Faculty Senate Meeting Minutes – December 3, 2019

Senators Present: Matthew Alexander, Ambrose Anoruo, Rudolf Bohm, Lucy Camacho, Jieming Chen, David Cutton, Michelle Garcia, Maribel Gonzalez-Garcia, Simona Hodis, Michael Houf, Ya-Wen Liang, Steven Lukefahr, Bruce Marsh, Craig A. Meyer, Richard Miller, Patrick Mills, Jesse Orth, Larry Peel, Humberto Perotto, Christine Radcliff, Alex Sanchez-Behar, Hans Schumann, Hui Shen, Ari Sherris, Amber Shipherd, Jennifer Sholtis, Harmeet Singh, Marsha Sowell, Haibin Su, Ramiro Torres, Benjamin Turner, Maria Velez-Hernandez, Subbarao Yelisetti, Teresa Young

Senators Absent: Manuel Flores, James Glusing, Lifford McLauchlan, Ryan Paul, Chika Rosenbaum, Jack Shorter

Call to Order and Quorum Call.

At 3:32 p.m. President Anoruo asked the parliamentarian, Michelle Garcia, if enough members were present for a quorum. Senator Garcia replied in the affirmative.

I.   Approval of Minutes from October 2019 Faculty Senate Meeting.
President Anoruo asked for approval of the previous meeting minutes. Senator Meyer motioned, Senator Cutton seconded. Minutes were approved.

II.   Presentations
a. Provost Allen Rasmussen
He wanted to remind everyone that there are going to be only two graduation ceremonies on December 13th, 10:30am and 2pm. They are trying something new with the commencement speakers by having students speak. Speakers are chosen by committee based on written submissions from the students themselves. Any graduating student is eligible regardless of level of degree received. The committee members are the Dean of Students, the Director of Student Success, and others.

He also announced that the Spring General Faculty Meeting will occur Monday January 13th.

Since this is the 3rd or 4th year in a row that Chancellor Sharp has authorized a half day off the Wednesday before Thanksgiving, the Provost asked that faculty go ahead and add this into their class planning for Fall 2020 and not schedule tests that afternoon. He said that he is looking into how to make sure that night classes and once a week classes can make sure they make their required number of meeting hours.

Senator Miller asked why there was no Javelina Research Symposium this fall? The Provost responded that it had been moved to the Spring semester. Fall winners of the Symposium used to go the Pathways Symposium, but Pathways Symposium happened too early for TAMUK to send someone. There is also going to be a change to the McNair Scholarship. Used to the recipients' would go to the McNair Conference, but now they will be able to attend a professional conference instead.

III. Report of Officers

a. Senate President Anoruo

i. **Secure source of communication for anonymity (Suggestion Box)**
President Hussey has agreed to have one, and they are currently looking for a place to put it on campus.

ii. **Senate Budget**
There will be a budget increase that will allow the Senate President and President-Elect to the Texas Council of Faculty Senates meeting in the future.

iii. **Faculty salary versus parity with median Cupa salary data**
President Hussey does not want to cause attrition, so TAMUK will follow the lead of TAMU-CC but not in the same way.

iv. **Elimination of University Committees**
President Hussey has decided to eliminate the University Facility, Space and Budget committees. He feels that at this time the issues that these committees deal with can be better addressed in a more efficient manner.

v. **Heritage Preservation Proposal**
This is moving forward to document the buildings on campus through photos and drawings. It has a $7,000 budget that was approved before President Hussey took over, and he has now funded it.

vi. **Staff disability at TAMUK is low relative to institution size.**
This is an issue that the Compliance office is talking about. President Anoruo said there is a number we should be at, but does not know if that number is set at the system, local or federal level.

vii. **Smoking ban/smoke free campus**
This is moving forward. The goal is for the whole A&M System to be smoke free. This also includes vaping.

viii. **Student code of conduct – RELLIS versus individual campuses of the A&M System**
Committees are forming to accomplish this. The System does not want to be involved.

ix. **Appointment/filling of faculty senate committee vacancies**
President Anoruo wanted to remind everyone that service on these committees is service to the University, and that everyone needs to share the work.

x. **Electronic voting for Senate**
The elections committee will be working through the Spring semester to create a procedure for electronic voting. A procedure must be established before any formal change to the Faculty Senate Constitution can be proposed.

