

Texas Tech University  
Faculty Senate Minutes  
Meeting #233  
April 9, 2003

The Faculty Senate met on Wednesday, April 9, 2003 in the Langford Laboratory in the Electrical Engineering Annex with President Shane Blum presiding. Senators present were Blanton, Kvaszny, Wilde, Buelinckx, Aranha, Lee, Yang, Steinhart, Byerly, Harter, Howe, James, Kuriyama, Reed, Williams, D'Amico, Gray, Held, Watts, Dukes, Duemer, Halsey, Mann, Reeder, Bai, Baker, Frailey, Russ, Shriver, Floyd, Camp, Marshall, Quinn, Lucas, Dolter, Stinespring, Bradley, Hoo, Hsiang, Marks, Soonpaa, Spallholz and Tacon. Senators excused were Curry, Willis-Aarnio, Roberts, Dunham, Donahue and Alford.

**I. Call to Order.** President Shane Blum announced the Call to order at 3:19 pm.

**II. Recognition of Guests in Attendance.** President Blum introduced the guests in attendance: Vice Provost Jim Brink, University Daily photographer Jenny Hansen, University Daily reporter Angela Timmons, Anthony Contreras and Kristen Tarbox.

**III. Approval of the Minutes for Meeting #232.** The minutes of meeting #232 were approved as distributed.

President Blum then provided a brief update on the Presidential Search Committee. He reminded us that as President of the Faculty Senate he is member of the committee. President Blum stated that the committee has met twice. He reported that a job description has been written and it has been approved by the board and by the Chancellor. President Blum went on to say that the job description would be posted on the TTU web site and published for one month in The Chronicle of Higher Education, Black Issues in Higher Education, Hispanic Outlook in Higher Education, and Women in Higher Education. President Blum mentioned that the web site would contain hotlinks that can be used to send emails to the members of the search committee. He also stated that the committee has decided not to hire a search firm at this time. President Blum asked the members of the Faculty Senate to send any nominations they might have for the position to him so he can forward them to the committee. He mentioned that even though he will not be on the Faculty Senate next year he will remain on the Presidential Search Committee until the position is filled and will continue to update the Faculty Senate on the progress of the search. President Blum also mentioned that nominations are still needed for seven Faculty Senators; four in Arts and Sciences, one in Agricultural Sciences, one in Human Sciences and one in Visual and Performing Arts and asked us for our help in securing these nominations.

**IV. Invited Guests.** President Blum introduced Anthony Contreras and Kristen Tarbox, co-chairs of the American Cancer Society's Relay for Life, which is the biggest fundraiser for the organization. Anthony reported that students have raised over 25,000 dollars. He explained that they are selling luminaries to honor cancer survivors and to memorialize deceased loved ones. Kristen explained that at 10pm on the day of the event the lights will be turned out on the track and the luminaries would be lit. She stated that forms have been provided for ordering luminaries at a cost of \$10. Kristen also mentioned that anyone who would like to participate in the survivor lap that kicks off the relay is welcome to participate.

**V. Old Business.** President Blum introduced Senator Nancy Reed who gave a report on the Gender Task Force. Senator Reed explained that the task force is developing a draft of the Campus Climate Survey. She stated that the committee hopes to have the survey developed by the end of the summer, and administer the survey in the fall. Senator Reed stated that this is separate from the diversity survey that will be administered this spring.

President Blum then introduced Gary Elbow who gave an update on SACS. Dr. Elbow stated that committees have been formed for Certification and Compliance and for the Quality Enhancement Plan. Professor Elbow stated that he, Vice Provost Brink, Provost Marcy and Interim President Haragan will be attending a SACS orientation on June 9<sup>th</sup> and he will probably have more to report next fall. Dr. Elbow commented that if we have any questions he would be happy to address them now, or we are free to contact him at a later date by email, telephone, or in person.

