**Faculty Senate Meeting #382**

**[This meeting was held online as a Skype meeting]**

**February 10, 2021**

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

**Senators not present**: Baker, Bradatan, Brittsan, Garner, He, Maccarone, Sharma, Shumway, Walter and Wang

**Guests:** President Lawrence Schovanec, Provost Michael Galyean, Senior Vice Provost Rob Stewart, Parliamentarian Richard Meek, Ombudsperson Tara Stevens, Staff Senate Dee Nguyen, IRB Liaison CassiDe Street, Professors Mike Ryan and Margaret L. Williams, Diversity Officer Carol Sumner and HSC Faculty Senate Dixon Santana

**Call to order**: At 3:18PM, President Ramkumar called Faculty Senate meeting #382 to order. The meeting was conducted online over Skype and a quorum was met. Ram welcomed the senators and the guests to the meeting.

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

**Approval of minutes**: A motion by Senator Meyers to approve the minutes as presented, seconded by Senator Cox. The minutes from meeting #381, January 20, 2021 were approved as presented.

**Speakers**:

**Dr. Lawrence Schovanec, President of Texas Tech University**: Coming into the meeting at 4:15pm, Dr. Schovanec spoke to the Faculty Senate. There is some resistance nationwide to including non-tenured track to shared governance, feel it diminishes tenure or leads to a move to reduce tenured faculty, but Dr. Schovanec feels it is essential that Tech maintain the faculty makeup it has. Tech has about 70% tenure lines, where other R1 schools are around 50%.

On the issue of salary equity, a study revealed at Tech there was an issue to be addressed. Compression plays a large part in this.

At present, the House and Senate bills maintain a five percent cut. This keeps the Veterinary school whole but cuts special items by 9.3%. Enrollment numbers show that a merit pool and equity fund may be possible. Optics of announcing that right now would look bad, but it is something administration is determined to have if unexpected decreases do not arise.

**Reports & Updates**:

**Equity Committee:** Shane Blum reporting for the committee. Representatives from all academic areas are in place. Committee will determine procedures for salary adjustment based on equity. Full time faculty whose salary is remarkably below peer-based on compression. Requires the faculty member to have been at Tech for at least 10 years but does not have to be consecutive years. Eligible: associate/full professors, librarians, archivists, prof of practice, instructors, and lecturers. To be presented in March and voted on April.

**FS Vice President Louis**: Isn’t this more about salary compression, not necessarily equity?

**Senator Blum**: Yes.

**Senator Collopy**: What is the rationale behind including faculty who worked at TTU, left, and then returned? Would they not have been rehired at a rate equal to others being hired at that time?

**Senator Blum**: Good question, that was not discussed.

**Senator Nathan**: Is there any separate University pool for accomplishing gender pay equity?

**FS President Ramkumar**: Yes, but this is addressing compression at the moment.

**Senator Blum**: We can change the name of the committee or the descriptive language, something to discuss.

**FS President Ramkumar**: AAUP only addressed compression.

**Academic Programs Committee**: Senator Hendrika Buelinckx presenting revisions to OP 34.15 Grade Replacement Policy. No senators had comments. Motion from committee. Passed.

**Faculty Status & Welfare Committee**: Senator Lewis Held provided an update on the issue of Senate representation for faculty that are neither tenured nor tenure track. The committee evaluated background information, best course of action to include non-tenure track as eligible to run and to vote on faculty senate. Decision requires amendment to the constitution of Senate, requires entire voting faculty of Texas Tech. Senator Held read the proposed amendment.

**Senator Cook**: Do they already need continuing appointment or just eligible?

**Senator Held**: This has to be done in stages. While Galyean supports 70/30 split for faculty, he is leaving, will the new provost uphold that? We have to keep in mind how easy it is for administration to dismiss non-tenure track faculty. Major difference: tenure faculty must be fired for cause and burden is on university, for continuing appointment this is not the case, the burden of proof is on the faculty member.

**FS President Ramkumar**: We must take small steps.

**Provost Galyean**: A good starting point to include those with continuing appointment and does not change senatorial representation significantly.

The motion came from the committee. 42 votes in favor, 4 abstain. This passed the Senate, now goes to a full meeting of voting faculty on vote. 2/3 of that body is required. Suggest an email explaining the topic and why the Senate has voted as such.

**Suggestion from Senator Meyers**: Can we post something online and open it for public comment? I've seen this done by funding agencies to collect input.

**Study Committee A**: Senator Danny Nathan presenting revisions to OP 32.38 Third Year Review. There are some slight changes from the Provost’s office, but do not seem problematic to the committee. Move to accept changes from committee. Approved.

**Administrators Evaluation Survey**: Senator Donell Callender presenting an update. Response rate of faculty 52.85%, chairs 65%, deans 33%. To allow for more time for participation, deadline extended to March 1st.

**Faculty Senate Nominations Committee:** Senator Melissa Gotlieb presenting. Asked for nominations for officer positions. No one is currently running for secretary. Committee will accept nominations until Friday at noon for officer positions. Email sent out that afternoon. Full slate will be announced on Friday afternoon. Voting will take place in March, nominees will have an opportunity to speak and Qualtrics ballots will be sent after meeting, due the next day by 10am.

**Senator Callender**: Why such a short voting window?

**Senator Gotlieb**: Typically, the voting is conducted on the spot, this would still give people some time.

**New Business**:

**Faculty Success Taskforce**: The taskforce has not finished its business but has provided recommendations to the Provost. This includes providing an annual plan as an optional statement to discuss with chairs or as an item to be placed in Digital Measures. Tasked to Faculty Status and Welfare to come up with recommendation on how to incorporate into OP 32.32.

**Announcements**:

FS President Ramkumar will speak with Provost regarding Senate representation on dean search committees (possibly having a minimum of two senators as members).

**Adjournment**:

Motion to adjourn by Senator Kleinhans, second by FS Vice President Louis. The meeting adjourned at 4:52PM.