IV. **Old Business**

    a. **Action Plan for 2019-2020 Taskforce Reports**

        i. **Base pay raise / Faculty salary (Cupa data)**
(See handout Preliminary analysis of Salary Data 2019)

The preliminary information for this report came from the Human Resources department. The yellow highlighted number on page 1 is incorrect. Senator Sherris asks that everyone look at their College in the excel sheet and please send information/clarifications back to the taskforce members.

        ii. **Summer Pay**
Senator Garcia reported that the Senate's report from last year was given to President Tallant and he approved it, then the transition to President Hussey occurred. President Hussey was supposed to appoint a committee to review the report, but this was not done. Senate President Anoruo will bring this up the next time he meets with President Hussey.

        iii. **Faculty Overload Pay**
No Report

        iv. **Improve IT Infrastructure and Capability**
The committee has met, and will have a report for the February meeting.

        v. **Shared Governance**
No Report

        vi. **Workload Input / Lecturer Course Load**
(See handout Workload taskforce findings)

        vii. **Diversity, Equity and Inclusion at TAMUK**
The committee is in the process of collecting data from the Office of Institutional Research and Assessment for gender, ethnicity, salary data, etc
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V. **Standing Committee Reports**

    a. **Committee on Committees** – Senator Cutton reported that they still have a few open spots, but most committees are filled. They are also working on keeping a record of who has served on each committee and their terms.

    b. **Election Committee** – Senator Radcliff reported that the committee would start verifying department lists in preparation for spring elections. The committee will also start working on creating a procedure for online elections.

    c. **Resolution and By-laws/Handbook Committee** – No report

VI. **Reports from Committees Reporting to the Senate**

    a. **Administrator Evaluation Committee** - No report
    b. **Annual Faculty Lecture Committee** – no report

c. **Faculty Benefits Committee** – No report
d. **Faculty Evaluation Committee** – No report
e. **Piper Award Committee** – No report
f. **Policy Revision Committee** –
The Policy Revision Committee has been engaged in the following three topics:
- Stopping the Tenure Clock
- Non-Tenure Track Contracts
- Editing the appeals process

Currently they have met and prepared proposals on Non-Tenure Track Contracts and Editing the appeals process. Additional stakeholders have been brought in to review and consider the proposed changes or proposals for no change, as well as the rationale for those considerations. Those two proposals should be ready for submission at the first meeting of the Senate in Spring 2020 (which is February I believe).

The third item, Stopping the Tenure Clock, is highly more sensitive and carries a large number of legal ramifications. This is being compared to a number of similar schools and discussed with as many university stakeholders as possible. We are also discussing it with general counsel as well. Our hope is to have a finalized proposal by the March or April meeting. The committee is also being cognizant of how any finalized policy will impact various faculty constitutes, such as a department, college, tenured and non-tenured track individuals, junior and senior faculty, gender and ethnicity issues, etc... Please forward any questions you have to me.

VII. **New Business**
a. **Handbook Committee**
It was decided that there needs to be a Handbook committee separate from the duties of the Resolutions and Bylaws committee. President Anoruo asked volunteers to serve on a taskforce to define the function of this new committee. Senators Meyer, Sowell, Hodis volunteered and Senator Garcia said she would act as a guide. Their task is to define the function of this committee and document who will make up the committee membership.

VIII. **Announcements** – N/A

IX. **Adjournment** – At 5:00pm a motion to adjourn was made by Senator Meyer and seconded by Senator Shipherd, motion was passed.

Respectfully Submitted,
Christine Radcliff
Faculty Senate Secretary, 2019-2020

Preliminary analysis of Salary Data 2019

<u>Goals:</u>

--To learn about faculty salary;

--To explore ethical and social justice issues around raises and salary equity;

--To identify possible solutions as we begin to discuss a redistribution of the budget and other ways our Javelina family can become a model university with respect to faculty salaries.

Analysis

Percentage raise. For us to receive the following raise (Table 1), our analysis suggests that we would need to request the following amounts. The amount is only for those who are considered in the job class from 2 to 6 (excluding staff, department chairs, postdoc researchers, and adjunct faculty members). Please see the classification.

