

**Faculty Senate Meeting #379**  
**[This meeting was held online as a Skype meeting]**  
**November 11, 2020**

**Senators present:** Arnall, Barnes, Bayne, Bishop, Boal, Blum, Borshuk, Brittsan, Buelinckx, Calamoneri, Callender, Cassidy, Collopy, Cook, Cox, Darwish, Decker, Donahue, Eko, Faris, Farmer, Garner, Gottlieb, Grair, Griffith, Hawley, He, Heinz, Held, Hope-Weeks, Huston, Jones, Klein, Kleinhans, Ladeira, Louis, Litsey, Lyford, Meyers, Murphy, Nathan, Niehuis, Novotny, Perl, Pihlaja, Ramkumar, Ritchey, Sharma, Sheng, Shumway, Taraban, Weiner and Zellinger.

**Senators not present:** Baker, Bradatan, Forrest, Langford, Maccarone, Parameswaran, Walter, Wang, and Watts.

**Guests:** Dr. Sukant Misra, Dr. Carol Sumner, Provost Michael Galyean, Parliamentarian Richard Meek, Ombudsperson Tara Stevens, Staff Senate Dee Nguyen, IRB liaison CassiDe Street.

**Call to order:** At 3:17PM, President Ram called the Faculty Senate Meeting #379 to order. This meeting was conducted online over Skype and a quorum was met. President Ram welcomed the faculty.

**Recognition of Guests:** President Ram recognized the guests and welcomed any unannounced or unlisted guests.

**Approval of minutes:** A motion to approve the minutes from meeting #378 held on October 14, 2020 was made by Senator Boal and seconded by Senator Blum. The minutes were approved as presented.

### **Guest Speakers**

**Sukant Misra, Vice Provost for International Affairs:** Dr. Misra provided a flier and spoke about the state of international exchange and education. This has been a challenging year for international education for two main reasons: Covid and the perception of the United States government's stance on immigration of visiting scholars. Policies and Covid procedures increased the time it takes to receive a visa. Confusing signals sent by the government regarding immigration and online class attendance. Duration of stay policy increases confusion. New immigration fees have also impacted hiring and the Department of Labor rules on wages that must be paid on international laborers has added difficulty to the situation, as this is a significant cost. Dr. Misra provided an example where a starting business professor who was previously paid at a base of \$44 thousand would now be paid at a base of \$103 thousand.

There has been a 20% drop in international student enrollment in the US.

Dr. Misra next spoke about the study abroad program. In normal semesters, Texas Tech typically sends 1400 students and 80-100 faculty on study abroad. The spring/summer/fall 2020 sessions were canceled, and the program had to bring back over 100 students in spring 2020 as Covid lockdowns began. Students want to resume the program and see it as integral part of their education, so the office is working to prepare to restart in Spring 2021. This will all depend on Covid and travel restrictions. Safety protocols will be required for every activity such as each student having their own rooms, face coverings required, avoiding public transportation, and limiting group excursions to only up to 16 people.

Of the six countries we have programs in, only Spain is high-risk and our center is in Seville, not Madrid where the most cases are.

**Senator Kleinhans:** If students are required to do self quarantine of 10 days upon arrival to their study abroad location, does TTU take any steps to make sure that they do?

**Dr. Misra:** Yes, absolutely. If it is a program, we have already discussed the conditions and made arrangements for local accommodations. We also have places for people to stay or go if they need to quarantine abroad.

**Carol A. Sumner, Vice President of the Division of Diversity, Equity, and Inclusion and Chief**

**Diversity Officer:** Spoke about the status of diversity, equity, and inclusion efforts at Texas Tech. The Division of Diversity, Equity and Inclusion has many units and programs across campus ranging from UIL and district-level education, to the TRIO and McNair programs. The Veteran program is currently hiring a new director. The main goal of the division's work for faculty is to provide the resources needed for creating a culture of diversity and inclusion, not just "check a box." This includes equity across hiring. We have a membership in National Center for Faculty Development & Diversity. Working with the TLPD to create resources to help faculty navigate tough conversations, how are we talking about diversity, identity, and things we may disagree on? We believe the recent Presidential Executive Order on diversity training may not be an issue after the election has turned out as it has. We do want to make sure it is known that the Executive Order only applied to federally-funded trainings and that the trainings they are describing would generally not be the ones we would find effective, regardless.

**Senator Held:** You said that the purpose of the workshop for search committee members is to "change the culture". Why is it necessary for this workshop to last more than 3 hours, which is several times longer than TTU's Title 9 training?

