



### 3. Discussion

Senate President Luna discussed the survey that is being requested by the Committee on Emerging Threats and Opportunities. They are concerned about the attrition of faculty and staff and would like to get feedback on issues and concerns among current faculty and staff about job satisfaction. Human Resources will work with the Office of Institutional Effectiveness to create the exact questions, but they would like to have ideas from the Faculty Senate on topics for the questions.

Salary

Whiplash from large number of recent institutional changes

Exhaustion

Workload

Quality of support

Merit pay

Disconnect between the timelines for evaluation    AOR for next academic year,  
evaluation for previous calendar year

University Budget and its impact on academic departments

Number of systems that faculty and staff must use

Time spent navigating new systems

Shared governance

Academic calendar

Communication with administrators

Transparency

Communication    changes in the tenure and promotion processes, during hiring

Support for research, travel, and presentations

Staff travel for development

Research infrastructure and ITS support

Library resources    time for interlibrary loans, processes for searching for materials

Diversity during hiring    ~~setting up search~~ committees

Do we feel supported by the administration?

How long has it been since the public salary data for TTU was updated?

Feeling appreciated

Are they satisfied with the area or state: housing? schools? diversity? types of laws/bills being considered in the state?

Our job requires us to spend the money in our budget, there seems to be a disconnect with finance who is trying to prevent us from spending the money

### **Promotion Salary Increase Proposal (Luna, 30 minutes)**

1. Revisiting promotion raises, last revised in 2012
2. How do we compare to other LGIs? What changes would we like to see?
3. Discussion

Senate President Luna is pleased to ask the Senate to help with this issue. She has developed a proposal to discuss. There has not been a change in the raises given for promotion since 2012. Senate President Luna looked at other institutions in the state. We are the only one that has both a percentage and a dollar amount. The recipient gets the larger of the amounts.

Discussion concluded that we should go for the higher end. There was an opinion that 10% for all promotions was reasonable. As for the dollar amount, HR and the Provost's Office will need to be consulted to see if there are absolute maximums that would apply. This will also affect the issue of salary inversions. With new faculty getting higher starting salaries and then higher raises, it will jump their salary over existing faculty at the same and even higher ranks. This will likely prompt a review across campus, similar to the past, and could result in other equity increases to address this salary inversion.

For the dollar amount, it would be

Administrative Council with the intent of getting this policy approved before the end of the academic year. The documents were sent to the Senators earlier today, considerably later than the required deadline. VP Taylor was asked to include Senators with research experience to be involved in drafting the new version of the policy, but she did not consult with anyone. She is open to any productive suggestions regarding this policy. You are asked to think about pitfalls for the policy, without mentioning any specific previous case.

For example, the amount of time for an investigation has been a problem in the past and should be considered in the new policy. There is a concern regarding the definition of research misconduct given in the policy. There seems to be a lack of sanctions mentioned, which leaves it open to a wide range of options.

**Other Such Matters**

1. Questions/concerns following the most recent Board Meeting (March 10, 2022)?
2. Any other such matters

Senator Null asked about the progress on the possible changes to the faculty evaluation process. It is known that the committee continues to work, but the current status is unknown. It is suggested that we ask the Committee Chairman, Jerry Gannod, to return to a future meeting and update the Senate on the status.

**Adjournment**

Senator Smith-Andres moved to adjourn the meeting. Senator Airhart seconded. The meeting adjourned at 5:20 p.m.

**Approved:** April 18, 2022