Table 1.

	2% raise	5% raise	10% raise
Total amount needed annually in the budget	**$510,260.50**	**$1,275,651.00**	**$2,551,303.00**

"Equity raise," which only gives a raise to those who are paid less than our university median value among faculty members sharing the same rank or at least categorized as the same (see the classification on the next page). Table 2 shows the total amount required to address equity within rank as defined above.

Table 2.

	Assistant Professor Rank	Associate Professor Rank	Professor Rank
Categories from Figure 1.	4	5	6
Median	$60,000	$67,932.32	$87,927.75
Mean (Average)	$65,520	$74,029.52	$91,760.07
Total amount needed annually in the budget	**$304,758.7**	**$249,343.6**	**$792,580.5**
Minimum salary	$48,008.97	$51,971.67	$44,200.8
Maximum salary	$123,000	$134,542.9	$160,002
Number of observations (total # of people paid at the medium or higher)	102	78	115

# of people qualified for "equity pay"	50	39	57

Detailed Analysis Process

1) **Job Classification:** People in the dataset are first classified as follows. Please note that this classification of positions is based on my decision and not based on any other justifications at this point.

> **0= Staffs** (including anyone categorized as Department chairs, Postdoc researchers, Temporary worker (faculty), etc)
>
> **1= Adjuncts**: Adjunct Faculty, Adjunct Instructor, & Adjunct Lecturer
>
> **2= Other (in various titles)**: Assistant Librarian (Faculty), Associate Librarian (Faculty), Instructional Veterinary Nurses, Research Professor, Visiting Assistant Professors & Instructor [How might we include these categories?]
>
> **3=Lecturers:** Lecturer, Lecturer I, & Senior Lecturer
>
> **4= Assistant Professors:** Assistant Professor, Assistant Professor of the Practice, & Research Assistant Professors
>
> **5= Associate Professors:** Associate Professor, Associate Professor of the Practice, Tenured Associate Professor
>
> **6= Professors:** Professors, Professors of the Practice, Tenured Professors

Figure 1. *Job classifications from 2019 official TAMUK Salary Data obtained from Human Resources.*

2) **Data Cleanups:** Anyone considered as staff (Class=0; see Fig. 1) was not included in this analysis. Also, any duplicate was not counted. For instance, the original data shows that Professor X receives $80,000 AND $5,000 in two separate columns. This analysis assumed $5,000 as a grant in the above example and the $5,000 was not included in the analysis. Other duplicates are associated with different positions; for instance, the data shows that "Adjunct Faculty" Y receives $15,000 and at the same time the same person receives $6,000 as "Adjunct Lecturer."

We would like faculty senators to examine the original data for two reasons. First, to clarify duplications, such as the examples above Second, to raise awareness of salary equity among all faculty in their departments

3) **Basepay raise calculation:** The amounts needed to achieve a 2%, 5%, and 10% raise, were calculated via STATA software as follows:

