

**Faculty Senate Meeting #384**  
**[This meeting was held online as a Skype meeting]**  
**April 14, 2021**

**Senators present were:** Arnall, Barnes, Bayne, Brittsan, Buelinckx, Callender, Cassidy, Collopy, Cook, Cox, Darwish, Decker, Eko, Faris, Forrest, Gotlieb, Grair, Griffith, Hawley, Held, Huston, Klein, Kleinhans, Ladeira, Langford, Louis, Lyford, Meyers, Nathan, Novotny, Perl, Pihlaja, Ramkumar, Ritchey, Sharma, Sheng, Taraban, Wang, Watts and Weiner.

**Senators not present:** Baker, Bishop, Boal, Blum, Borshuk, Bradatan, Calamoneri, Donahue, Farmer, Garner, He, Hope-Weeks, Jones, Litsey, Maccarone, Murphy, Niehuis, Parameswaran and Walter.

**Guests:** Guy Lonergan, Aliza Wong, Maggie Gilchest, Aretha Marbley, Jaclyn Canas, Elizabeth Trejos, Provost Michael Galyean, Senior Vice Provost Rob Stewart, Richard Meek, Tara Stevens, Dee Nguyen and CassiDe Street.

**Call to order:** At 3:16PM, President Ramkumar called the meeting to order. The meeting was conducted online over Skype and a quorum was met. President Ramkumar welcomed the senators and the guests to the meeting.

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

**Approval of Minutes:** A motion by Senator Buelinckx to approve the minutes as presented, seconded by Senator Cox. The minutes from meeting #383, March 10, 2021 were approved as presented.

**Speakers:**

**Dr. Jaclyn Canas:** Presenting about the Faculty of Color subgroup, which grew from part of the Faculty Success Taskforce. The taskforce found that the experiences of women and faculty of color often differ from the traditional pathways to faculty success. The subgroup also wants to examine intersectionalities (such as women of color). Charged with considering more inclusive policies and alternative forms of scholarship and expression, and to also consider issues of the assignments of service. Spousal hiring and bias in teachers evaluations are also all topics that the subgroup are going to look at, with the goal of providing a sense of “belonging.” The subgroup is working on recommendations based on the charges and these ideas.

FS President Ramkumar: What do you think the Senate could do to help?

Dr. Canas: The Senate could help spread the word that the subcommittee exists. It would be good for more people to know that we are working towards a more inclusive campus.

Senator Cook: There are so many groups working on diversity, equity, and inclusion on campus, how can we collaborate or coordinate efforts?

Dr. Canas: We are trying to stay focused on faculty success, but we are working with Dr. Sumner to reach out to these other groups.

Senator Forrest: Who would be the best contact for your subcommittee?

Dr. Canas: For this initiative, I would be the best contact.

Senator Sharma: There was talk about organizing a general session or workshop with these groups all working together, that might be something to consider.

Senator Darwish: Each college and each department will have different needs, how do you address them all?

Dr. Canas: Using the COACH survey and other initiatives, hoping to get a good perspective of these types of needs.

### **Dr. Guy Loneragan, TTU School of Veterinary Medicine:**

Recalled history of how the program began and how the process is now looking for more faculty and staff, to have sufficient numbers for the first two years and so research can begin. Provided an overview of the application process for students. Offered 70 students positions for 60 seats, 63 confirmed so far. This gives the school a "Provisional Accreditation." In this accreditation process, we have to wait until the first students are in their last year to be fully accredited.

Some challenges presented: only six faculty come from Texas Tech, the remaining coming from private practice or outside faculty. It is increasingly apparent that some proactive work will need to take place so these faculty will be engaged with Texas Tech and the campus spirit, even though we are two hours away.

FS President Ramkumar: How many faculty are needed for full strength?

Dr. Loneragan: 70-75, mostly tenure-track, but some will be on continuing appointment. We have 32 faculty right now

Senator Eko: Does the Vet School have a communication unit to publicize activities?

Dr. Loneragan: We do have someone, a recent graduate from Tech. It's only one person so he has a lot to do. He would probably love the opportunity to collaborate and work on projects.

FS President Ramkumar: Hope to accredit by 2025, first class is 60, how many after?

Dr. Loneragan: 80 students the second year, and then 100 students per class going forward. We are around 5-6 students per faculty, which is a bit higher than some, but not as high as others.

### **Reports & Updates:**

**Faculty Status & Welfare Committee:** Senator Held reporting on two OPs.

OP 70.01 – Misc. Leaves of Absence: OP 32 is what pertains to faculty, while category 70 pertains to Human Resources, primarily 9-5 employees. Faculty Senate has been given authority to evaluate any OP in 32 or 70 because we are considered employees of the states. For the most part, there is a firewall between 32 and 70 historically. With that in mind, the subcommittee has no problem with the changes presented here.

Senator Pihlaja: Who would try to apply OP70s to faculty?

Senator Held: Traditionally, that would be upper administration.

Motion comes from committee. Vote is predominately in favor, with 2 abstentions.

OP 70.06 – Employee Working Hours: Interesting that outreach and engagement is considered to be walking away from work. No real issues from committee except for the "Duty Point" section, where you have to get written permission from chancellor or president. Would this apply every time a faculty member wants to finish working on an article somewhere other than the office?

PSVP Stewart: Can comment a bit on duty point regulation. It applies in that faculty working at a distance have had to have this approval process. The reference to chancellor is for system-level faculty, the President would overview any campus-level faculty. Historically, there wouldn't be an issue with a faculty member working on a grant proposal or project away from the office.

The motion comes from the committee, the vote is majority in favor with 6 abstentions.

**New Business:** None to report.

**Old Business:**

**Amendment to Constitution:** FS President Ramkumar provided an update and reminder about the special faculty meeting regarding the proposed constitution. The meeting is set for April 16<sup>th</sup> at 4pm via Zoom.

**Update of Salary Compression Recommendation:** Update from FS President Ramkumar. On Monday, the AAUP Faculty Compression Survey became public through the Chronicle. Average salaries increased by only 1%. On Friday, April 9 President Schovanec called to say that the Faculty Senate recommendations will be taken into account. Most issues occur at the Associate and Full ranks, but some departments see it at Assistant levels.

Depending upon budget, this initiative will take multiple years to fix. Once this is handled, then colleges and departments will be encouraged to review at a regular, annual routine so significant fixes won't be as necessary.

The following is a statement from FS President Ramkumar on this issue:

I would like to thank President Schovanec for considering faculty salary compression as an important issue to be addressed. Amidst busy schedule and budget constraints, we are grateful that the TTU President is willing to consider the issue depending upon budget situations.

On Friday, April 9<sup>th</sup>, President Schovanec called me to advise that our recommendation (Faculty Senate Salary Compression Recommendation) will be taken into consideration while addressing the issue. He agreed that compression is more prominent at Associate and Full Professor levels. However, this issue has to be addressed at Assistant Professor level as well depending on the departments and fields. Recently, President has sent a campus wide memo, addressing the budget and compression issues.

We are aware that this initiative will involve millions and addressing this issue will have to be dealt in multiple years. But, based on my discussion with the President, it is pleasing to know that the President is committed to this effort. Also, the funds to address salary compression will be directly allotted by the President's office.

President stated, once the current issues related to equity and compression, colleges and departments will be encouraged to continue to review the situation on an annual basis to avoid the need to make such a massive adjustment in the future.

Again, we thank the President and the Provost for their willingness to look at this important issue.

**Announcements:**

No announcements.

**Adjournment:**

Senator Callender motioned to adjourn; Senator Huston seconded. The meeting was adjourned at 4:43PM.