate Minutes  
November 14, 2018 #361

**Senators Present Were:** Al-Hmoud, Barenberg, Blum, Boal, Boren-Alpizar, Borshuk, Bradatan, Cassidy, Cochran, Cook, Decker, Donahue, Flueckiger, Gottlieb, Held, Ireland, Jai, Johnson, Jonsson, Juan, Karp, King, Kleinhans, Lavigne, Legacey, Li, Matteson, McEniry, Meek, Nathan, Pare, Rice, Rider, Romi, Singh, Skidmore, CM Smith, Strieder, Thacker, Thompson, Wang, Walter, Watts, Weiser, Zook.

**Senators Excused Were:** Barnes, Bayne, Bucy, Buelinckx, Gilson, Fedler, Jones, Louis, Mosher, Pease, Ramkumar, Williams, Shumway, Stetson, and Hodes.

**Senators Unexcused Were:** Hernandez.

- **Call to order – Alan Barenberg, Faculty Senate President – 3:19pm**

- **Introduction of Guests – 3:19pm**
  - **Guests were:** President Lawrence Schovanec, Provost Mike Galyean, Senior Vice Provost Rob Stewart, Vice President for Diversity, Equity, and Inclusion Carol Sumner, Ombudsperson Jean Pearson Scott, Maggie Gilchrist-Staff Senate President, Ryan Litsey – Parliamentarian, and Colin Guilbeau, Student Government Association.

- **Discussion of minutes, Meeting #360 – 3:19pm**
  - President Barenberg asks for discussion
  - Motion to approve minutes made by Sen. Meek, Sen. Johnson seconded.
  - Motion carries, minutes are approved.

- **Speakers – 3:20pm**
  - **Dr. Lawrence Schovanec, President of Texas Tech University**
    - Here to discuss two off-campus events
    - National meeting of the Association of Public and Land-Grant Universities (APLU)
      - TTU received the Kellogg Award for community outreach and engagement
      - Primary focus of award was East Lubbock Promise Neighborhood
    - One of four universities to be awarded – others were Virginia Tech, University of Florida, and Ball State
    - Outreach and engagement will continue to be very important for the TTU campus
    - Looking for broader impact rather than just one big project
Third priority of the university is to transform lives and communities through strategic outreach and engaged scholarship
  - Implications for faculty and students
  - Provost has initiative called TrUE (Transformative Undergraduate Experiences)
  - Opportunities to impact students in meaningful ways

APLU meeting also focused on student success
  - TTU’s primary mission is our students

APLU started new initiative called Powered by Publics Scaling Student Success
  - 130 universities selected to participate across 16 clusters reaching 3 million undergraduate students, 1 million of them are Pell Grant recipients
  - TTU is lead institution on cluster about data integration
    - Using data to monitor student success
    - Health and wellness are being explored as a dimension of student success
    - TTU and TTUHSC have a joint initiative called the Institute of Mental Health
    - We need more awareness and better training to deal with mental health issues of students
    - Autonomy 5 meeting – TTU is part of the Power 5 Conference
      - Proposal was made to require people to be trained to identify problems with students in athletic departments
      - Schovanec said this should not just be for athletes

DC on Sunday TTU received the Senator Paul Simon Comprehensive Internationalization Award, along with University of Florida and Stoneybrook University
  - Recognizes our internationalization efforts
  - Schovanec was on a panel on international enrollment
  - Nationwide international enrollment was down 6%
    - TTU was only down 2%
  - Issues are visa processing and external perception of US as not welcoming
    - We can combat this at the graduate level in particular
  - Sheridan and Provost met with President this morning about growing graduate enrollment
    - TTU has 6,100 first year students this year and is close to capacity at undergraduate level
• Graduate enrollment needs to increase