2% raise = Salary*0.02
5% raise = Salary*0.05

10% raise = Salary*0.1

4) **Equity Pay calculation:** First, this analysis calculated the median value, and then generated values for individuals equivalent to the differences between the median and current salary amount (= Median value - Current salary amount). Finally, the analysis calculated the total of the generated values for individuals. Those who are already paid the median or more were not considered for equity pay. We invite different possible calculation of equity pay.
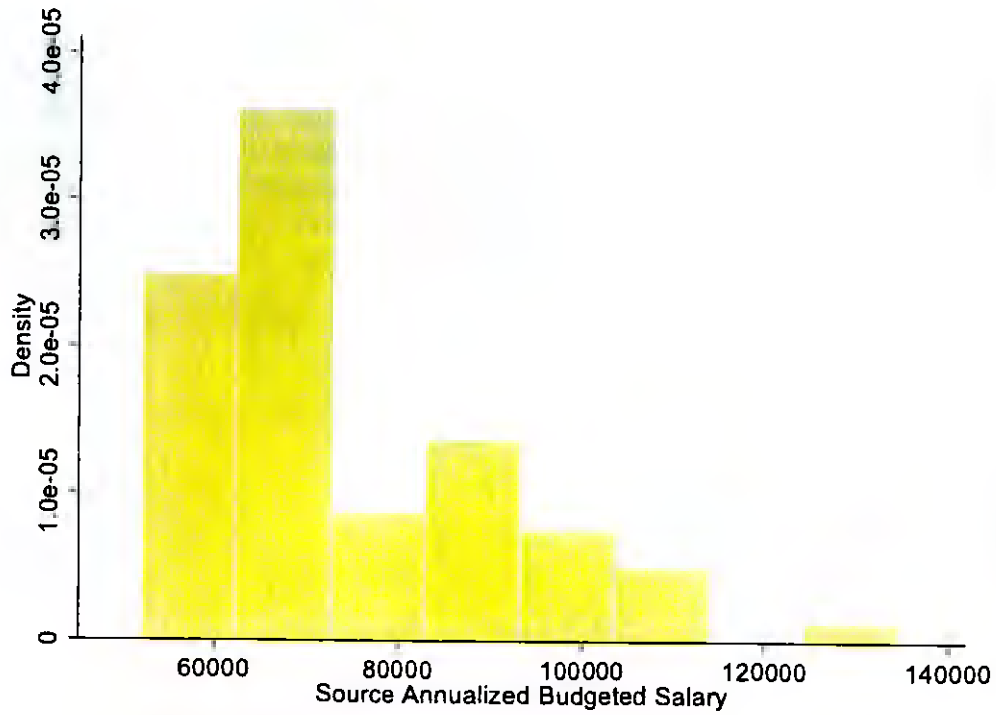
Appendix A: Histograms
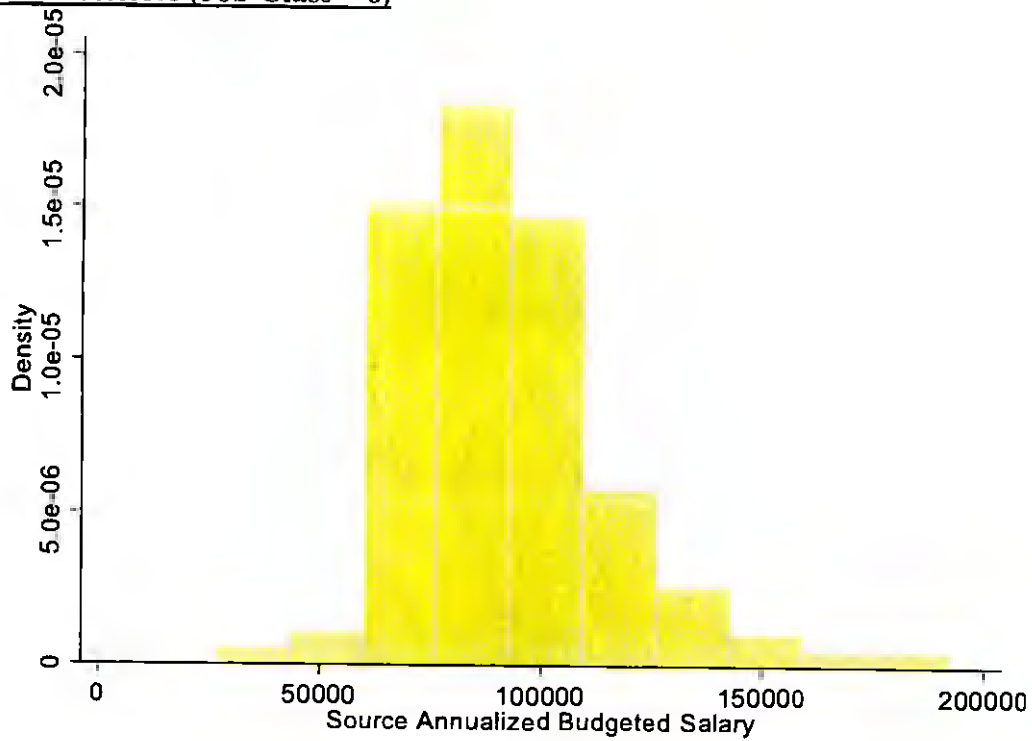
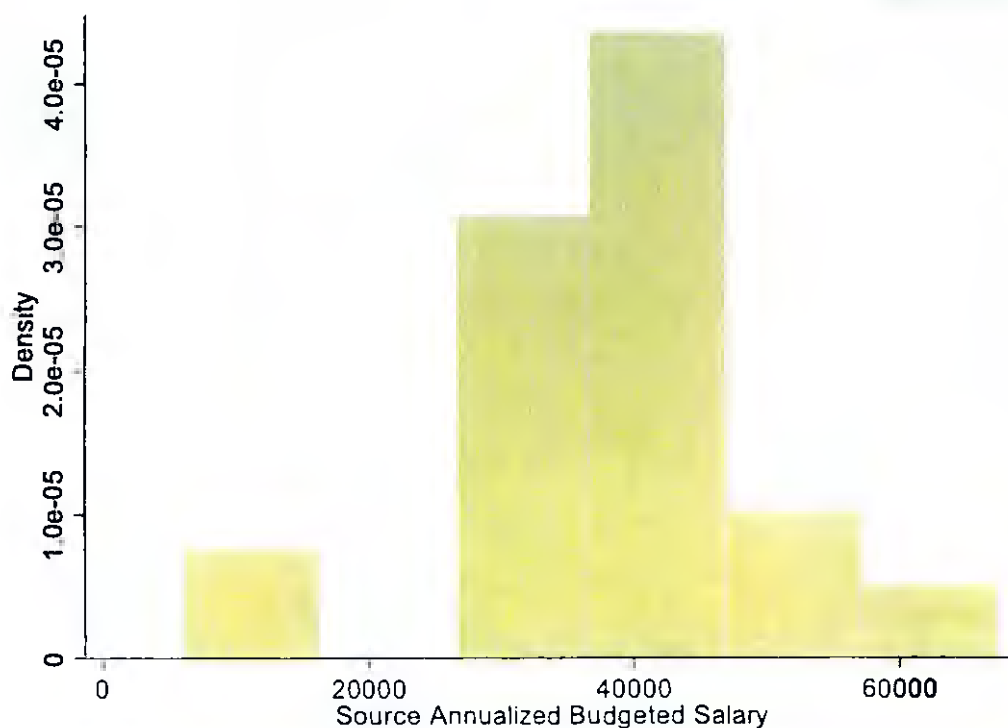### Assistant Professors (Job Class = 4)
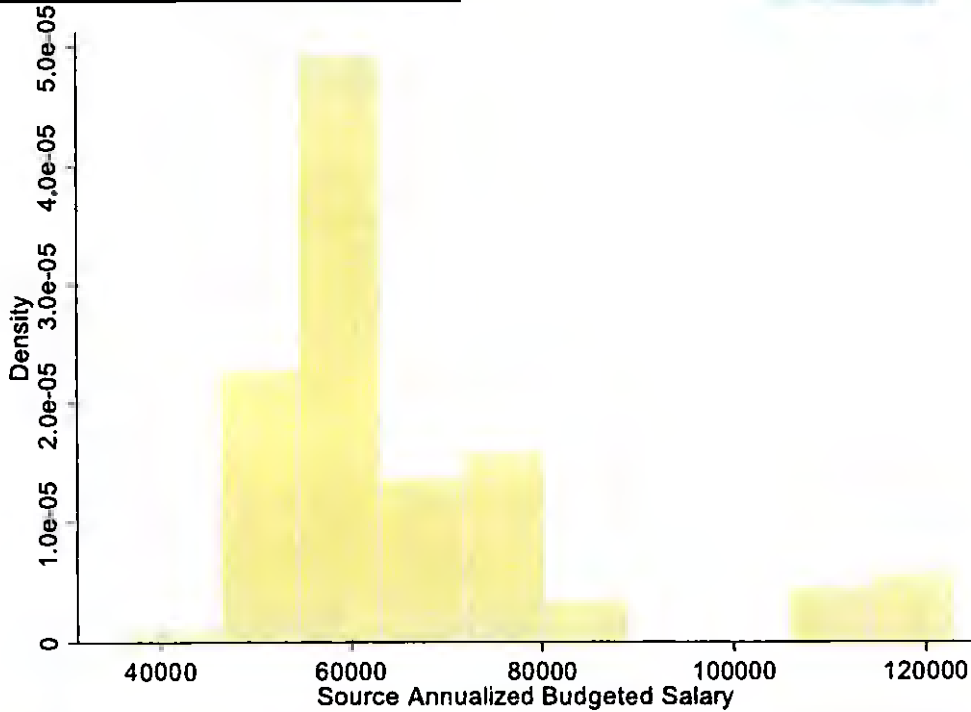
Associate Professors (Job Class = 5)

