

**Faculty Senate Meeting #380**  
**[This meeting was held online as a Skype meeting]**  
**December 9, 2020**

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

**Senators not present:** Baker, Bradatan, Calamoneri, Darwish, Farmer, Maccarone, Parameswaran, Wang and Watts.

**Guests:** Dean of Libraries Earnstein Dukes, Provost Michael Galyean, Parliamentarian Richard Meek, Ombudsperson Tara Stevens, Senior Vice Provost Rob Stewart, IRB Liaison CassiDe Street

**Call to Order:** At 3:15PM, President Ram called the Faculty Senate Meeting #380 to order. This meeting was conducted online over Skype and a quorum was met.

**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 #379 held on November 11, 2020 was made by Senator Decker and seconded by Senator Heinz. The minutes were approved as presented.

### **Guest Speakers**

**Earnstein Dukes, Dean of Libraries:** Dean Dukes spoke about the Libraries' service through COVID-19 and goals the organization continues to pursue. The dedicated Library faculty and staff always strive to provide the best service, and the period of the pandemic is no different. During Covid, access to ebooks, journals, and databases were already established but continued demonstrating the importance of these remote resources. In addition, the personal librarians were available through virtual chat service to provide continued assistance. Document Delivery services continued to be available and offered curbside delivery during the summer. The Makerspace joined with other groups on campus to create face shields for healthcare personnel. Some of the Library services still required in-person staff during Phase II and the Library consulted with Facilities and other units on campus to make this work. For the fall, vacant positions needed to be filled and social distancing was of utmost concern.

The priority goals for the future: striving to be the most user-centered organization on campus, cultivating a culture of collaboration and success, and continuing to address the need to prepare our students as lifelong learners.

**President Ram:** Regarding altimetric: is the Library working out any plans to incorporate these more?

**Dean Dukes:** Various librarians have researched incorporating these more and continue to do so. Altmetrics will impact disciplines differently, so the personal librarians, and others, look at these differently based on their areas.

**Provost's Office:** Senior Vice Provost Rob Stewart provided an update on the Faculty Success Advisory Committee's recent discussions. The committee is working on some operating policies concerning faculty titles and advancement in non-tenure acquiring titles. Looking at OP32.32 annual review policy to incorporate the Faculty Annual Plan: what the faculty looks to do in the future (research, teaching, etc.). This idea is just now leaving the council, maybe next mid-semester would present the OP changes to the Senate. Related to that: a discussion about the current year and how it has impacted faculty teaching

and/or research and how it will be addressed in the annual report. Another topic of interest is faculty of color: looking at how experiences and needs are being addressed and how to create equity. Are there avenues of research that are not getting equal consideration? Dr. Stewart reiterated that administration wants this to be a faculty of belonging (beyond just inclusiveness). The committee is also concerned with the clear delineation of professors of practice and research, wanting to make sure their interests are heard in their department and engaged in their units.

**Senator Nathan:** Has the committee looked at third-year review? The Faculty Senate passed revisions to that OP but they have not yet been posted.

**SVP Stewart:** Would have to check with OP office on publishing latest revisions to that OP.

**Provost Galyean:** As far as I am aware, they were posted.

**Senator Held:** Regarding the statement of goals for the upcoming year, that's already in 32.32E. Some of us at associate-level do not have the intention or ability to meet full-level in our department. Often these goal-setting discussions can come back to bite the employee if the goals aren't met. The committee should consider these as something to be set on a per-department level.

**FS President Ram:** The deadline to finish Digital Measures has been extended, is that accurate?

**SVP Stewart:** That has been discussed and suggested for extension to February 1.

### **Reports and Updates:**

**Academic Programs Committee:** Senator Buelinckx reported on discussions to revisions to OP 34.15 Grade Replacement Policy. The committee does not yet have a full consensus on the revisions but expect to present in the January meeting.

**Faculty Status and Welfare Committee:** Senator Held presented revisions to OP 32.17 Faculty Appointment and Titles, OP 32.34 Approval of Faculty in Non-Tenure-acquiring Ranks, and OP 32.16 Faculty Recruitment Procedure.

OP 32.17 includes some adjustment to titles of faculty. Specific change that is most substantive is under section 2F. In new version: instructor is only part-time, full-time will be titled lecturer. All other changes are self-evident. The committee had no additional issues. The proposed changes were passed.