• Safety on campus
  o False evacuation notification on October 4 during Board of Regents Executive Committee meeting
  o Training session at TTU police department
    ▪ Someone accidentally sent out a live notification during training
    ▪ Lots of subsequent issues with the system were identified, such as inconsistent notifications and retractions
    ▪ Many changes have taken place regarding the training sessions, new software will prevent false alarms from happening in the future
  o Other concerns included chaos as people attempted to exit the campus after the false evacuation notice was sent out
    ▪ A new evacuation process has been designed
    ▪ Police would be strategically located across campus to assist in case of an evacuation
  o Regarding the death of Officer East
    ▪ An extensive study was done on safety
    ▪ There is a report, but it will not be released to the public to avoid compromising safety measures in place
    ▪ Changes in how individuals are taken into custody
    ▪ Operating policies at TTU-PD were reviewed
      ▪ Generally comply with best practices
      ▪ More police officers will be hired to provide better coverage on campus
      ▪ More lighting and more cameras will be placed on campus
      ▪ President met with Texas Women’s Leadership Institute members, who also indicated that more lighting is needed
      ▪ February 2018 report indicates TTU campus is one of safest, but we can still do better
  o President Schovanec addresses issues between university systems and the autonomous universities within those systems
  o TTU in tenure reaffirmation process had a recommendation to demonstrate that the CEO exercised control over athletics and fundraising
    ▪ Last year hired a Vice President of Development
  o Bob Duncan’s retirement caused a lot of anxiety among alumni
- He will continue to advocate for TTU and will always be a friend to TTU
  - Chancellor Tedd Mitchell is a great leader and wonderful person who understands how the system should function
    - Chancellor Mitchell compared the university system to football – universities are teams on the field, the university presidents are the coaches, and the chancellor is just the interested parent sitting in the stands
    - Chancellor Mitchell will respect the autonomy of the universities in the system
      - He has already cut money to the system and is returning it to the universities
      - He will scale down the system
  - President Schovanec discussed the next legislative session
    - Seeking an exceptional item request for the vet school
    - Seeking another exceptional item request for $9 million over a two year period to support student success
    - Currently state revenue accounts for only 15% of our budget
      - 15 – 20 years ago it was between 45 – 48%
    - TTU was able to provide a 2% pay raise in March and a 2% pay raise in the fall
    - TTU took a hit and budget was cut by $8 million
      - This affected raises
      - $2.5 million was benefits
    - Discussed investment and support
      - $500,000 pool for mid-year equity
      - $500,000 pool for diversity hires
      - $500,000 pool for dual-career couples
      - $10,000 emergency fund for staff
      - There is a modified fund for faculty
    - Senator Boal asks about number of first generation students
      - President Schovanec says we have about 25 – 27% first generation
      - TTU has mentoring programs for first generation students
      - TTU hosts an event for first generation students
    - Senator Boal asks how we reach out to veteran students
TTU offers a safety net to veteran students and creates linkages between programs to support them

- Dr. Carol Sumner, Vice President of Diversity, Equity, and Inclusion (3:48pm)
  - Been at TTU for 5 months
  - Brings a broad range of experiences to TTU
  - Asks faculty to think of Diversity, Equity, and Inclusion division as the mechanism through which the university amplifies its institutional identity
    - Not only amplifying, also doing
  - Mentions recent passage of resolution on gender neutral language
    - Asks what Faculty Senate is doing with respect to this issue
    - Passing a resolution is a good step, but what other actions are being taken
    - If each individual is not doing something, taking action, how will things happen?
  - Previously, the position of VP of DEI was a tripartite one
  - Dr. Sumner’s sole focus is on diversity, equity, and inclusion across the institution
    - Not just looking at recruitment and retention
    - Also looking at celebration and expression
      - If we don’t celebrate who we are and find a mechanism to express it, the recruitment and retention won’t matter
  - Dr. Sumner met with department chairs in TLPDC
    - Someone asked for certain language to be changed in residential status
    - HR, EEO, Provost, and DEI offices came together and will change the language to be more inclusive
  - Dr. Sumner works with faculty, staff, students, and community
  - Dr. Sumner shares images of the TTU community
    - Images show the diversity of TTU faculty and students
    - Faculty are important in encouraging diverse students to pursue scholarly goals
  - Numbers are one thing, but we must reflect who we want and who we value at our institution
    - How are we encouraging our students to get involved?
  - Students need to see their value in the eyes of their professors
  - Dr. Sumner asks faculty how we are demonstrating students’ value
  - Dr. Sumner offers to take questions
    - Senator Johnson asks about the faculty recruitment fund and how it is implemented
    - Dr. Sumner defers the question to the Provost, as the recruitment fund is part of an academic hire
    - Provost Galyean says guidelines for faculty recruitment fund will be sent out to department chairs
Dr. Sumner also mentions about spousal hires and asks what we are doing to retain diverse hires

Dr. Sumner mentions trainers from Purdue coming to TTU campus to train faculty on diversity

Senator Nathan asks about dual career hires

Dr. Sumner mentions that there is an initiative about spousal hires and a website with information will be available soon

Senator Jonsson asks about faculty day cares for parents of young children

Dr. Sumner is interested in a conversation about this topic and mentions the gender equity council

