The Faculty Senate met on Wednesday, September 11, 2002 in the Senate Room in the University Center with President Shane Blum presiding. Senators present were Wilde, Aranha, Buelinckx, Byerly, D’Amico, Gray, Harter, Held, Howe, James, Kuriyama, Lee, Reed, Roberts, Watts, Dukes, Jones, Duemer, Halsey, Johnson, Baker, Bai, Frailey, Mann, Russ, Shriver, Floyd, Marshall, Quinn, Donahue, Lucas, Stinespring, Willis-Aarnio, Bradley, Curry, Soonpaa, Spallholz, Steinhart and Tacon. Senators excused were Blanton, Kvashny, Alford, Williams, Sherif, Dolter, Hoo and Hsiang. Senators unexcused were Yang and Reeder.

I. Call to Order: President Blum announced The Call to Order at 3:18p.m. President Blum asked for a brief moment of silence in memory of those who lost their lives a year ago today in the terrorist attacks in New York and Washington.

II. Recognition of guests in attendance: Guests in attendance were President David Schmidly, Vice-Provost Jim Brink, Assistant Provost Liz Hall, Provost William Marcy, and University Daily reporter Michael Castellon. President Blum welcomed the new Senators in attendance and asked them to please place their nametags in front of them at the meetings.

III. Approval of minutes for meeting #225, May 8, 2002: The minutes were approved as distributed.

IV. Invited Guests: David Schmidly, president of Texas Tech University, was introduced by President Blum. President Schmidly congratulated President Blum on his position as President of the Faculty Senate and expressed that the TTU administration is looking forward to working with President Blum and the entire Faculty Senate in the coming year. President Schmidly stated that TTU has a lot of exciting things, and some real challenges, in front of it that the administration and the Faculty Senate will have to work closely together to address. President Schmidly stated that overall as you look at TTU there is a lot to be very pleased with and he is happy with our situation. He commented that the TTU of today is an ambitious, achievement oriented organization with a lot of momentum that has greatly expanded its visibility around the state and is rapidly moving up the national charts. President Schmidly stated that he feels that all of these things are good signs. He stated that what TTU is doing has been extremely well received in Austin, and throughout the state, and that TTU has recently received a lot of accolades for its energy, vision and commitment to addressing the pressing higher educational needs of Texas. President Schmidly commented that the proof is in the numbers and our numbers for this fall look very good. He stated that although it is a little too early to be overly giddy there is good reason for optimism. President Schmidly said that enrollment is expected to be around 27, 200, which represents a 7% increase over last year. He stated that although this will not be the highest increase in the state it is good growth for TTU. President Schmidly stated that freshman enrollment is approximately 4,100 and that the average SAT score of these students is 1115. He commented that this is good news for the faculty because these students will be better prepared, and more likely to stay in school, perform well and graduate. President Schmidly stated that Graduate enrollment will exceed 4,800 for the first time in the history of TTU, exceeding the record set in 1992 and that the Graduate School and the Law School combined will make up 17.6% of total enrollment this fall. The president commented that this is a major step toward reaching an 80:20 balance between undergraduate and graduate enrollment. President Schmidly stated that minority enrollment is around 16%, which is up from 14% last year and commented that a 2 percentage-point increase is good growth. He reported that the Honors College would have 1,028 students, which is the first time that the college has exceeded 1,000. The president commented that the Honors College continues to perform at a high level. President Schmidly pointed out that the new College of Visual and Performing Arts opened on the first day of classes with 100 faculty and 1,200 students, which allowed TTU to reduce the size of the College of Arts and Sciences. He commented that this probably is making Dean Winer’s life easier as well. The President stated that none of these things happened by magic, they happened because TTU planned for them. He stressed the importance of the university’s strategic plan and pointed out that every academic and non-academic unit of the university has a plan that ties into the overall university plan, which in turn is the basis for the new system plan. President Schmidly reported that the Strategic Planning Council, which is made up made up of faculty and staff and lead by Gil Reeves and Cary Billingsley, is working, functioning and meeting. He stated that the council is in the process of developing the processes and format for the web-based annual assessment report and strategic planning updates and commented that he thinks we will be pleased with the outcome. The president said that TTU would begin using the web-based format later this fall when it starts to pull all of the assessment data together. President Schmidly commented that there is no question that strategic planning, benchmarking, and assessing our performance are vital to our future and is the only way to consistently strive for improvement and to develop the kind of institutional ambition that we want to have. He reported that a strategic planning office is going to be opened in the administration building. The president stated that the office would be staffed by a couple of graduate interns who will help with the assessment efforts and computerization of the activities and that this office will be a place where anyone on the faculty can go to offer input. President Schmidly commented that the information he presented is evidence that TTU is making progress toward closing the gaps of higher education, which is the major higher education initiative in Texas. He stated that Texas has some real challenges in higher education. The president reported that over the next 15 years 500,000 students above what had been planned for would have to be educated if Texas is going to remain even at the national average for the percentage of college graduates. He commented that this is a lot of people