Full Professors (Job Class = 6)

Lecturers rank (Job Class = 3)

Appendix B: Links

Merit Salary Increases as understood by the Texas A&M System policy:
http://policies.tamus.edu/31-01-08.pdf

Great Colleges to Work for Survey Website (ModernThink):
https://greatcollegesprogram.com/

Salary Data Shared in Faculty Senate meeting putatively used by TAMU CC:
https://www.higheredjobs.com/salary/salaryDisplay.cfm?SurveyID=51

Appendix C: 2019-2020 Senator Email Addresses

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Workload Task Force Findings

1. The 4/4 load for tenure/tenure-track faculty seems to be common throughout the A&M System.

   According to faculty workload policy statements:
   - 8 campuses have a 4/4 load (Prairie View, Commerce, Tarleton, Kingsville, Corpus Christi, International, Central Texas, San Antonio)
   - 3 campuses have a 3/3 load (College Station, West Texas, Texarkana)
   - Special situations allow some colleges/departments have varied loads on campuses

2. The 5/5 load for non-tenure track faculty is frequent, but data is less clear.

   According to the faculty workload policy statements:
   - 5 campuses have a 5/5 load (Prairie View, Commerce, Tarleton, Corpus Christi, and International)
   - 1 campus has a 4/4 load (Central Texas)
   - 5 campuses do not define a full-time non-tenure/tenure track load (College Station, West Texas, Kingsville, San Antonio, Texarkana)

3. "Understandings" at TAMUK indicate the 4/4 faculty load is split into 20% load per typical 3 hour undergraduate class and 20% load for service/scholarship. This is not in our handbook.

4. Other system universities have workload specifications missing from our policies – credit for writing intensive classes, large classes (50+ students), independent studies, etc.

Workload Task Force Recommendations

1. Handbook committee clarifies faculty workload in the faculty handbook. Suggested wording adapted from UTRGV:

   > The standard assignment for all tenure/tenure-track faculties includes a Research and Service Load. This is equivalent to a total 15 semester credit hours per semester, including 12 hours of teaching credit and 3 hours of research and service credit. Percentage wise, this could be treated as 80% teaching and 20% research and service.*

   > The standard assignment for all non-tenure track faculties includes a Service Load. This is equivalent to a total 15 semester credit hours per semester, including 12 hours of teaching credit and 3 hours of service credit. Percentage wise, this could be treated as 80% teaching and 20% service.

2. Task force is designed (or policy revision committee) to review and determine fair credit hours for various situations for recommendation of adoption into TAMUK policy.

*Important to remember that President Hussey is not opposed to a 3/3 workload, but this will change the current 80% teaching/20% service and scholarship to 60% teaching, 20% scholarship and 20% service and scholarship. Logistics of this change are already being discussed (such as perhaps establishing a research and teaching tracks).

We are worried regarding the fact that non-tenure track faculty, under the suggested wording, will receive 20% credit for service work and tenure/tenure-track faculty seem to only receive ≈ 10% (??) for their service work (since the non-teaching 20% workload for tenure/tenure-track faculty involves not only service but also scholarship activities). I believe that tenure/tenure-track faculty are as involved in service activities as non-tenure track, if not more in many occasions (for example, many committees need to be chaired by tenure/tenure-track faculty, other committees require tenure-track for inclusion –such as promotion–, and tenure-track faculty also participate in research Thesis committees as part of their service work). Additionally, the scholarship activities of tenure/tenure-track faculty are very time consuming, and often include student mentorship and supervision, which are currently undervalued, at least in some areas of research, and often unaccounted for the 4/4 teaching load of these faculty. Therefore, if 20% credit for service work is assigned to non-tenure track faculty, a 20% credit for both service and scholarship would not really be appropriate for tenure/tenure-track faculty; maybe we could include some flexibility in the credit provided for these activities for tenure-track faculty (perhaps 20-40%)?