

Texas Tech University
Faculty Senate Meeting
Minutes #225
May 8, 2002

The Faculty Senate met on Wednesday, May 8, 2002 in the Senate Room in the University Center with President Giaccardo presiding. Senators present were Kvashny, Buelinckx, Byerly, Dolter, Donahue, Harter, Howe, James, Lee, Marks, Meeks, Reed, Reeves, Roberts, Schaller, Stinespring, Weinberg, Williams, Dukes, Hein, Johnson, Thomas, Mann, Norville, Blum, Russ, Shriver, Marshall, Quinn, Bradley, Cooper, Curry, Marbley and Steinhart. Senators excused Lucas, Lewis, Murray, Phelan, Zhang and Hoo. Senators unexcused were Blanton, Elam, Iber, Kuriyama, Yang, Lakhani, Reeder, Carr, Hsiang and Willis-Aarnio.

Call to Order: at 3:19 p.m.

I. Recognition of Guests: Vice Provost Jim Brink; Assistant Provost, Liz Hall; Texas Faculty Association Speaker Dr. Robert Jackson; and Professor Everse from Health Sciences who is the chapter president of the Texas Faculty Association. 2002-2003 newly elected Faculty Senators: Anna Tacon, Lee Duemer, Donald Jones, Gene Wilde, Nancy Soonpaa, Tim Floyd, Yang Bai, Julian Spallholz and Liz Watts.

Brief Announcements: Dr. Marilyn Phelan cannot make the meeting because she is chairing a program in New York on Holocaust-looted art in conjunction with The American Bar Association and The International Cultural Property Committee.

Patty Pledger is now married and her name is now Patty Gervais (pronounced Jervay).

II. The minutes for Meeting #224 were accepted after Dr. Jackson's comments with the following changes: With regard to service learning, Senator Marks wanted to make it clear that a vote on his first recommendation took place, but subsequent votes on other issues were not taken because the senate had lost its quorum. Additionally, Senator Marks stated that in the second paragraph of page two it states that he made a recommendation to have service learning sent to another committee for further study and he wanted to make it clear that he meant that it should go back to Committee A or another committee. Also, the first sentence of the fourth paragraph of page two reads, "Senator Stinespring stated that an art education proposal for service learning had been created and they are already doing it." Actually, Senator Stinespring was discussing a proposal that was brought before him and he wanted to make it clear that it was not a proposal that he was currently working on. Finally, in the second line of the fifth paragraph of page two, the word "deference" should be "difference."

III. Invited Guests:

Dr. Robert Jackson with TFA spoke regarding an update of some of the trends and problems that faculty will face in the future. Some of the major issues pertain to the fact that Texas is a right to work state, which therefore means faculty cannot unionize and strike. Two other issues pertain to post-tenure review and faculty rights as defined by the Texas courts. Post-tenure review has some problems with implementations and abuses in the process. Two situations that occurred at Texas Tech this spring involved a department chair who established a paper trail in faculty evaluations over several years that was used as a poison pill in faculty's post-tenure review. He suggested that if you are not satisfied with a faculty evaluation, you have the right to grieve it

Dr. Jackson then addressed the current direction of the courts. He warned that there are limits with regard to professional rights and freedom of speech as well as the right to grieve. He recalled a situation where a faculty member filed a grievance, was fired, and the firing was upheld because she filed on her own and was not a member of an organization such as The TFA. The courts have also upheld that petty harassment is legal. He finally addressed the issue of freedom of association, and suggested that TFA and AAUP can assist you because they can file grievances for you.

The floor was opened to questions. Lewis Held asked what happened with the retaliation firing? He was told that she lost her case because she filed the grievance on her own. Vice-Provost Brink inquired how does Texas Tech stack up? In response, Dr. Jackson said that the operating procedure is good, but adherence to it is not. He has a problem with post-tenure review and how it is being handled. President Giaccardo wondered if Texas Tech is better than average? Dr. Jackson said that in terms of the OP, Texas Tech is pretty good, but there are still some problems that need to be addressed more effectively.

IV. Old Business:

Senate Study Committee A: Service Learning – Jonathan Marks, chair, made a report regarding the committee's observations. He made the following motion, "The Senate requests that the administration clarify the meaning, application, and intention of the university strategic plan Objective 3.3 to improve understanding of the concept by faculty, students, and the community." President Giaccardo responded that if the definition of service learning is vague and too broad, then the committee could not act. Senator Marks replied that the committee is not the experts, and they feel others should evaluate the issue of service learning. Senator Kvashny called the question and the motion passed.