to move through the system of higher education and stated that the impact will be doubled because many of these students will be first generation students with no history or tradition of accessing higher education. President Schmidly commented that we would have to educate and train new faculty for this mission, which is why graduate programs are so important. He stated that he constantly reminds people in the legislature about the importance of graduate education. The president commented that he, and probably some of the people in this room would not be here in 15 years to help educate the 500,000 students; therefore we must continue to produce strong Ph.D. students if we are going to have the doctoral faculty to teach these people. President Schmidly stated that TTU has done some things to address this need, including opening a new urban recruiting center in San Antonio to go along with the four existing centers in Dallas-Fort Worth, Austin, El Paso and Houston. He states that he thinks a lot of the enrollment growth, particularly growth in the minority student population, is a result of efforts at these urban recruiting centers. The president reported that TTU has augmented what they are doing at the satellite campus in junction and invested in the facilities at junction, and that more TTU students are using Junction. He also stated that using both funding from the legislature and private funding, TTU has opened satellite locations in Fredericksburg and the marble Falls/highland lake area. The president commented that classes began in June and we are off to a good start in both locations. President Schmidly reported that excellence money, along with a healthy match from both cities, was used to open Graduate Centers of Excellence in Engineering in Amarillo and Abilene. He stated that classes began in Amarillo in January and this semester in Abilene and both are off to a good start. The president stated that our community college partnerships continue to pay off as evidenced by our 2,200 transfer students. He discussed our Gateway Program with South Plains College that places 250 of their students in our dormitories who access our facilities but take their first year of classes at South Plains College to prepare them to transition to TTU. The president said that funding from the Maddox Foundation was used to open an office at New Mexico Junior College in Hobbs, which is designed to increase the pipeline of students from the Lee county public schools to the junior college, and then from that junior college to TTU. He commented that the relationship is already showing signs of success. President Schmidly reported that TTU has proposed 20 formal partnership agreements with Texas community colleges, two of which have already been signed. He stated that TTU would provide some technology, which will allow the students at these colleges to look at course requirement at TTU and how the curricula of the institutions can work together. The president commented that he hopes we will continue expand on these partnerships. He stated that we have become the leading institution in the state when it comes to working directly in partnership with community colleges and it is paying very great dividends for us in the legislature and among the state leadership. President Schmidly stated that he is proud to report that Red Raider Camp in Junction had 600 students this year with another 100 on the waiting list. He said that the goal is to grow the program to 1/3 of the freshman student body. The president stated that the alumni will be asked to help expand the number of cabins in junction and he anticipates that the program will grow to 900 or 1000 students next year. He stated that the program continues to get high marks from students, and reported that in their first year students who go through Red Raider Camp have higher grade points and is 300% more likely to get involved with a student organization than those who do not. The president commented that over the long haul these students are more likely to stay at TTU, more likely to graduate and more likely to remain active alumni once they leave. President Schmidly reported that using money provided by Market Lubbock, Inc, the cities economic development branch, TTU offered $200,000 dollars in scholarships to 100 transfer students through a new Community College Transfer Scholarship Program. He stated that the program was well received all over the state and the hopes we can fund raise around that idea and increase the scholarship program this year. The president commented that he is very impressed with the student leadership at TTU. He stated that the Student Government Association and the Graduate Student Association, both of which happen to be run by an outstanding young woman, and the entire leadership from the student perspective are as good as he has encountered in higher education. The president commented that he hopes that we get a sense that there are a lot of reasons for optimism and for feeling good. He also stated that there are some challenges and it is no secret that the budget is the highest item on the challenge list. President Schmidly stated that the Texas State Government is facing financially challenging times with budget deficits that are estimated to be between 5 and 12 billion dollars. He said that TTU has tried to prepare for this situation. The president stated that last winter when the administration was warned of this he appointed an executive planning group for growth and development that broke into five subcommittees to cover every aspect that might have been talked about on the campus given the budget situation. He said that the final report of the committee has just been completed and mentioned that President Blum and the Faculty Senate might want to examine this document and offer some comment. President Schmidly stated that he would welcome our comments. He pointed out that the key charge of the committee was to find ways to cope with difficult financial times without losing our momentum, which is the ability to grow the student body and the faculty. The president commented that he thinks the committee did a good job of discussing the issues and made some outstanding recommendations. He said that the overall financial picture of the university is strong. The president commented that we have some stress points, with the biggest uncertainty being the budget that will come out of Austin in the next biennium. He stated that for this reason TTU has taken a very conservative approach to