

Faculty Senate Minutes

October 9, 2019 #369

Senators present were: Barnes, Farmer, Sharma, Al-Hmoud, Bishop, Borshuk, Brittsan, Collopy, Grair, Jonsson, Juan, Kleinhans, Ladeira, Novotny, Pare, Pihlaja, Ramkumar, Skidmore, Thompson, Walter, Wang, Williams, Cook, Romi, Jones, Hawley, Baker, Bayne, Darwish, He, Parameswaran, Jai, Weiser, Cochran, Watts, Callender, Cassidy, King, Gotlieb, Eko, Calamoneri, Decker, Flueckiger, Forrest.

Senators excused were: Cox, Meyers, Buelinckx, Perl, Frann, Gilson, Held, Johnson, Nathan, Rider, Boal, Louis, Bradatan, Huston, Shumway, Weiner, Langford, Donahue.

- **Call to order – Wes Cochran, Faculty Senate President – 3:15pm**
- **Introduction of Guests – 3:16pm**

Guests were: TTU President-Lawrence Schovanec, Provost Micheal Galyean, Senior Vice Provost Rob Stewart, Tara Stevens-Ombudsperson, IRB liaison-CassiDe Street, Staff Senate-Dee Nguyen. Parliamentarian Ryan Litsey and Professor Richard Meek-filming. Kimberly Simon-University Title IX Coordinator, Jody Randall-Director for the Office of LGBTQIA Education and Engagement. Cathy Duran, Vice Provost for Student Affairs

After the introduction of guests, President Cochran requested TTU President Schovanec to present his remarks.

Remarks by the Guests

President Schovanec opened his remarks complimenting the Title IX office at TTU and a made a reference to a latest article published in The Chronicle of Higher Education, “Inside Title IX Pressure Cooker.”

In discussing the budget, TTU’s budget is at \$ 1 billion and 8 million, a 3.5% increase from the previous one. New monies at \$14.6 million has been allocated to important initiatives such as equity adjustment (\$500K), spousal accommodation (500K), and retirement pool (\$1.6 M). \$5.8 million has been allotted to colleges that can contribute to increase in hourly pay to \$11/hour. \$2.5 million has bene funded towards graduate student support and \$4 million for Raider Rooms (classroom improvements). President reported that TTU has been ranked 17th in the Nation for best employable students in a survey conducted by Pennsylvania State University.

President will have State of University address in November. His initiative to visit departments continues. In addition to department visits, President plans visiting other units such as Career Center and the office of Registrar.

Secretary Ramkumar: Requested that equity adjustment be real adjustment and not a merit evaluation as faculty at higher ranks with longevity at TTU face serious salary compression.

President Schovanec: TTU always gives priority to personnel needs. Efforts are made to make personnel feel TTU is a safe environment and expressed how proud he is of TTU faculty, staff and students.

Dr. Kimberly Simon-University Title IX Coordinator presented information about the service provided by University Title IX office and on campus and community resources for reporting sexual harassment, violence and discrimination. Faculty Senate Office distributed the information brochure via e-mail to Senators as provided by Title IX Coordinator. Last year, 339 reports were received by the office. Dr. Simon reported the proposed new guidance on Title IX from the Education Secretary, which will be released this November. Texas Senate Bill (SB 212) requires mandatory reporting effective January 1, 2020, failure to do so by TTU employees may result in termination, which is a state requirement.

Discussions focused on the timeline of reporting, vagueness of information and need for over reporting.

Senator Pare: Asked about the effective date of Senate Bill 212.

Dr. Kimberly Simon: Responded as January 1, 2020.

Secretary Ramkumar: Does this affect all employees at TTU.

Dr. Kimberly Simon: It is for all employees.

Senator Pare: Is there any template for reporting?

Dr. Kimberly Simon: Faculty can forward the e-mail as received from students or call the Title IX office.

Senator Flueckiger: Enquired about Senate Bill.

Dr. Kimberly Simon: Responded as SB 212.

Senator Kleinhans: Discussed about the nature of report as being vague sometimes.

Dr. Kimberly Simon: It is good to be over reporting. Dr. Simon briefed that the students are given information about reporting during orientation and when the case gets to Title IX office, students can decide the further course of action.

Secretary Ramkumar: Asked what if the student does not want the report to go forward beyond just reporting to faculty?

Dr. Kimberly Simon: When the report gets to Title IX office, they respect the privacy of the student and work with student.

