

**Texas Tech University
Faculty Senate Meeting
Minutes #217
September 12, 2001**

The Faculty Senate met on Wednesday, September 12, 2001 in the Senate Room in the University Center with President Giaccardo presiding. Senators present were Elam, Kvashny, Dolter, Donahue, Harter, Iber, James, Kuriyama, Lee, Lucas, Meek, Reed, Reeves, Roberts, Schaller, Stinespring, Weinberg, Dukes, Hein, Malone, Thomas, Mann, Norville, Zhang, Blum, Russ, Shriver, Phelan, Marshall, Quinn, Bradley, Carr, Cooper, Curry, Hoo, Hsiang, Marbley, Steinhart and Willis-Aarnio.

Excused Senators were Lewis, Williams, Yang, Johnson and Lakhani.

Unexcused Senators were Byerly and Murray.

I. Call to Order was announced by President Marc Giaccardo at 3:19 p.m.

II. Recognition of Guests: President David Schmidly; Provost John Burns; Vice Provost Jim Brink; Assistant Provost Liz Hall.

Remarks from President Schmidly: The President welcomed everyone back to campus. He stated that he was still in shock from the events of yesterday. Friday will be a national day of mourning and we will take the appropriate action on campus and we have let the city and church groups know that we can use the campus to have one, common, single ceremony to honor and recognize those individuals who lost their lives in the tragic events. There is a lot of concern about our international students to make sure that they are being treated accordingly and we are working with people in the international cultural center who are reaching out to those students and helping them out. We have even had students who want to go to New York to assist with the relief effort. However, we are concerned to see students do that until it is requested by officials from New York. I hope that, as a faculty, we reach out to our students and let them know that we don't understand this any better than they do. We should continue to do business as usual in the country, maybe we can use this as a chance to truly be educators and leaders and talk to the students about these situations. Some students are struggling with this and we might want to cut them a little slack when it comes to exams. However, it is up to you as an individual faculty member. The football game for Thursday has been canceled and we are waiting to determine if it should be played on Saturday. It is a sad time and we need to get through it as best we can. We need your help as the faculty leaders on this campus.

The President then explained that he gave a State of the University address at the fall faculty meeting a few weeks ago and he wished to highlight a few things from that address at this time. I think the state of the university is good, on most counts we are doing well, but there is always room for improvement. If I had to grade ourselves, I would give the university a B or B minus in terms of where we are and what we have accomplished. We are doing better than ever, but there are still many things that we need to do to move Texas Tech forward as an institution of national prominence. On the good side, we are doing well in enrollment; we have 4,280 new freshmen, which is the largest freshmen class ever. Graduate student enrollment is up as much as 225 or 250 students. Total enrollment is about 26,100. Before we all get excited, there is a stipulation that if students don't pay 50% of their money by the 20th class day they are not really students. We have had this problem in the past with students leading us to believe that they were here but paychecks and credit cards never arrived and they ended up not being counted. So we need to see how that all works out. Of the freshmen who entered this fall the average SAT score is about 1105, which is an all time high for the university. It looks like our retention numbers are going to be good as well.

All the news is not good; the saddest news I have received is the decision by John Burns that this is his last year as Provost. I think that you all know John and respect him and you respect the quality of his leadership at Texas Tech and that certainly is true of me as well, I stand before you now because of John Burns and this has been a challenging couple of weeks for me. I always said that I would only stay in an administrative job for about 5 years because after that it is just a real struggle and when you are someone who cares about teaching and cares about students as John does, John feels like I do, I do not want to end my career as an administrator I want to end my

career back on the faculty and that is what John is going to do. We want to support and assist him in doing that. We will put together a committee to begin a national search for a new Provost shortly. We will show the job search to the president of the faculty senate so you can see what is going to take place. We will not use a search firm; there are a lot of good candidates out there.

We have a new vice president for operations, Max Hinorosa, who I hope you will invite to talk to the senate to let him know of any concerns you have about operations on campus and the physical plant. Max is an excellent individual who has great people skills and he will do a great job providing leadership for the campus. We had 19 minority faculty hires this year, which is an all time record, that accounts for 26% of the total new faculty hires this year. I want to thank John and all of the deans and those who served on faculty search committees. This is a good start for where we need to continue to go.