budgeting this year, which means that it has reduced a lot of commitments and cut back as much as it can in order to keep its fund balances as high as possible. President Schmidly commented that we have issues we must address, such as the student scholarship fund. He stated we put 3.2 million dollars of TTU money into student scholarships and commented that although this money brings in lots of good students it is also money that could be spent on other things such as faculty, new faculty or other areas. The president said that we must find ways to increasingly raise more money for student scholarships and be less dependent on university resources. The president reported that summer school funding has been a real challenge. He stated that for the last 10 or 12 years TTU has relied on salary savings to fund summer school, assuming that a whole bunch of faculty would leave during the year, we would accumulate salary and we would allocate that out during the summer. The president said that this worked for about 10 consecutive but it did not work this past summer. He stated that not very many faculty retired or left this
past year, probably due to the economy and 911, which only left 2 million dollars in the account, and we need 5.5 million dollars to have the kind of summer school the faculty want and the students need. The president commented that this hole must be filled. President Schmidly reported that the vacant faculty position account is 1.7 million dollars in arrears. He went on to say that for the last several years TTU has benefited from what the state calls “hold harmless funding”. He explained that this means that our student enrollment was not sufficient to generate level funding and the differential was made up by the state so that we would not suffer an overall funding deficit. The president reported that this differential amounted to 3.6 million dollars in this biennium. He explained that because “hold harmless funding” will disappear this session of the legislature TTU will have to make up this differential from our growth. The president stressed that growth is extremely important when you operate an institution in a state that is formula driven, and becomes doubly important when you fundamentally play in a zero sum game of level state funding because the pie goes more and more in the direction of institutions that are growing. President Schmidly reported that in the current biennium TTU steadily reduced non-academic budgets to protect the academic side of the operation. He said that in fiscal year 02/03 more than 7.5 million dollars were reallocated from the non-academic side to faculty salaries and scholarship needs. The president commented that a lot of juice has been squeezed out of the non-academic grape and there will be a limit to how much more we can squeeze that side. The president stated that TTU has tried to protect the academic side of the operation because that is what allows us to grow and continue improve as an institution. He reported that the system reduced its budgets by 1 million dollars and this money was used to establish the new College of Visual and Performing Arts and for market compression adjustments for junior faculty. President Schmidly commented that we faired well and are well off compared to a lot of other states. He stated that if you look at what is happening around the country you will see that the University of Tennessee closed its doors this summer, the University of Nebraska is facing extreme difficulty, the University of Missouri is looking at a 20 percent reduction in state funding, and the University of Washington is not going to fill 161 tenure-track faculty positions. He commented that all around the country tight economic times are beginning to constrain higher education and stated that although we will not be immune from this in Texas, the fact that our economy tends to be more resilient than the national average hopefully will help protect us from those types of impacts. President Schmidly stated that he is not sure TTU will be able to do anything about faculty salaries this year. He reported that TTU is studying some limited options, including a one-time bonus, perhaps next spring. The president stated that no decision will be made until we see what the likely outcome is in Austin and what the state budget situation is going to be and that it could come down to a choice between putting 3 million dollars into faculty bonuses or fully funding summer school. He said that initial feedback from the department chairs and deans suggests that faculty seems to prefer the notion of a fuller more complete summer school with the opportunity to teach 10 and a half months, rather than a small one-time bonus that would go to very few people. The president asked us to encourage our faculty colleagues to discuss these issues in departmental meetings because the administration wants to hear what the faculty, chairs and deans have to say about the salary issue before they make a final decision. He also stated that TTU must have some idea about the likely outcome in Austin. The president reported that TTU has been asked to submit a letter explaining to the governor’s budget people what a 3 and 5 percent reduction in funds would mean to TTU. He stated that of course it would mean a lot, and in light of other concerns that he has if we are going to face that kind of stress we very well may not be able to do anything with salaries this year. President Schmidly said that TTU is trying to fill as many open tenure-track faculty positions as possible even though there is a 1.7 million dollar deficit in terms of open positions compared to funds in the lapsed faculty reserve account. He reported that we added 102 new faculty this year, which is probably an all time record and we added more than 20 net gain positions in programs with high student demand: business, mass comm., human sciences, English, visual and performing arts and architecture to bring student: faculty ratios in line with accreditation guidelines. The president pointed out that TTU deals with 80 accreditation organizations that are constantly evaluating things like student: faculty ratios and that we must be sensitive to this because we don’t want any programs that don’t meet accreditation guidelines. President Schmidly reported that Provost Marcy is working very hard to create a reserve to address faculty retention and spousal accommodation issues because TTU is finding