Faculty Senate Minutes  
September 6, 2022 #395  
Zoom


Senators absent: Chi, Franklin, Guillemette, Hodes, Hope-Weeks, Hotchkins, Jou, Lourdes, Lyford, Murphy, Pal, Shannon, Whitney, Wiseman

Call to order 3:16pm – Courtney Gibson, Faculty Senate President

Recognition of Guests: Ryan Cassidy (Parliamentarian), Ron Hendrick, Maggie Gilchrest, CassiDe Street (IRB), Genevieve Durham DeCesaro (Vice Provost for Faculty Success), Addie Sparks (SGA representative)

Approval of minutes, meeting #394, May 11, 2022— Senator Ribeiro motions, Senator Baarenberg seconds, motion carries.

Speakers:

- Ron Hendrick, provost
  - The organization chart of the provost’s office has been reorganized around a strategic priority (identified by the president and vice presidents at a retreat) of maintaining our 40,000+ enrollment, which has importance in terms of budgeting, impact on the board, and impact on the legislature
  - We are still struggling a little bit with retention as are many other schools, especially in the wake of COVID.
  - 42,000 students would likely be a sustainable enrollment for us
    - We have a record number of entering students this year, and a record number of students on the Lubbock campus
    - We are looking to bolster our transfer students
    - We’re in good shape but “we don’t want to let things slip”
  - We will launch a major capital campaign at the end of the centennial celebration
  - Fostering faculty and staff success is a priority
  - We received a $50 million, one-time allocation of funds from Senate Bill 8 into our institutional enhancement fund, which we are working hard to get put into our biennial budget as recurring funds
    - More than $20 million is going to support students
    - We have implemented Sales Force, an information management platform
    - We are hiring more than 20 academic advisors that will be deployed out to the colleges
    - We will enhance the student welcome center and support operations for students (e.g., food pantry, mental health support, financial counseling).
- Funds for faculty research and creative efforts will support the hiring of faculty in strategic areas.
  - His office’s focus on student, faculty & staff success will focus on 2 areas that crosscut all of these populations: recruitment & retention.
    - It is a tough market and we’ve had trouble filling certain positions.
    - A goal is to keep faculty here for their entire careers.
    - For students, we need to work on time to graduation, affordability, and preparation for their next steps after graduation.
  - There will be more on the need to invest in each other’s success in the president’s address on October 31st.
  - Questions for Dr. Hendrick:
    - Senator Perry: The iconography of the centennial celebration is “remarkably similar” to some of the iconography used in Nazi Germany and some community members have approached upper admi about this. What are we going to be doing about this?
      - Dr. Hendrick has been made aware of this aware and will be discussing it with the president at an upcoming meeting. He agrees some of the similarities in our crest are disturbing and we will see what we can do to make some modifications before it becomes “too prominent a part” of our celebration.
    - Senator Klein: Thinking about the recruitment of high quality students, especially graduate students, the GRE is no longer required post-pandemic, which has taken away an indicator of students’ potential success. It would great if we could bring these back. It would also be great to increase the stipends for graduate students to increase our success in recruiting them.
      - Dr. Hendrick can talk to Dean Sheridan about the GRE issue. Colleges and departments are free to increase their stipends and some are doing so. His office is investing in stipends, but it has to be a shared exercised. He recognizes that investment in graduate students has not been able to keep pace with our growth in graduate student enrollment, and it is an issue they are working on.
  - Genevieve Durham DeCesaro, Vice Provost for Faculty Success
    - We have expanded the number of staff supporting faculty success.
      - We brought on 2 assistant vice provosts: Suzanne Tapp and Reagan Higgins.
      - Our new fellow, Brian Hodgkins, is going to be working on issues pertaining to faculty of color.
      - There is a new dedicated space on the 2nd floor of the administration building with many different offices/organizations focused on faculty success (a “one stop shop”).
      - 2 large programs supported by institutional enhancement funding.
        - Faculty mentorship program
          - Based on data from the COAH survey and a year-long data collecting effort, we see that faculty across all types and stages want more mentorship.
          - There are 4 faculty co-directors that will spearhead this program this year (to be launched in January): Barbie Chambers, Lisa Garner Santa, Jorge Ramirez, and David Doerfert.
        - Efforts to support faculty and staff mental wellness.
Beyond Okay survey yielded 5 recommendations (report can be found on the Beyond Okay website)

- We will also work on making sure that policies and procedures are transparent and accessible
- Looking for policies in need of review and revision

Questions for Dr. Durham DeCesaro

- Senator Held: Wants to know which Ops in particular are in need of revision.
- These are minor revisions regarding consistency in reference to how faculty-types (e.g. “lecturer”) are referred to
- Senator Barenberg: Suggestion to revisit OPs, especially where we mention “voting faculty,” to make sure it is inclusive of the non-tenure track faculty we voted to incorporate into the senate
- Senator McNaughtan: What is the long term vision for the money that is being used to support faculty mental health and wellness.
- Dr. Durham DeCesaro deferred to Dr. Hendrick. The goal is to make this funding sustainable and make this an ongoing priority rather than a “one and done” initiative. Dr. Durham DeCesaro added that there is a lot of purpose and direction to these charges supporting faculty and staff. We are trying to implement “transformative and sustained change.”
- Senator Griffith: We know that there is a relationship between mental health/wellness and financial security. What is the plan for that, especially in terms of fighting inflation?
- Dr. Durham DeCesaro noted it was not the first time it has been brought up and deferred to Dr. Hendrick who said it is on his mind as well. We’ve made good strides in terms of fighting compression and gender equity in faculty salary, so this year the focus is on staff salary. But we are going to do what we can in terms of offering the highest raises we think are possible in terms of getting them improved and working within the budget. It is important that starting salaries are competitive, but we don’t create new problems with compression. It will probably happen in a stairstep fashion, alternating between faculty and staff.