**Dr. Sumner:** When we walk through this workshop, it is an opportunity to bring faculty together. The model from Purdue is something we felt that we could commit to for five years. We don't want it to be perceived as a checkbox, we want people to discuss their experiences and have a thorough dialogue.

The faculty offered comments in support for the Division as important and appreciative of its diverse community members. During Covid and calls for social justice, the division has had direct conversations with faculty, students, and community. Counseling services took time to identify resources for students about the stress and ongoing issues that marginalized communities face.

**Senator Buelinckx:** Please can you clarify the concept of "decolonizing" the curriculum?

**Dr. Sumner:** This is where we look at canons and histories we study and teach. The framework of fields of study tend to reflect a primarily white male perspectives from five countries. For example: architecture students ask where are the scholars in architecture done by non-white, non-American or European descent? Do we legitimize certain scholarship over others based on perspectives?

**Senator Huston:** Is there someone from your office we can contact to help us think through this process of being more curriculum inclusive?

**Dr. Sumner:** Myself or Dr. Gonzales.

**Provost's Office:** Provided an update on the Faculty Success Taskforce's recent discussions.

**Michael Galyean, Provost:** Faculty Success Taskforce update formed in 2018 to form a group that can provide guidance or input on what kinds of things we can do to improve faculty success at all levels. The group has made progress, but there is a ways to go. It has morphed into Faculty Success Advisory Committee. One thing to come out of the final report is the idea of an Annual Faculty Plan to help a faculty member and chair come to an understanding of what the faculty member will do in the next year. Outreach and Engagement is another element that needs work, how to work that into the promotion and tenure process. We need more resources for department chairs, and resources for training would be helpful.

Lot of effort going into spring scheduling. Faculty need to understand that we are trying to have social distancing in face-to-face classes, that reduces capacity and causes some problems. Right now, we have scheduled 30% of classes online, more than half remaining are face-to-face and the rest are hybrid.

These circumstances may change and vary among colleges, due to composition of faculty and facilities available. Faculty need to recognize that parents want their students to have a traditional in-classroom experience.

**Senator Collopy:** How does this idea of an Annual Faculty Plan differ from our standard annual faculty review?

**Provost Galyean:** Annual faculty plan is already being done in some cases, it is meant to be a more personalized plan that takes individual circumstances into account.

### **Reports and Updates:**

President Ramkumar asked for a suspension of rules. TTU Health Science Center faculty senate passed a resolution appealing to administration and the TTU System to suspend extracurricular activities and mass gatherings to mitigate potential Covid exposures. President Ram and Senator Nathan drafted a companion resolution in support of our fellow HSC faculty senate members. There were no nays from the senate to suspend the rules.

In the suspension of the rules, President Ram turned over facilitation of the meeting to Vice President Dave Louis, as President Ram introduced and spoke about the resolution. Ram presented the resolution for adoption, Senator Nathan seconded the motion.

A member of the HSC faculty senate was present to provide clarification on the resolution passed by their senate.

**Dr. Dixon Santana, faculty from TTU Health Science Center:** The HSC resolution was created to raise awareness of how the situation is going. The community outlook is dangerous. We want TTU to create support to have awareness on reducing gatherings. A tent is now being set up because the hospital is going over capacity. 5 to 6 patients are passing every day.

There was much discussion among the faculty, including the LA Times article specifically mentioning Lubbock's poor handling of the pandemic. There were suggestions and concerns about the last section of the proposed resolution, thanking the administration. A motion to remove this section was made but withdrawn. A second motion to amend this last section was made, seconded, discussed, and approved.

Even with the amendment to the last section, the proposed resolution continued to generate discussion. Questions about what constituted mass gatherings and which extracurricular activities were covered were asked. Also asked: how would this impact outdoor class teaching, or would the resolution have any impact whatsoever?

When discussion ended, voting on the proposed resolution was carried out. The resolution passed, though there were nays and abstentions in the final vote. After this was concluded, President Ram returned to directing the meeting.

### **New Business:**

**Academic Programs Committee:** Senator Buelinckx presented revisions to OP 34.03 Student Grade Appeal, outlined in attachment to agenda. The revisions as presented were passed.

Other new business and agenda items were requested to be delivered at the December meeting, as the current meeting was running long already.

### **Adjournment**

A motion to adjourn at 5:12PM was made by Senator Calamoneri and seconded by Senator Cox. The meeting was adjourned.