Our honors college enrollment is up to about 1,000 students. We got a 25 million dollar anonymous gift to endow the college. It is a life insurance gift so it will be several years before we receive it. We will receive 10.5 million dollars in new funds over the next two years for research excellence, which was developed by the Texas legislature. We are now receiving case statements from deans to evaluate how we are going to invest that money. The money is going to be tracked by the coordinating board and the single key indicator to continue to receive that money is how you are leverage in terms of federal grants and contracts. We have opened new initiatives at our Junction campus, where we held Red Raider camp this summer. About 10% of our freshmen showed up, it was a great experience and I think you will see it grow over the next few years. We also received 1 million dollars to plan the Texas Tech initiative in the hill country. We will be opening some satellite activity in Fredericksburg and Marvel Falls some time this year that will extend our outreach in the hill country.

Strategic planning is going well. We have another retreat with the deans and vice presidents on the 19th and we will be finalizing the strategies and begin the discussions on performance assessment. We will submit the plan to the board of regents and request that they approve it in December. We did the best we could with faculty salaries. It required some maneuvering of non-academic money to the academic side of the house. It worked out to an average increase of about 4%. Texas A&M was at about a 3% increase, but UT was in the 4 or slightly better range. We are still not where we need to be in terms of salaries. It is especially true at the assistant and associate levels. Linda Gilbert is scouring the budget to try to rectify some of the problems and see if we can find the money to adjust some of the salaries on an equity basis at the associate and assistant levels. We will know in the next week or 10 days how much of that, if any, we will be able to give. If our enrollment holds, particularly our graduate enrollment, we should have a little more money coming in from the state. The chancellor is working to give us money back and the first place we will look to put that money is to rectify some of these salary problems.

Those are just a few of the highlights, we will talk more when interim chancellor Smith and I come over here to talk in October. I want to thank you for your work I appreciate your hard work, I appreciate the leadership that you provide this university, I appreciate the discussion that takes place in this body, and the seriousness with which you take your responsibilities.

President Giaccardo opened the floor for questions:

Senator Mann asked regarding the President's statement that he would give the university a grade of B or B minus, what is missing for an A?

President Schmidly responded that in The US News and World Report he was disappointed that our academic reputation did not rise. I really believe that we are a better institution than we are perceived to be. Somehow we have still not found a way to communicate the message of the quality of what we do as an institution. We are still stuck there as a third tier institution and I think Texas Tech is better than that. I still think there is room for improvement in our student body that we can continue to work on recruiting top students. I don't think we are where we need to be in the diversity of our students or in the diversity of our faculty or our administrative leadership. If you ask me to identify one of our biggest weakness, I would say that is one of our biggest weaknesses. We made some steps in the right direction this year, but we are not where we are going to have to be as an institution to represent all of the citizens of this state. I still think there are some things we can improve on. Back when I was a student, a B was a good grade. I know you have business to do, and we will try to communicate with you about any campus event that we might have regarding the tragedy yesterday and we ask that you continue to work with the students the best you can.

President Giaccardo then recognized and welcomed the newly elected senators. Sen. Alon Kvashny, Sen. Robert Byerly, Sen. Gerald Dolter, Sen. Stephanie Harter, Sen. Roger James, Sen. Constance Kuriyama, Sen. Nancy Reed, Sen. Al Roberts, Sen. John Stinespring, Sen. David Williams, Sen. Song Yang, Sen. Bill Dukes, Sen. Holly Johnson, Sen. Randall Russ, Sen. Brent Shriver, Sen. Marilyn Phelan, Sen. David Marshall, Sen. Brian Quinn, Sen. Zane Curry, Sen. Karlene Hoo, Sen. Simon Hsiang, Sen. Ed Steinhart.

President Giaccardo asked for a brief moment of silence to honor those who lost their lives in yesterday's tragedy. President Giaccardo mentioned that he spent most of the day yesterday on the phone trying to track down his godson who works in the World Trade Center. Today, he spent his class period talking to his students about the tragedy. The class is a construction technology class and they had lots of questions about what happened. President Giaccardo encouraged the faculty to open up their classes to a discussion regarding the tragedy. He then opened the floor to comments regarding the tragedy.

Sen. Stinespring warned that we not act as the county did during the first and second world wars regarding discrimination against anyone with a German last name, for example. He urged that we stand firm against criticizing someone just because they are of Arabic descent. They deserve just as much respect as the rest of us.