**Senator Held** mentioned that if we are being asked to enhance quality at the same time that the faculty to student ratio is increasing dramatically it might be a farcical exercise. He asked if Gill Reeve intends to do a midcourse correction on the strategic plan in the event that our budget does not rise to the level that was anticipated for hiring faculty. **Dr. Elbow** stated that he cannot speak for Gill Reeve, but the strategic plan was designed to be flexible and be adjusted for contingencies and changes in priorities. He went on to say that the strategic plan has many levels; so departmental strategic plans can be adjusted within the units. Professor Elbow commented that as far as the university's strategic plan is concerned we are already at a point where some of the rosy, overly optimistic goals will not be achieved. He went on to say that whether we formally adjust the plan or not, it will get done for us by the State Legislature through budgeting. Dr. Elbow pointed out that the strategic plan is not Gill Reeve's to correct, but he assumes that the committee will make any changes that are necessary. He also pointed out that there are two things going on: a strategic plan and specific numerical goals that can be changed. Dr. Elbow stated that the idea of the plan was that it should be a living document, not something that we created two years ago that we have to live or die by.

**Senator Howe** commented that as we produce more paper ways of preserving this information appear to be going down hill. As an example of this, he pointed out that the university library does not have a copy of the last paper SACS report, and commented that as we move to an electronic format it is not clear where and how such matters will be preserved. The senator asked if the committees could give some thought to keeping a kind of paper trail so that someone a generation from now can measure the university against some of these benches marks that people laboriously created. **Dr. Elbow** mentioned that this is a good point, and commented that he is astounded that the library does not have a copy of the 1994 SACS report. **Vice Provost Brink** stated that the Southwest Collection has a copy of the report. **Senator Howe** commented that it might be worthwhile to give some thought on how to create a consolidated archive for the university so that people who want to study the history of the university can access this material.

**Senator Harter** asked if the diversity questionnaire that will be administered this semester would also address gender issues. **Senator Reed** commented that it would focus primarily on diversity issues. **Senator Harter** followed up by asking if gender was not considered a diversity issue. Senator Reed replied that the Diversity Survey might touch on some gender issues, but not to the extent of the Campus Climate Survey that the Gender Task Force is developing. She went on to explain that their survey would deal in depth with gender issues such as marriage penalty, maternity leave and faculty salaries. **Senator Floyd** asked if the Diversity Survey will be administered this semester, and who is doing it. **Senator Reed** answered that yes it would, and that it is coming out of the Chancellor's office. She went on to say that the Diversity Survey is focused on racial and ethnic issues, not gender. Senator Reed stated that the Campus climate Survey would deal with staff and students, as well as faculty. She reported that the student survey would be administered by telephone, at a cost of approximately \$10, 0000, and the faculty/staff survey would utilize paper or electronic responses, at a cost of approximately \$5,000. **Senator Held** asked if confidentiality would be protected, so that those who have complaints would not be retaliated against. **Senator Reed** replied that she has not seen the draft of the questionnaire, but she assumes there will be something. She stated that the respondent would probably have to indicate if they are male or female and whether they are faculty or staff, but beyond this there should not be much that could be used to identify them. **Senator Floyd** commented that if electronic responses are utilized more would have to be done to ensure confidentiality because these could be traceable. **Senator Howe** pointed out that the problem we have had in the past on gender/diversity is that if you separate by tenure and rank women can often be identified and we need to take steps to avoid this with the Campus Climate Survey. **Gary Elbow** pointed out that in the past comments related to a specific situation have also been used to identify people. **Senator Held** asked if the committee would look at exit interviews. **Senator Reed** answered that this has come up but a decision has not been made. She went on to say that the main focus has been on developing the survey, and once this is done and the data is analyzed the committee may look at exit interviews. Senator Held commented that he would urge the committee to do this because the most egregious cases have resulted in people deciding to leave.

