



---

## Faculty Senate Business Meeting

Virtual Meeting  
April 25, 2022 (3:35pm)

### Call to Order

### Approval of Minutes and Notes

1. April 18, 2022 Faculty Senate Business Meeting Minutes

### Faculty Senate Secretary

2. Nominations and Voting

### Adjournment

## Faculty Senate Meeting with the President

Virtual Meeting  
April 25, 2022 (3:45pm)

### Updates from President Luna

1. Reminder: End of the Year Faculty Meeting on Wednesday, April 27, Derryberry Auditorium

### Remarks from President Oldham

1. End of Semester Remarks

### Salary Topic #1: Developing a TTU Pay Philosophy (Guest: AVP Vedder)

1. What is a *pay philosophy*?
2. How could TTU benefit from having a pay philosophy?
3. If TTU developed a pay philosophy, could HR include faculty and other stakeholders in the process?
4. Other questions from Senators

### Salary Topic #2: Equity (Guest: AVP Vedder and Provost Bruce)

1. How is equity defined at TTU?
2. How often is equity adjusted for staff? For faculty?
3. How are equity adjustments funded? Is equity funded from the legislative raise pool?
4. Other questions from Senators

### Salary Topic #3: Position of HR in the TTU Organization (Guest: AVP Vedder)

1. Would moving HR out of Planning and Finance improve functionality? What are the current best practices?
2. Would moving HR out of Planning and Finance necessitate hiring additional staff/administrators?
3. Other questions from Senators

#### **Salary Topic #4: Investigation into the 2021 salary raise pool distribution(s)**

1. What data has been provided to Internal Audit?
2. A motion for a *Vote of No Confidence in the VP of Planning and Finance* was tabled pending additional data at the most recent Senate Business Meeting on April 18, 2022. When can Senators expect the full internal audit data and report to be released?
3. What measures have been put into place to ensure fair distribution of the 2022 salary raise pool?
4. Other questions from Senators

#### **Other Questions?**

#### **Adjournment**

**Thank you for serving in Faculty Senate! All upcoming Administrative Council, Academic Council, and Faculty Senate meetings are listed at: <https://www.tntech.edu/calendar/>.**