Sen. Lucas reminded us of the story of how a policeman rode down with the building from the 80th floor. We should all have faith because there are some good stories coming out of this situation.

President Giaccardo recalled a story that his nephew told him about his experience in the World Trade Center during the tragedy and how he hoped that many others were able to get out before the towers collapsed.

Sen. Donahue stated that many theater student alumni have contacted their department and they are all fine.

III. Approval of Minutes for meeting #216, May 9, 2001, were approved as mailed.

IV. Old Business

No old business.

V. New Business

Senator Reed introduced the following Faculty Senate resolution:

Whereas John M. Burns has served Texas Tech University for over 30 years as Professor, Interim Associate Dean, departmental Chair, Vice Provost for Academic Affairs, Interim Provost, and Provost; and whereas, he has worked diligently to successfully perform the duties required of each responsibility; and whereas, he has performed such duties with intelligence, honesty, and integrity; and whereas, he will return to full-time duties as Professor of Biology at Texas Tech University in the Fall semester, 2002; therefore be it resolved, that the Texas Tech University Faculty Senate appreciates and commends the service of Provost Burns and looks forward to welcoming Professor burns back to full-time faculty status.

The senate unanimously approved the resolution. A plaque was awarded to Provost Burns at this time.

Committee Assignments:

Budget Study Committee will continue with the post tenure review that was put on hold at the end of last semester. The Faculty Status and Welfare Committee will look at faculty benefits and how they are developed at Texas Tech and how they compare to peer universities and other Big 12 schools.

Senate Study Committee B will look at the faculty turnover and replacement rate to determine what is happening regarding faculty loads.

President Giaccardo then discussed the letter he received from Chancellor Montford that was distributed to the faculty senate with the meetings agenda. President Giaccardo wrote a letter back that stated that many faculty believe that the past 5 years have been some of the best years in the past 25 years. However, he also stated that much remains to be done. We are not making comparisons to some of our peer institutions. He created some charts, which he included in the letter that showed our status compared to other universities in Texas, and The Big 12. He

stated in the letter that at this time we are not competitive with some of these institutions. He felt that we have “champagne tastes with a beer budget.” We need to have that as our reality and then we can go up from there. Our peer schools are closer to Nebraska and Missouri and we need to get past them and then move forward. We then need to be supportive of the administration and help them achieve these goals.

Sen. Steinhart asked for copies of the charts, and he was informed that they were included in the letter that was distributed.

Sen. Reed asked if the figures included information from the Medical School and President Giaccardo informed her that he believed that it just included figures from Texas Tech University.

Provost Burns announced that we have hired a new dean of libraries, Dr. Donald Dial, who is a noted scholar who has published over 80 books. He will begin his duties on December 1.

President Giaccardo concluded his statements regarding his letter to the chancellor by discussing the final chart concerning library staff salaries which are the lowest in the Big 12. We have lost librarians because of salary concerns and we need to get behind the administration and let them know that we support any efforts to help increase staff salaries.

Sen. Lucas asked about a chancellor’s fund that helps shore up faculty raises. Lewis Held also asked about the use of this fund and where that money was going. Sen. Lucas continued to explain the need for increases in staff salaries.

Provost Burns responded by saying that the state legislature mandated that we had to raise staff salaries by 4% but they were only going to provide 2% of the money. President Schmidly made a difficult decision because the legislature did not provide any money for faculty raises. He felt it was unconscionable for us to not do something about faculty raises. There is a downside as to where that money came from, travel budgets are cut etc., but President Schmidly put the priority on faculty salaries and that was the decision that he made.

Lewis Held felt that now that Chancellor Montford is no longer with us that he is not optimistic regarding our chances of getting money from the state legislature.

VI. Announcements:

President Schmidly and Interim Chancellor Smith will be here to speak to the Faculty Senate during our October meeting. Also October will be “Senators bring a new faculty to the senate meeting day.” All senators are encouraged to bring a new faculty member to the next senate meeting so they can learn about what the senate does.

Vice Provost Brink asked if there was a reporter from The University Daily in the room and he was informed that there was, but she had just left.

Christy Merryweather who is with the Campus Childcare Committee will speak to us during December’s meeting to discuss a campus childcare facility for children of faculty and staff.

VII Adjournment at 4:09 pm.

Respectfully submitted
Shane C. Blum
Secretary, Faculty Senate