For OP 32.34, since professors of Practice are much more routine now, policies needed to be updated to specify promotion procedures. The criteria for promoting differs from tenure-track route primarily in the research track. The criteria for judging for P&T, could be either teaching OR research, but not both. Also, the change removes a termination clause if a vote for promotion is negative, this gives administration decision to keep a professor of practice on, even if not promoted. The proposed changes were passed.

In OP 32.16, there is a major change for search committees. In new revision, every member of search committee is required to take diversity training. However, committee did want to insist that refresher training not require such a lengthy time commitment as the initial training. In conversation with administration, Faculty Status and Welfare has specified in Section 3.7 that the refresher course will be no longer than half the duration of the original course and only required every 5 years.

**Senator Eko:** What is the meaning of "minoritized candidates?"

**Senator Held:** This is also a change. The DEI office rationale is: if you leave "underrepresented" as the language, there is a problem in Texas, as Hispanics in Texas, or women, would not benefit from the spirit of the OP. There had to be an adjustment of language. 1E2: reference to "minoritized candidate is from minoritized population."

These changes pass with a majority, 1 abstention, and 1 nay vote.

**Senator Meyers:** Did OID discuss how frequently they would offer the half-day training?

**Senator Held:** From the office's point of view, the training would be provided every year, and it will be online.

**Senate Study Committee A:** Senator Nathan presenting revisions to OP 74.12 Investigator Financial Disclosure Committee. The committee finds these proposed revisions to be quite minor, just an addition of "alternate members." Proposed changes pass, with 1 abstention.

**Administrators Evaluation Survey:** Senator Callender presenting an update that the evaluation is now available.

**Campus Climate Committee:** Senator Sharma presenting. Happy to see that just about every discussion in this senate meeting has incorporated diversity and inclusion in some way, so it is heartening to see that becoming part of our culture, as is Dr. Stewart mentioning a culture of belonging. If you have any topics that you would like to discuss or have the Campus Climate Committee discuss, please let us know. Some instructors have brought us concerns about Covid-related concerns. Search committee trainings do get announced through TechAnnounce, so they do get sent out.

Senator Cook spoke about inclusiveness of all faculty and looking at whether Covid 19 response on campus has disproportionately affected some faculty. The committee respects the balance the president and provost have to strike between stakeholders, but the role of this committee is to advocate for faculty concerns. The committee was asked about changing teaching modalities, and these requests should be forwarded to deans and they will be forwarded to the provost. If it is health-related, these requests will be granted.

**Senator Kleinhans:** Is there a critical number of students missing in an on-campus class that allows then for an online switch?

**Provost Galyean:** Few requests of face-to-face to online class change, most are the other way. There has not been any evidence of transmission in classrooms.

**SVP Stewart:** Some students struggle with online class time commitment and instruction delivery.

**Senator Huston:** There is a confusion between synchronous and asynchronous online modalities.

**Provost Galyean:** This is something that eLearning has been working on to make sure students are better aware of the modality. If there is a time block, that is synchronous.

**Senator Kleinhans:** How to deal with students who have had to miss class due to extended sickness?

**Provost Galyean:** There aren't many easy ways other than the student working with the instructor to have appropriate time to make up the work. There is some technology help that can record lectures or class time.

**SVP Stewart:** Students can be accommodated online if they miss a significant portion of class due to illness. There are some other discussions about adding even more outdoor wifi.

**Senator Nathan:** How does the university gather information on the infection rate on campus?

**SVP Stewart:** If students use the reporting app, that gets it directly reported. If a student tests off campus and doesn't report on the app, they will only get counted on the Lubbock dashboard (and if they identify as a Tech community member that gets reported to us).

### **New Business:**

None reported.

### **Announcements:**

**Senator Gotlieb:** Next year's officers will be elected in the spring. Our task will be to ensure our nomination and voting process is in compliance with our bylaws while being aware of our socially-distant environment.

**Adjournment:**

President Ram thanks the faculty for all the hard work they have done and a happy holiday. Senator Barnes provides a motion to adjourn, seconded by Senator Pihlaja. The meeting was adjourned at 4:43PM.