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Faculty Senate Meeting #381
[This meeting was held online as a Skype meeting]
January 20, 2021

Senators present: Arnall, Baker, Barnes, Bayne, Boal, Borshuk, Buelinckx, Calamoneri, Callender, Cassidy, Collopy, Cook, Cox, Decker, Donahue, Faris, Farmer, Gotlieb, Grair, Griffith, Hawley, He, Held, Huston, Jones, Klein, Kleinhans, Ladeira, Langford, Louis, Lyford, Meyers, Murphy, Nathan, Novotny, Parameswaran, Perl, Pihlaja, Ramkumar, Ritchey, Taraban, Walter, Wang, Weiner and Zellinger

Senators not present: Bishop, Blum, Bradatan, Brittsan, Darwish, Eko, Forrest, Garner, Hope-Weeks, Litsey, Niehuis, Sharma, Sheng and Watts

Guests: Provost Michael Galyean, Senior Vice Provost Rob Stewart, Parliamentarian Richard Meek, Ombudsperson Tara Stevens, Professors Gerald Dolter, Bill Brown, Titiana Mann, Mike Ryan, Debbie Davis, B. Giemza, Carol Sumner for Diversity, Chief Marketing & Communication Officer Matt Dewey and Paul Hunton for KTTZ radio, Dr. Santana Dixon from HSC Faculty Senate

Call to order: At 3:17PM, President Ramkumar called the Faculty Senate Meeting #381 to order. This meeting was conducted online over Skype and a quorum was met. President Ramkumar welcomed everyone to the meeting and to 2021.

Recognition of Guests: President Ramkumar recognized the guests and welcomed any unannounced guests.

Approval of minutes: Senator Held proposed a change to the minutes for meeting #380, December 9, 2020. The change was seconded and approved.

Speakers:

Matt Dewey, Chief Marketing & Communication Officer: Matt Dewey introduced Paul Hunton to provide updates on KTTZ, the Texas Tech public broadcasting station.

Paul Hunton, Associate Managing Director for KTTZ: Provided updates on KTTZ. FM 89.1 merge with PBS El Paso. They hired a firm to create a five-year strategic plan, this is year 1. The programming schedule was described and a breakdown of ratings. The switch between formats (classical music to news) sees a significant change in audience. Donors down 17% and corporate support down as well. Membership is also down, a trend from the past five years.

Strategic plan: offer more classical music, develop more local classical music content. They want to host fundraisers, galas, popup chamber events and more when possible. For news, need a consistent talk news schedule, taking advantage of local and national voices. Local news needs to be expanded. They want to create an initiative for faculty/staff programming.

President Ramkumar: When you did the survey of users, were you able to reach a wider audience?

Paul Hunton: We convened focus groups of community members and email blasts

Senator Nathan: Was there not a lot of funding from classical music listeners?

Paul Hunton: No way to gauge who is specifically giving to classical music or news when we look at data. We try to serve the entire community, not just a small group of donors.

Shared Governance Discussion:

President Ramkumar introduced the discussion on shared governance with non-tenure track faculty members. He mentioned an AAUP report that found most schools in the Big 12 conference have some form of accommodation for Professors of Practice in their shared governance and/or faculty senate. President Ramkumar recalls 1995, wherein the Faculty Senate showed their heart of accommodation back when librarians (who were not tenure-track at that time) were provided representation.

Professor Michael Ryan: Non-tenure track faculty equals 37% of all faculty. Out of schools in Big 12, only two schools do not have representation: Oklahoma State and Texas Tech. Non-tenure track faculty are involved in all three legs of the academic institution, and while there might be some differences in focus, the differences allow tenured faculty to be “freed up” to do their research. A lack of representation challenges the mission of the institution.

President Ramkumar: The Faculty Senate will do what it can to look at this process.

Provost Michael Galyean: Administration has been talking about this topic since 2016 and we find it very important. We would like to echo Professor Ryan’s points. The administration has a strong commitment to tenure/tenure track to attract the best faculty so having this ratio at about 70 to 30 (tenure track to non-tenure track) is what we find to be about right. We are not trying to undermine the tenure status, but we do find the issue of representation for these faculty important. Instruction pays the bills at this institution and is an essential part of the budget, so supporting those who are vital to our teaching mission is important. We need to recognize the significant impact these people have. Making these faculty eligible for election to Faculty Senate would be a good starting point.

President Ramkumar: We will not be working toward a separate voting bloc of the senate, just to provide eligibility to represent and serve on the senate. These colleagues will be grouped into their home units for representation. Senator Cook will provide a college point of view.

Senator Kirsten Cook: Rawls has a large constituency of non-tenure track. Full time faculty is 56% tenure track, 44% non-tenure track. Each contributes to the teaching and service mission of the university. Without these faculty, tenure track faculty could not succeed in what we do, so this is very important.

President Ramkumar: I have asked the Faculty Status and Welfare Committee to take up this issue and provide a monthly update with an ambitious goal for a recommendation by the end of this term.

Senator Lewis Held: This will require a change to the Faculty Constitution and a vote from all faculty on campus. It would be good to have a solid argument and justification for all the faculty to see for this case.

Senator Held: Professor Ryan, are you ok with including those who have already obtained continuing appointment but not necessarily working toward continuing appointment?

Professor Ryan: I’d like to see them eligible as well, much like those who are on tenure track but not yet tenured.

Reports & Updates

Senate Study Committee A: Senator Nathan providing an update to revisions to OP 32.38 Third Year Review. The OP had been revised by the 2019-2020 senate to have more emphasis on mentorship and less emphasis on having it be a “mini tenure” decision. Changes were approved by Senate, the Committee thought they would be incorporated. However, the Deans had replied with changes to the Senate’s recommendation, but they were out of touch with the spirit of the Senate’s version. Those changes put more power into Deans rather than Department on the decision. Provost Office rejected Deans recommendations and went back to the Senate’s recommendations with some minor changes. We are generally happy with this new draft from the Provost’s Office, but there is a suggestion for

revision. There is a concern with Point 2B where Dean's role was somewhat expanded. If we could add a small change in 2B2, insertion of the word "only" at the beginning. "Only if the review..."

This motion came from the committee and was approved by Senate, will be forwarded to Provost.

Administrators Evaluation Survey: Donell Callender presenting an update and a reminder to take the survey. 39.35% have responded to survey. At the Dean level, the response rate is 25%.

Campus Climate Committee: Senator Kirsten Cook presenting updates from their December 11 meeting. The Caregiver Support policy was discussed and the committee offered feedback. The committee is reviewing the results from the faculty time-use survey and they hope to have a report to the senate soon.

New Business:

None reported.

Announcements:

President Ramkumar: Would like a formal recommendation to the senate from a Faculty Equity Pay Ad-hoc committee by the end of this senate term. The ad-hoc committee will have representation across colleges and levels with 13 members. It is intended that the committee will have information for discussion at the March and April meetings.

Faculty Senate Nominations Committee: Senator Gottlieb providing a reminder to please reach out to the Nomination Committee for officer positions. To be eligible, a candidate must have at least one more year on senate. Nominees will be announced at next month's meeting and the election will be in March.

Adjournment.

Senator Callender motions to adjourn, seconded by Senator Calamoneri. President Ramkumar adjourned the meeting at 4:38PM