Reports & Updates:

- Committee on Committees – Senator McEiniry, chair
  - Presented committee appointments for the 2022-2023 academic year for senate approval
    - Not everyone will have an assignment this year in part because of the expansion of the senate to include the non-tenure track faculty
    - One correction to the list that was sent via email: Nick Bowman has rolled off senate so Narissra Carter will fill his committee assignment on the administrative evaluation survey committee
  - Senator McNaughten motioned to approve, Senator Klein seconded the motion, the motion carried.
- Faculty Status and Welfare Committee/OP Report – Senator Held, chair
  - OP stands for “Operating Policy.” The category that affects the faculty the most is 32.
“One of our greatest responsibilities on this campus” is to weigh in on these policies, especially the ones having to do with tenure (i.e., OP 32.01 and OP 32.02).

Revisions to the following seven OPs were approved by the FS&W Committee.

- **OP 32.06**, Faculty Responsibility, has minor revisions (see attached Curriculog PDF).
- **OP 34.28**, International Agreements for Students, Faculty, and Researchers, has major revisions. This OP is available on SharePoint here [OP34.28 (Mar 2022).docx](#).
- **OP 34.30**, Administrative Course Drop Policy, has moderate revisions: [OP34.30 (May 2022).docx](#).
- **OP 61.02**, Use of University Grounds, Facilities, and Amplification Equipment, has moderate revisions: [OP61.02 (Mar 2022).docx](#).
- **OP 70.15**, Multiple and Other Employment, has moderate revisions: [OP70.15 (Mar 2022).docx](#).
- **OP 70.35**, Drug and Alcohol Testing for Safety- and Security-sensitive Positions, has major revisions (see 2 attached MS docx documents—one clean and one track-changed).
- **OP 78.06**, Management of Visitor Park and Pay Spaces, has moderate revisions (see attached MS docx document).

The committee motions to approve all 7 (there is no second necessary for this motion)

- Senator Ribeiro asked for a clarification about the faculty responsibility to include information about missing class.
- Several people indicated (via chat) that they could download documents sent via email but could not open links to documents on the SharePoint site, so President Gibson shared her screen.
- Given the trouble with opening all documents, Senator Held withdrew the motion to have faculty vote on all of the OPs and motioned instead that we vote on the OPs that were sent out as email attachments (OP 32.06, 70.35, and 78.08). Senator Ribeiro seconded the motion. The motion carried.
- The remaining OPs will be raised again at the October meeting when everyone is able to review the revisions.

**New Business:**

- Dr. Genevieve Durham DeCesaro introduced the idea of awarding emeritus status to full-time faculty members in non-tenure-acquiring roles.
  - Senator Faris said this decision would likely require the board of regents to change their rules and asked how this process might happen. (Dr. Durham DeCesaro said we wouldn’t try to change the rules until we have a sense of what the faculty senate wants to do)
  - Senator Landrum asked (via chat) what emeritus entails. (Answer: basically library and parking privileges in addition to the honorific title).
  - Senator Barenberg voiced the opinion that non-tenure track faculty are often doing a lion’s share of the work and they deserve the honor of emeritus status (this was echoed by several senators in the chat, e.g., Senator Griffith & Senator Jackson).
  - Given the positive reception, the next step will be for Dr. Durham DeCesaro to explore the process for going about changing a regent’s rule.

- President Gibson gave some updates on faculty senator liaisons to university committees
  - Thank you to those who volunteered for one of these positions.
We still have several vacant liaison seats to fill. If you are interested, please reach out to Courtney.

**Old Business:**
- President Gibson asked for any committee updates/status on Faculty Senate committee work from 2021-22 academic year
  - Update from Senator McNaughton: Dean Sheridan has done a study and found we are the only Big 12 school whose dean’s representatives do not sit on graduate students’ committees. Expect updates in a subsequent meeting.
- President Gibson instructed committees to go ahead and set their first meetings. Send her an invitation and she will try to attend as her schedule allows.

**Announcements:**
- Reminder that faculty senate meetings will all take place on zoom during the 2022-2023 academic year, on the second Wednesday of each month, beginning at 3:15pm
- Senator Barenberg announced that the history department is launching a lecture series in medieval in honor of John Howe, who just retired after many years of service (including service to the senate). The first speaker will discuss medieval Ukraine.

**Adjournment at 4:27:** Senator Webb motioned to adjourn. Second by Senator Ribeiro Motion passes.