**Minutes on 3/1/18 Faculty Senate meeting**

Meeting was called to order by **Ted Legatski**at 3:30 p.m. He also welcomed our guests.

Minutes from the February meeting were approved with typo corrections.

**Provost Donovan made a presentation with a Powerpoint on faculty salaries**, with a focus on gender differential. **(Powerpoint will be posted on Faculty Senate website.)**

\*Across the university, average M/F salaries show that women faculty make, on average, 84% of what male colleagues make. However, “the devil is in the details.” When Donovan became Provost, women faculty were making, on average, 74% of their male colleagues’ salaries. He identified the factors that contribute to salary disparities and to addressing them:

He noted the following factors contributing to pay disparities:

         Initial hiring contract (important factor to begin addressing issue)

         Promotions – in tenured and in non-tenured tracks (which lead to big pay boosts)

         Merit

         Time in rank

         Departments (which have very different levels of faculty salaries)

         Colleges

         Data has been given to deans—broken down by depts.

         Presentation of averages by gender and ranks across the different colleges on issue of Gender Pay Equity

         More males have made full professor than females have, TCU numbers show (also a nation-wide trend): and a problem to be addressed (with deep sociological roots): altered by family leave policies?

Reasonable degree of parity across the university between female and male faculty pay, overall.

Senators noted other factors contributing: Biases—in SPOT evaluations & heavier service load for many women on faculty—contribute to disparities. One senator asked if student gender bias might be addressed with incoming students as part of their orientation.

Student **Allie Strehle,**coordinator of Faculty & Staff participation, gave a Frog Camp presentation—encouraging faculty participation in Frog Camp—which is an extended Orientation program (offered in 13 different camps during, mainly, June and August) More faculty are especially needed to work in the 7 camps held in Texas; faculty will work with student facilitators and small groups of incoming students; focus: character building and team building, as well as introducing resources they will have on campus; very helpful to have faculty presence in Frog Camp; Allie described the different types of experiences available. 80% incoming students participate in Frog Camp, which leads to high retention rates from Freshman to Sophomore years among students.

**Cheryl Taylor**, from**HR**, discussing the annual survey of **Great Colleges to Work For** (since 2012—TCU has been consistently highly recognized across numerous sectors). Survey is a great chance for faculty and staff to share their perspectives. The survey is administered by a third party to 600 randomly selected TCU employees—faculty & staff & administration. Participants will have 4 weeks to complete the survey; responses are completely confidential; responses are aggregated by the survey company; average response rate among universities is 41%; TCU had a 60% response rate last year. Email her with questions or concerns; or call her.

Senators asked questions about categories in which TCU has not gotten recognized—diversity is one area, although many universities also fall short in this category. Another question involved the possibility of purchasing the survey’s data and digging into it.

The next presentation was on the recommendations of TCU’s **Diversity, Equity & Inclusiveness Committee**, made by co-chairs **Aisha Torrey-Sawyer, TCU Director of Diversity and Inclusiveness, & Dr. Karen Steele, Chair of the Department of English**. They noted that biases and survey results are important to the DEI committee, as well.

Why are we having these DEI conversations? Because it’s important for our students to have cultural competency as they get their degree have an enriching college experience and to be competent to work in a diverse workforce once they graduate.

20 faculty, staff and students have served on the DEI committee, over the past year.

Working Groups have been established, including other faculty, students and staff, such as:

         Campus Community Response Team

         Curriculum

         Training

         Fort Worth Community

         Faculty & Staff Recruitment and Retention

         Student Recruitment and Retention (of under-represented groups)

         Campus Culture

These groups will evolve over the year as they continue to work.

**First Round of DEI Recommendations to Chancellor:**

         **Campus Community Response Team (formed last year in April) (instances of bias—addressed with conversations & education) on Campus Life, Title IX, TCU Campus Police, and Student Affairs have links on their web sites)**

**\*\*\*Get this information to your students!**

         **DEI Award** will be presented in the fall to recognize full time employees who have gone above and beyond in matters of DEI

         **Faculty Diversity Advocate** in each college (working to support searches & with students and faculty to support retention)

         **Post-doctoral Fellows program** (hopefully to grow beyond the one line currently available)

         Need to acquire more data to assist with strategic plan (MORE DATA to accurately gauge where we are and where we would like to get to)

         **Faculty Survey (March 5th reminder email**)—national standard instrument from UCLA, which will allow us to compare to other universities who are gauging a comprehensive climate survey; benchmarking opportunity; (**PLEASE do it.) (300+ questions! Very long.)**

Question on privacy of survey info—only Angie Taylor will have access to the information and it will only be linked to a college, no smaller units. Privacy of opinions carefully guarded.