**Senator Blum** then called for other items of old business. At this point, **Senator Lucas** asked if the Faculty Status and Welfare Committee had checked with the Provost's office in regard to proposed changes to OP 30.15. **President Blum** responded the committee is going to compile the responses from the deans

and include this, along with the minutes from the last Faculty Senate meeting, in a letter to the provost asking him what his plans are for changes in this OP. He commented that once a response is received from the Provost the committee will move forward from there in deciding what should be done with the OP. **Senator Lucas** asked if the Faculty Senate would be willing to include a phrase in the OP stating that input from all faculty members must be solicited as a component of the annual review process for deans and department heads. He asked if this could be turned into a vote on whether this statement should be included. **President Blum** questioned if it is too early to do this given the fact that we do not know if there is going to be a new procedure, and if so, what that procedure might entail. **Senator Lucas** responded that there are two ways to look at this, but maybe if we have a statement such as this it will help focus the attention on the importance of this issue. **Senator Mann** commented that the Faculty Status and Welfare Committee should take a proactive stand rather than waiting to respond until the Provost proposes changes. He went on to say that it would also be a good idea for the committee to get ahead of the curve by looking at similar OPs from other schools to see what is included before we get the feedback from the Provost. **Senator Floyd** commented that he would be happy to vote on a motion stating, that as a matter of principal, the Faculty Senate believes that faculty members ought to have say in the annual review of deans and department chairs. **Senator Lucas** followed up by stating that the wording should be that all faculty members are asked for their input, it should not be discretionary. **Senator Lucas** proposed a motion that a recommendation be made to the Faculty Status and Welfare committee that faculty input must be solicited as a component of the review process of deans and department heads under OP 30.15. **Gary Elbow** pointed out that because the motion is a charge to the Faculty Status and Welfare Committee the exact wording of the motion is not critical. The wording of the charge to the committee was as follows “Per the statement by the provost to the Faculty Senate that annual faculty input is important in the review process of deans and department heads, a statement should be added to OP 30.15 stating that input from tenured and tenure-track faculty is required annually in regard to review of deans and department heads.” **Senator Howe** pointed out that there is a problem with this wording. It should read that input must be sought annually, because if you require input from all faculty the process is not complete until all faculty sign off, which places the burden on the faculty, not the administration. Senator Steinhart then proposed some alternative language, which reads as follows “Whereas the Faculty Senate believes that faculty input is an important element of annual administrative evaluations under OP 30.15(D) that all tenured and tenure tracked faculty views be solicited as an integral part of the annual evaluation process of deans, division and department heads.” Senator Lucas commented that he likes it except for the word solicited because it doesn’t require that they have to do it, it is just asked. **Senator Steinhart** pointed out that it does require that faculty opinions be solicited; it just doesn’t require the faculty to respond. **Senator Lucas** then followed up by stating that the wording proposed by Senator Steinhart was acceptable to him. Following a discussion on the importance of faculty having access to the result of these evaluations, which included comments by **Senators Lee, Steinhart and Lucas and Floyd**, a vote was then called for on the amended motion. The motion passed.

**VI. New Business.** **Senator Stinespring**, Faculty Senate Representative to the Graduate Council, discussed two bills from the State Legislature that are alarming for higher education. One bill would cut out all medical benefits for Graduate students, and the other would impose a 10% limit on the number of international students in a program. He mentioned that the Graduate Council did not think either bill was a good idea and that some kind of political action may be required to deal with these bills. **Senator Steinhart** commented that the bill restricting graduate student access to medical benefits was proposed by our own local Senator, Senator Duncan, so our input is particularly important in this matter as his constituents. **Senator Howe** responded that Senator Duncan denies that he was involved in creating this bill.

**VII. Announcements.** Vice Provost Brink reminded us of the commencement exercises on May 17<sup>th</sup>. He mentioned that the speaker is Ambassador T. Born Najg, Jr., who was recently ambassador to Ethiopia, and will be taking over as the director of the Office of International Affairs on the tenth of June. **President Blum** announced that the Faculty Senate offices would be moving to the administration building on April 21<sup>st</sup> and 22<sup>nd</sup>. He also announced that Max Hinohosa would be the guest speaker at the April Faculty Senate meeting.

**VIII. Adjournment.** President Blum adjourned the meeting at 4:17pm.

Respectfully submitted

Brent J. Shriver

Secretary, Faculty Senate