that it is increasingly difficult to hire faculty in some areas when it can’t do more in the way of spousal accommodations and would like to be able to address those in a more proactive way. He stated that TTU has added some non tenure-track positions to handle the increased enrollments this summer and fall in our lower division courses. The president stated that one thing we must do is to redesign our budget so it is a 12-month budget and resolve the issue of funding summer school. He commented that a feast and famine approach of having a big summer school when it is a counting period and a small summer school when it is not and relying on salary savings that are uncertain is not the way to manage a productive organization. President Schmidly reported that TTU would move to a 12-month budget this year and budget for summer school. He commented that this would be painful the first year but is absolutely essential to the future of the institution. He also stated that we must see our budget as a blueprint for action and not just a starting point of the year and commented that he is absolutely amazed at right after the budget is officially in place the number of requests that are made off budget cycle for substantial amounts of money and how this is done in an ad hoc way. The president commented that this is not the way to productively manage an institution in a fair and objective way; therefore you will hear the administration saying no to a lot of these ad hoc requests that come out of the budget cycle. He stated that if something is important enough for us to do it should be in the budget and the budget should have teeth and meaning not just be a place where we start and begin to shuffle the deck and add to it and whoever gets there first gets their item handled and whoever comes last doesn’t. He said that the administration would look at everything from the standpoint of does it belongs in the budget or not. President Schmidly reported that TTU received 10 million dollars in excellence money this biennium that was used to start 21 new research initiatives, hire 21 new faculty and 60 new research assistants, buy critical equipment and provide start-up money for the new faculty. He further stated that 6 to 8 more faculty and at least graduate students would be added this year. The president commented that these funds are paying off: our research funding is 54 million dollars this year, which is a huge
increase over last years 44 million. He stated that we ranged 82nd nationally the last time the rankings came out and he is optimistic we will move into the top 80 this time. The president stated that there are some policy issues we need to address: some recent cases have pointed out serious flaws in our tenure, post-tenure and grievance policies that need to be addressed. President Schmidly stated that he has asked Provost Marcy to work with the Faculty Senate and the faculty on how to do this. He commented that revising and changing these policies as needed should greatly enhance due process for our faculty and strengthen shared governance on campus. The president thanked the Faculty Senate for the list of recommendations we sent him this summer and stated that he has assigned a member of his executive team to look at each of our concerns. The president stated that they are trying to see what they can do to accommodate what the Faculty Senate has requested. He said that he would be back to us with answers at one of our forthcoming meetings. He mentioned the new things on campus such as the English/Philosophy building, which will have a ribbon cutting on November 15th and the now open “garagmahajl”, which he understands has created serious student traffic flow problems. He commented that there is a long waiting list that is predominated by students and that although he probably shouldn’t be he is amazed that students seem to be able to afford the parking better than we can. The president mentioned that the Experimental Sciences building has broken ground, the progress that has been made on the Student Union and the fact that we will break ground this fall on Animal Science and Food Technology building. He stated that he has received the report from the integrated marketing committee and commented that he would like to have the Faculty Senate review the report and give him some feedback. President Schmidly stated that how we market TTU and how we integrate that marketing through everything we do is extremely important to our future. He stated that there was a large task force on campus this spring, we had a consultant guided them through a plan for integrated marketing and they have come back with a number of excellent recommendations. The president commented that we completed a very good year in athletics: we had the best bowl appearance that we have had at TTU in a decade, both our men’s and women’s basketball teams made the NCAA tournament, our baseball team finished third in the Big 12. He stated that we accomplished this with the next to lowest budget in the Big 12 and one that was balanced. The president reported that the budget is in the black by 10,000 dollars and that we are one of only 40 division one institutions that finished in the black this year. President Schmidly commented that he is most proud of the academic performance and the improvement in the academic performance of our student athletes and reported that GPA is 2.8 for males, 3.2 for females, cumulative of 2.9, all of which are higher than the student body as a whole. He further reported that graduation rate this year among athletes is 63 percent, which is 10 percentage points higher than the university and among the top in the Big 12 and the nation. The president stated that, believe it or not, we are now off of NCAA probation. He said that he received a letter that is framed and will be hung in his office and that our goal is to never go there again. President Schmidly stated that he is proud to say that at long last we are through building athletic facilities and that he never wants to see another budget pertaining to an athletic facility. He mentioned that Jones Stadium will be finished this year and opened next September and that the money is committed and in place. The president stated that the one thing left to do that will begin in a few months is the Marsha Sharp Academic Counseling Center for student athletes that will be built over by the Frazier Pavilion. President Schmidly wrapped