President Schovanec mentions that he will follow up on this issue

President Barenberg, Old Business – 4:05pm

- Senator Cochran reports on Faculty Status and Welfare (FSW) Committee
  - Discusses revisions to OP 32.03 – FSW committee recommends approval with additions to section 1 and section 4.c
    - Provide for advisory groups on the initial appointment and re-appointment of a department chair and mechanisms for voting
  - President Barenberg asks for discussion
    - Senator Lavigne asks why the vote is advisory and what is its significance
    - Senator Cochran clarifies that the dean has the authority to appoint/re-appoint independently, so the vote is only in an advisory capacity and is not an approval vote
    - President Barenberg asks if we have a second for the motion to approve
    - Senator Johnson seconds
    - Motion passes
  - Senator Cochran discusses a group of OPs with formalistic changes, such as titles of offices
  - Senator Cochran reports on 32.02 – the Tenure Advisory Committee has approved, but still waiting on input from other offices
  - Senator Cochran mentions that 66.01 is waiting on recommendations for changes from the library
  - Senator Cochran reports that the FSW committee has concerns about two proposed changes to 75.06 and is waiting for additional clarification from Assistant Vice Chancellor Charlotte Bingham
    - A meeting has been set for Nov. 30
- President Barenberg asks for report from the Administrator Evaluation Committee
- Senator Karp reports on the Administrator Evaluation Survey
• The committee received no feedback on the survey from senators
• The committee recommends keeping the survey questions the same, but remove the demographic data
• The committee would like to see a short statement from the Provost about the importance of the survey and how the data are used
• Proposed dates for collecting data are January 14 – February 8
• Senator Legacey mentions that collecting demographic data could be useful
• Senator Karp agrees, but asks who will run the data and where will it be stored
  ▪ President Barenberg mentions that the negative aspects of potentially identifying data outweigh the positive aspects
  ▪ Senator Boal asks Provost Galyean if he ever sits down with the deans to discuss the survey results – Provost replies in the affirmative
  ▪ Senator Weiser asks what happens if a department chair gets poor reviews – Provost says that this is up to the deans to manage
  • Other discussion ensues
• President Barenberg asks for vote on the Administrator Evaluation Committee report
  ▪ Committee report passes
• President Barenberg mentions that the Study Committee A report has to be postponed because Senator Stetson could not be present
• President Barenberg asks for report from Study Committee C
  ▪ Senator Nathan reports that the committee is not ready to make recommendations yet, but will have some ready for December
  ▪ President Barenberg asks for discussion – no discussion
• President Barenberg asks for report on the Time Use Survey
  ▪ Senator Weiser reports that the survey has been improved
    o Will now include 4 questions on the office of the ombudsperson
    o Committee has set up a recruitment plan for data collection, which will begin soon
• President Barenberg asks for report from the Campus Climate Committee
  ▪ Senator Romi reports that the gender neutral language resolution passed
  ▪ Committee is developing practical tools for application
  ▪ Committee is reviewing changes in spousal accommodations language, reviewing to see if language in OP needs to be changed
  ▪ Committee exploring diversity training for hiring committees
  ▪ Committee would like there to be a diversity statement on every campus application
  ▪ President Barenberg asks for discussion – there is none
• Mentions that only one person volunteered for the communications committee
• Asks senators to circulate minutes and meeting agendas among colleagues
• Announcements about Senate meetings are being made on TechAnnounce
• President Barenberg asks for discussion or additional old business – there is none
  o **President Barenberg, New Business – 4:25pm**
    • President Barenberg asks Senator Matteson to discuss the resolution on Dr. Scott Ridley
      • Senator Matteson reads the resolution
      • President Barenberg asks for discussion
      • Senator Flueckiger mentions another recent loss in the College of Education and asks if there will be a resolution for this person also
      • Senator Matteson says that at this time there is no resolution
      • President Barenberg indicates that if someone would like to write a resolution, Faculty Senate could pass it
      • Senator Boal asks what policy is regarding faculty who pass away
      • Provost says this goes through his office
      • President Barenberg asks if there is a motion to pass the resolution
      • Senator Boal moves, Senator Rice seconds
      • Resolution passes
  o **President Barenberg, Liaison Reports – 4:29pm**
    • Vice President Skidmore reports on issues with academic calendars from academic council
      o Summer session II in 2022 has graduation on Sunday, which is cause for concern for the council
      o To have graduation on Saturday there are 2 options
        ▪ Option A: No faculty on duty date before the start of Summer II, which is July 5
        ▪ Option B: Faculty on duty date, but there are two fewer hours of instruction in this option
      o Summer session II in 2023 also has graduation on Sunday, which is a concern for the council
      o To have graduation on Saturday there are 2 options
        ▪ Option A: Summer II would start on July 3 with no faculty on duty date
        ▪ Option B: Faculty on duty date would be July 3 with classes commencing on July 5 and fewer instructional hours
      o VP Skidmore seeks faculty input
      o Senator Karp asks when summer commencement is going to be eliminated, as had been previously indicated
      o President Barenberg indicates that summer commencements will continue
      o Provost Galyean says summer commencements will continue
      o Other discussion ensues
o Senator Lavigne moves to approve versions of the calendars that do not reduce the number of instructional hours
o Senator Pare seconds
o Motion passes
  • President Barenberg asks for liaison report from Senator Flueckiger and the Toreador Media Committee
    o Oversees the student-run Daily Toreador and La Ventana yearbook
      ▪ Students are very professional and make TTU look good
    o The students are able to earn money and gain professional experience – it is a great opportunity for them
  ▪ President Barenberg reports on traffic safety committee
    • Asks senators to complete the survey sent out
    • Forward any complaints to President Barenberg
  ▪ President Barenberg asks if there are any additional reports – there are none

o President Barenberg, Announcements – 4:37pm
  ▪ President Barenberg announces that the Raider Red Food Pantry has raised $2,500 and will continue to raise funds throughout the month of November
  ▪ President Barenberg announces that there are basketball tickets available for the November 24th game in the President’s suite
  ▪ President Barenberg asks if there are additional announcements – there are none

• Adjournment 4:38