Faculty Status & Welfare Committee, Faculty Benefits – Nancy Reed, chair, made a report that included recommendations concerning six issues that they would like the administration to consider in order for Texas Tech to stay competitive with other Big 12 schools and other schools in Texas. The committee report read:

Having completed a study comparing faculty benefits at Texas Tech University to those available at other Big 12 schools as well as relevant to comparable schools in Texas, and having found Texas Tech University's faculty benefits to be non-competitive in six key areas, the Faculty Senate of Texas Tech University hereby recommends that the University Administration:

- Take steps to provide faculty and staff on-campus **child care assistance** at a discounted rate for children six-months of age to Pre-K
- Provide faculty with **free off-campus Internet hook-up service.**
- Reestablish a **faculty club** on campus
- Provide faculty and staff with **annual flu shots** at no charge
- Make **financial planning assistance** available to all Texas Tech University employees, and
- **Adjust parking fees down** to a level that is more competitive with other schools in Texas and The Big 12.

Senator Stinespring asked how much would this cost the university and he was told the answer was in the large report that the committee presented at the last meeting. Senator Shriver wanted to know if only the faculty parking fees were too high, and Senator Reeves responded that the study only had figures for faculty and staff. Senator Bradley added that covered parking at the University of Indiana was only \$200 per year. Senator Norville remarked that Purdue is also less. Senator Steinhart pointed out that if you compared our salaries with those from other institutions, the disparity would be even greater. Senator Lee stated that a combined report with salary was included in the large report. Senator Reed stated she asked the budget committee if they consider parking, and Lewis Head responded that they would look at it.

Senator Williams wanted to know more about the financial planning recommendation. Vice Provost Brink pointed out that faculty members are already using Red to Black, but it is mostly for students. Senator Williams added that there is a lot of financial planning assistance available in other areas. Senator James asked if they had looked into tuition discounts for faculty dependents. Senator Steinhart informed him that he is on the University Retirement Committee and they are talking about it. Senator Reed responded that they had looked into it and it is on the original report, but TTU is equitable with other schools. Senator Hein added that he thought the list of requests looked like a Christmas list, and inquired where the funding would come from. He posed the question, which is more important, salaries or these six issues? Senator Reed replied that these were simply recommendations. Senator Hein stated that without knowing where the finances would come from, the recommendations were not as meaningful. President Giaccardo's response was that as long as we request that benefits are competitive with other Big 12 schools, but do not say we are willing to take a pay cut then the administration should look into it. Senator Steinhart added that it is not The Senates' job to find the finances, but they could rank them for importance. Senator Reed said that could be done by reading the entire report. Therefore, President Giaccardo added that the administration could rank them through the report. Senator Hein proposed that they forward the full report. Senator Reed responded that the committee thought the report was too big and that it was easy to lose track of the more important issues.

With regard to the free Internet access, Senator Steinhart commented that his department picks up the cost of Internet access at home for faculty. President Giaccardo added that these are ways to recruit, retain, and show value to faculty, regardless of the costs. Senator Reeves felt that paying for people to do work at home does not make sense even though it only costs \$80 a year. Senator Stinespring contributed that average salaries have huge discrepancies between departments and that small amounts, such as \$80 per year and parking, could be significant to some in other departments. Senator Meek suggested that they just forward the full report with a note that says they want to recommend the six areas.

Senator Lee asked about ranking the items, and Senator Reed replied that it was beyond the committee's charge. Senator Reeves answered that they can be ranked and President Giaccardo suggested that the items be sent back to the committee to be ranked. Senator Hein made a motion and Senator Dukes seconded it. Senator Lee felt that the issues were already prioritized by money. Senator Donahue mentioned that she does not think prioritizing is a good idea. President Giaccardo replied that these six are the priority and Senator Reed agreed. Senator Kvashny called the question, but the motion to send the items back to the committee to be ranked did not pass. Senator Steinhart wanted to change the word "at" in the fifth bullet to "to." The original motion regarding sending the committee's recommendation forward to the administration along with the report passed.

Senator Shriver gave a provost search update. Daniel Acosta has been eliminated. The president will select a candidate from the other three in the very near future.

Senator Steinhart mentioned that the report that 500 students had their registration revoked because of late payments was erroneous and that it was closer to 3000. He has asked that Lynda Gilbert be invited to report on these and other issues to The Faculty Senate.

Senator Donahue inquired about the letter from The Faculty Senate President to the Chancellor. She stated that it was good, and asked if we had received any response. President Giaccardo informed her that he had not heard back from the Chancellor yet.

V. New Businesses:

Grievance Policy Ad Hoc Committee – The committee was designed to determine if the president's office or the provost's office should have the final say in terms of grievances. Committee Chair Senator Dolter and the committee recommended that the president's office should have the final say, and it was moved to send the recommendation forward to the administration.

VI. Announcement:

President Giaccardo sent a letter to Chancellor Smith as a follow-up to a report that he sent to Chancellor Montford last year. He explained the letter in greater detail and thanked The Faculty Senate, the executive committee, The Provost's Office, and Patty Gervais for all of their help. Senator Stinespring then presented certificates of appreciation to the executive committee members. President Giaccardo then passed the gavel to President-elect Shane C. Blum who then adjourned the meeting.

VII. Adjournment at 4:40 pm.

Respectfully submitted, Shane C. Blum, Secretary, Faculty Senate