up his comments by stating that he hopes we can see that we are on track to accomplish our key goals and on target to grow our student body to 30,000 students and continuing to improve student quality. He stated that he does not want growth at the sacrifice of student quality and diversity, and does not think that they are mutually exclusive. He said that we will be moving to a 12 month calendar this year which will cause a little stress in the beginning but will make for a much better managed administered university over the long haul. He commented that we would have some challenges with funding and budgeting but nothing that we can’t cope with if we keep our positive, ambitious attitude. He stated that he believes we have one of the best faculties, if not the best faculty in the state, that loves this university, is committed to it, is committed to its students and with our cooperation he knows we can accomplish our goals and become an even stronger institution. The president said that he hopes we all have a good fall semester that is successful in the classroom and mentioned that he will be joining us in the classroom next semester. He said that he is looking forward to that a great deal and that we all must member is where the excitement at a university is and that is where the students learn, that is in the classroom. President Schmidly then entertained questions from the audience. Senator Held asked if he still have a hiring freeze in place. President Schmidly asked if he meant a hiring freeze in faculty. Senator Held replied that to his understanding the freeze was across the board. President Schmidly replied that no we do not, we have a process if you want a faculty position filled it has to come up and be review and approved by the provost and the same is true with any of the staff positions they require approval at the vice presidential level. The president stated that every vacant position will not be filled because we don not have the money to do so, the answer there is no official freeze we will evaluate on a position by position basis whether that position is filled or not. Senator Held followed up by commenting that he is still confused because last spring there was a headline that said TTU would enforce a staff hiring freeze. President Schmidly replied that we did put a staff hiring freeze in place over the summer because we had this problem where we needed 5.55 million to fully fund summer school and the manner in which summer school had been funded in the past had only generated about 2 million so we held the line on filling positions over the summer in order to accumulate that money and have a fully functional summer program. He went on to explain that the reason we did that is because that started a formula counting period, what happened this summer and what happens this fall and next spring will determine for the next two years how much formula money formula TTU gets. We no longer have an official freeze in place but we are looking at every position as to whether we need to fill it right now and if we have the resources.

Senator Floyd asked the president about diversity in terms of appointments to senior leadership positions on the campus. He stated that it has been over a decade since a woman was appointed dean of any of the colleges, fifteen in the row have been white males, and if you look at other leadership positions only two out of the 30 Horn Professors are women, over 90% of
other endowed professorships are held by males, over 85% of the full professors are male, 85 to 90% of department chairs are male, as for people of color the ranks of Mexican Americans and African American in leadership positions are basically nonexistent. He commented that he has heard the president speak eloquently on other occasions about the importance of diversity, but he thinks that an outside observer who looks at the record would question the depth or sincerity of the commitment. He asked the president what actions he can point to show the diversity on campus. President Schmidly replied by saying that he feels that the senator is raising some very valid points and what he is saying is extremely important. The president stated that we have made some real progress in diversifying the faculty. He said he doesn’t have the final numbers yet, and we have brought a person in to help us focus on faculty recruiting. The president went on to say that we have made a few steps forward in the administration, not at the speed he would like. The president commented that these search processes have to be open, we are bound somewhat by Hopwood restrictions and there are a number of issues that go into making final hiring determinations. He further stated that he hasn’t seen any hiring that he is familiar with that he believes intentionally excluded women and minorities and had he seen that he would have taken some action. The president went on to say that we hired a Hispanic vice president for operations, our senior associate athletic director is African American, the new director of admissions for the institution is a female African American and that he thinks these were all very proactive recruits. He stated that we had a person who was a finalist for Provost that was a woman who withdrew there was another opportunity to have a female, and we have right now an interim Dean in the College of Human Sciences and the Dean of the College of Arts and Sciences and so some progress is being made. He went on to comment that if the senator is asking him if he is fully satisfied the answer is no, but if the senator is asking him if he will be diligent in continuing to pursue this, the answer is yes. He stated that we have hired a consultant and asked that consultant to look at salary issues with regard to women and minorities across the campus, we have received one report and the consultant is now doing some additional statistical work. He said that we are going to try to address this issue so that there is no discrimination there. He commented that this is one of the important benchmarks for the university and that we have to continue to make better progress and all he can tell us is that this is a very serious issue with him and the other members of his administrative team, and pointed out that we did by the way hire a woman VP of finance. In closing, the president stated we have made some progress but not where we should be, and that the senator’s points are very well taken.