Recommendation that the survey be introduced to frame up the importance and the length of the instrument; you have until the end of March to complete.

Provost will recommend it.

Question about the Post-doc—fellowship—one-two year research opportunity for intensive research. (Whitney Boyd is in charge of this position).

DEI will continue to be an advisory committee to Aisha’s position and work.

Motion on the formation of a **Task Force on Adjuncts**, presented by **Ted Legatski.**It will be aFaculty Senate Ad Hoc Committee—reporting to the Faculty Senate but composed by folks from across campus.

Support and questions about composition of committee; no adjuncts on the committee; mix of ranks and genders and colleges represented; concern about non-inclusion of adjuncts; former adjunct who is now an instructor will be included; question about the charge—“to investigate the status of adjuncts across campus . . .” (comprehensive **investigation—to be concluded by next March 15, 2019).**

**Motion was unanimously approved**.

Announcement from **Jesús Castro-Balbi** on recommendation from UCAC (University Compensation Advisory Committee) to form a **Task Force on Retiree Benefits** (as they will be after the Bridge Program ends in December 2019); charge and membership of the committee will be settled soon; UCAC working with Human Resources & Retirees Association & Staff Assembly; brief explanation of charges of UCAC, which is to advise the Chancellor of compensation and benefits philosophy; big impact on budget decisions in the Chancellor’s Cabinet.

**Chair Elect Greg Stephens**:  Presentation on collaboration with Staff Assembly to establish an **Ombudsman Program at TCU**; emerging position on campuses around the country; common as a part-time position and someone who works with faculty and staff; Greg is one of the Ombudsmen in his professional association; general counsel candidates were supportive of this issue; Shawn Wagner, Chair of Staff Assembly, also interested; VIA Strengthening the Workforce committee also supports this; he is just informing the Faculty Senate about this interest and initiative; current Faculty Appeals person (Dr. Dianna McFarland right now—only deals with tenure and promotion appeals); this Ombuds position would have a broader portfolio—from addressing workplace disputes to helping employees understand policy.  Could be a salaried position or compensated by release time. Is legal background needed? Not necessarily. Conflict resolution experience is the most valuable sort of preparation.

**Assistant Secretary Greg Friedman**—Honors College and University Programs have full ballots, as does Harris College; however, the Senate needs more candidates from all the other colleges! Deadline will be right before spring break. Recruit!!

Ted made supporting comments and remarks about nominations for FSEC positions. A slate will be presented at our April meeting.

**Open Forum**:  **Tricia Jenkins** (Assoc. Prof. RTVF, chair of Faculty Advisory Committee for BSCOC) raising the issue of the new **Center for International Services (CIS) policy**, implemented in the past summer, which **discourages family from accompanying faculty who teach study abroad**; seems discriminatory; not explained clearly; enacted without any faculty consultation or input.

Policy is not in writing. Senators expressed concern that faculty are, in this instance, “losing control of academic content”; policy discourages people with younger children from proposing new study abroad programs; liability and insurance cited as rationales for this decision; family status and gender issues clearly involved; funds for childcare? No. Another issue—if you are not married, your partner cannot travel with you. The Provost raised the matter of risks highlighted in a recent audit—foreign travel is #1 risk factor for the university.

New rule: two academics have to be in charge of each study abroad programs. To address contingencies.

Issue will be addressed and presented on at a Senate meeting later this semester.

Concern that this is an example of significant changes in policy that are happening by fiat. Not good to have no faculty input on these matters.

Impact on the academic mission of the university:  valid reasons; forms of communication regarding new policies—not effective, clearly. We will address this with the Chancellor, who can address this issue.

Motion to adjourn.

Jan J. Quesada,

Secretary,

Faculty Senate