

SOUTHERN METHODIST UNIVERSITY
Faculty Senate Meeting
Wednesday, February 5, 2020 – 3:10 p.m. – 5:00 p.m.
Indoor Performance Center: Banquet Room

Present: Khaled Abdelghany; Adriana Aceves; Sabri Ates; David Bertrand; Elena Borzova; Greg Brownderville; Michael Connolly; Frank Coyle; Carlos Davila; Dennis Foster; Robert Frank; Kathleen Gallagher; Xin Lin Gao; *Michael Harris; Susanne Johnson; *James Lee; Steven Lindquist; *Luigi Manzetti; Rebekah Miles; *Brian Molanphy; Lourdes Molina; Anna Offit; Omer Ozak; John Potter; Meredith Richards; Luke Robinson; *Tim Rosendale, presiding; Elizabeth Stringer; *Susana Solera Adoboe; *Aurelie Thiele; Herve Tchumkam; *Pia Vogel; Kathleen Wellman;

Absent: Neil Bhattacharya; Jing Cao; Michael Chmielewski; James Coleman, on leave; Rajat Deb; Amar Gande; *Grant Hayden; Stacey Jacobsen; Robert Kehoe; Saltuk Ozerturk; Abby Pruitt; Canan Savaskan-Ebert; Susanne Scholz; *Tom Tan; John Wise; Steve Woods; Yunkai Zhou

Ex Officio: Peter Moore

Visitors: Doug Reinelt; Matt Wilson; Eric Barnes; Paul Krueger; Jill DeTemple; Lackland Bloom

1. The meeting was called to order by President Tim Rosendale at 3:12 p.m.
2. The agenda was approved.
3. The minutes of the Faculty Senate meeting on December 4, 2019 were approved.
4. Professor Aurelie Thiele presented the Faculty Salary Equity Study.
 - a. Professor Thiele presented the members of the taskforce and the charges.
 - b. She described the chosen model, its advantages and limitations.
 - c. She discussed the data set, and the logic behind the categories and comparisons.
 - d. She summarized the statistical comparisons and the regression analysis' coefficients, p-value, and R^2 . R^2 is the measure of correlation between variables and p-value determines whether the factors are statistically significant.
 - e. She discussed the categories that were statistically significant.
 - f. She said outliers had been identified and the list of outliers was provided to the Provost Office.
 - g. She presented the study's conclusion and recommendation:
 - i. The analysis did not find a statistically significant gender effect or race/ethnicity effect in faculty salaries.
 - ii. The committee recommends that this analysis be regularly updated in coming years.
5. The Faculty Senate discussed the Free and Civil Speech Resolution. Amendments were motioned and approved, and the resolution carried as follows:

Resolution on Free and Civil Speech

Whereas at Southern Methodist University “we embrace freedom of ideas and expression” (“Core Values”), and “seek knowledge and understanding through open, energetic inquiry and creative freedom. We support one another with hard questions and sincere encouragement. Because we seek truth, we encourage free expression of ideas, accept challenges to our assumptions, and treat those whom we question as colleagues sharing a common purpose” (University Policy Manual 1.2.1.a); and

Whereas the free expression and exchange of ideas is an essential and foundational component of both democracy and rational inquiry; and

Whereas the mission of a university as well as rational deliberation itself thus require “the broadest possible latitude to speak, write, listen, challenge, and learn,” and universities therefore have “a solemn responsibility not only to promote a lively and fearless freedom of debate and deliberation, but also to protect that freedom when others attempt to restrict it” (Chicago Statement); and

Whereas “The pursuit of knowledge and the maintenance of a free and democratic society require the cultivation and practice of the virtues of intellectual humility, openness of mind, and, above all, love of truth. These virtues will manifest themselves and be strengthened by one’s willingness to listen attentively and respectfully to intelligent people who challenge one’s beliefs and who represent causes one disagrees with and points of view one does not share” (George & West); and

Whereas “Our willingness to listen to and respectfully engage those with whom we disagree (especially about matters of profound importance) contributes vitally to the maintenance of a milieu in which people feel free to speak their minds, consider unpopular positions, and explore lines of argument that may undercut established ways of thinking. Such an ethos protects us against dogmatism and groupthink, both of which are toxic to the health of academic communities and to the functioning of democracies” (George & West); and

Whereas, for a variety of social, technological, and political reasons, the ability of Americans to enact these vital activities has been significantly eroded, even on college campuses, to the detriment of both learning and the public good; and

Whereas Southern Methodist University is committed to cultivating its students’ “personal growth, intellectual and social engagement, understanding of personal responsibility, respect for others, and leadership opportunities” (2018-19 Progress Report on the SMU Strategic Plan, Goal 4, Objective 2); and

Whereas “inquiry and expression that carefully consider the perspectives of others are learned skills that require sustained effort and practice” (Colgate Report);

Be it resolved that

- *The Faculty Senate of Southern Methodist University endorses the principles of the [Chicago Statement](#) on free speech and inquiry, and affirms the right of all members of the SMU community to engage in free and civil speech.*
- *The Senate also endorses the spirit of the [George/West](#) and [Colgate](#) statements as they insist that free speech should also be deliberate, rational, civil, humble, respectful, and open; in the words of the Colgate report, we should “endeavor to establish and maintain a culture and community that will inspire its members to pursue knowledge with rigor and curiosity, speak and listen with care, and work so that even the quietest or most underrepresented voices among us are heard.” We therefore commit to actively promote a culture, at SMU and beyond, that pursues truth openly, vigorously, and thoughtfully, and in both our speaking and our listening.*

6. Professor Jim Lee presented the Report of the Ad Hoc Committee on Faculty Senate President Conflicts of Interest, including the background and the procedure of the report. President Tim Rosendale established that the recommendations were going to be discussed and voted on one by one, for the sake of clarity and fairness.

- a. Recommendation number one was discussed, amended and approved as follows:

“Amend the Faculty Senate Constitution and/or By-laws in order to provide provisions for the removal of Faculty Senate leaders, including the sitting Faculty Senate president, if there is cause. The Faculty Senate should determine the proper procedures. This committee recommends the policy followed by the Lehigh Faculty Senate, with the modification that it shall require a three-quarters vote of the Senate to replace a Senate Leader.”

- b. Recommendation number two was discussed and approved as follows:

“Amend the Faculty Senate Constitution and/or By-laws in order to provide a provision so that the position of immediate-past president may be filled if a vacancy arises.”

- c. Recommendation number three was discussed and approved as follows:

“Negotiate a course release policy for the past president (similar to the sitting president).”

- d. Recommendation number four was discussed, amended and approved as follows (with the understanding, due to time constraints, that the Executive Committee would revisit and revise item (iv) and determine the best way to implement its spirit):

“Draft a resolution on presidential conflicts of interest that: (i) strongly encourages the Faculty Senate president to be committed to the full three-year term; (ii) requests that the University administration respect the three-year commitments of Faculty Senate presidents; (iii) requests that the University administration consult with some body of the Faculty Senate (e.g. Executive Committee or the Ethics & Tenure Committee) prior to filling positions in administration with Faculty Senate presidents, while respecting confidentiality; (iv) amend the Faculty Senate Constitution to require that any Faculty Senate president who accepts the offer of a position from the administration must step down immediately.”

7. The Faculty Senate meeting was adjourned at 5:08 pm.

Respectfully submitted,

Susana Solera Adoboe