Senator Al-Hmoud: Requested a brief on the policy that can be distributed to students.

Dr. Kimberly Simon: The office is currently working on a policy to include the information in syllabus.

Vice President Dana Weiser: Questioned about reporting past incidents the students would have encountered before arriving at TTU.

Dr. Kimberly Simon: Title IX resources all incidents and counsels students to support them.

Title IX Coordinator advised to report about incidents even if they have not in our jurisdiction.

Ms. Jody C. Randall, Director, Office of LGBTQIA Education & Engagement provided an update of the support activities provided by the office. Information about "Pride Week-2019," was given and encouraged faculty to participate. Ms. Randall gave heads-up on the Big XII LGBTQIA event to be held in March 2020. Pride Week information flyer was subsequently distributed to the Senators.

Approval of September Meeting Minutes

President Cochran called for a motion to accept the September meeting minutes, as distributed. Senator Pihlaja moved and Senator Calamoneri seconded. Minutes was accepted unanimously without any changes.

Old Business

Senator King, Chair of Study Committee C presented Open Education Resources Resolution that was earlier distributed to the Senate. Dr. Laura Heinz of Library and Senator Callender drafted the resolution. Senator King read out the resolution, which was adopted. Discussion ensued on where to send the adopted resolution. President Cochran advised to distribute campus-wide via "Tech Announce" and asked for any suggestions from Senators to for sending the resolution.

New Business

Senator Watts presented report on three OPs that came for review and revision. Faculty Status & Welfare Committee looked at OP 40.02, OP 72.10 and OP 72.05.

OP 40.02 Non-Discrimination and Anti-Harassment Policy and Complaint Procedure for Violations of Employment and Other Laws: Senator Watts briefed that a discussion ensued on this OP in the September meeting on the need for an amendment to include quid-pro-quo. Based on the discussion with Ms. Charlotte Bingham, it has become clear that sexual harassment issues are dealt in OP 40.03, which is not for review at this time. The committee proposed no amendment and requested the Senate approval.

President Cochran mentioned that he also discussed about the quid-pro-quo aspect with Ms. Charlotte Bingham and stated there is none, except sexual harassment.

Secretary Ramkumar: Asked if the committee is making any modification or recommending for approval as presented?

Senator Watts: No modification.

President Cochran called for a motion to approve OP 40.02 as presented. As it was a committee report, without the need for seconding, the motion was adopted.

OP 72.10 Payments for Employee Moving Expense: Senator Watts presented that the revision was made to reflect changes in tax code. The committee requested the approval of the OP as presented.

President Cochran called for a motion to approve OP 72.10 as presented. As it was a committee report, without the need for seconding, the motion was adopted.

OP 72.05 Expenditures for Official Functions, Business Meeting, and Entertainment: Senator Watts presented that the revision was reorganization of sections and increasing the amount that could be compensated, to keep up with cost. The committee requested the approval of OP as presented.

Senator Sharma: Asked about which office made the changes?

President Cochran: Revision to this this particular OP would have come from the Office of Finance Administration.

President Cochran called for a motion to approve OP 72.05 as presented. As it was a committee report, without the need for seconding, the motion was adopted.

Liaison Report

President Cochran informed about the ADA Compliance Committee meeting, which he attended recently. Lime (Scooter Company) made a presentation in the meeting, as scooters are parked in ramps. He is working with Lime Company to come to Senate and make a presentation. The company is working with the Transport and Parking Services to establish slow speed zones during game days to improve safety. Other efforts by the company include marking parking places and establishing no ride zones.

Announcement

Secretary Ramkumar informed about monthly AAUP meetings that happens monthly on second Mondays (3-4 PM). He briefed about major agenda items for this session: 1) Equity adjustment initiative and 2) Shared governance and non-tenure track faculty.

Questions from the Floor

Senator Al-Hmoud: Enquired about the status of the report submitted last session by the Senate Budget Committee to the Administration on Employee Independent Scholarship.

President Cochran: Stated he will discuss with President Schovanec and Provost Galyean in his forthcoming meetings.

Senator Flueckiger: Asked if the AAUP invitation can be extended to colleagues?

Secretary Ramkumar: All faculty (tenure and non-tenure track) are welcome.

Adjournment

President Cochran entertained motion to adjourn. Senator Jonsson moved and Senator Collopy seconded. Meeting adjourned at about 4.47 PM.