Senator Steinhardt said that it has come to his attention that three faculty members in the Department of Chemical Engineering have filed claims with the US EEOC and that these faculty members have received letters of determination indicating that the university has been found in violation of nondiscrimination provisions of the Civil Rights Act and asked the president what the university is doing to respond to these letters of determination. President Schmidly replied that we have some issues with the findings and we are trying to clarify those with the commission. He commented that once we have taken that step we will do what is necessary pending the outcome and went on to say that he does not want to go into details on those situations because they go back quite a bit in time and there are legal implications that need to be seriously thought about. He said that in no way do we intend to run or condone an operation that illegally discriminates against people. In conclusion, he stated doesn’t believe that we have and that once the facts in this case our out it will show otherwise, and if they don’t we will obviously have to do something.

Senator Spallholz stated that he was puzzled about summer school and asked why it is not possible for summer school to be self-supporting, and it is not possible that if the enrollment is up this implies that economically when you collect tuition for summer school that actually there is a loss of resources. President Schmidly replied by saying no and Senator Spallholz followed up by asking where the expense comes about. President Schmidly responded by stating that if you have a robust summer school and it’s a year in which you are receiving the full formula for summer school ideally it should pay for itself. The president went on to say that we were operating on formula funds from previous summer enrollments that were low, which is the estimate we get, so we had to scramble. He went on to explain that you must front end load it a time or two, then it should pay for itself and the way we have front end loaded it was to use faculty salary to fund it. The president commented that this year it came home to roost on us because we didn’t have as many faculty retiring or leaving and our faculty salary accounts were lower. He also said that a lot of times when a position is vacated you recruit it at a slightly higher salary level and when this is added up across the institution it further accounts for faculty salary deficits. Senator Spallholz asked if this means that formula funding for summer is different from that for the regular academic year. President Schmidly replied that no, it is not different. Senator Spallholz asked if this means that for every student that comes onto campus it costs the university money above and beyond what it gets from the state and what the student pays for tuition. President Schmidly replied that he was not following what the senator was asking. Senator Spallholz commented that he is asking why the deficits are rising to support the academic summer activity when it seems that the formula funding and tuition and fees should support the cost of operating summer school, and based on what you are telling us that does not seem to be the case. The president replied that it has not been the case in several of the past years. Senator Spallholz asked why this happens. President Schmidly stated that if you don’t have enough students to generate the formula, or if their not taking the right set of courses and then you set faculty salaries and you tell people that they are going to have a 10 and a half month salary and a class doesn’t make then you create a funding differential. Senator Spallholz followed up by asking if there are faculty that have ten and one-half or twelve month salaries that do not teach if the summer course do not make. The president replied that we have had some of that, but we try not to have that and went on to say that very few faculty have 10 and one-half or twelve month appointments, most of them have nine month appointments, but we try to tell them as early as possible if there is going to be a summer teaching appointment and once we tell them because of the impact on the we try to keep our commitment.
Senator Lucas asked if we have a slush fund containing between 6 and 12 million dollars that was set up eight or nine years ago to give faculty merit pay raises when the state doesn’t have money. President Schmidly replied that he doesn’t know anything about it and to his knowledge no such fund exists, and if it does he has not been made aware of it. He further stated that he was serious that he knows of no such fund and that he pretty carefully follows our fund balances. Senator Lucas responded by stating that perhaps he was mistaken, that there was not a fund was set up for this purpose but there was a different fund where merit pay rises were taken to ensure that there were some merit raises. President Schmidly answered that it would have to be out of fund balances and it is not there.

Senator Lee asked what determines at what level we set tuition for the students. President Schmidly replied that there are some limits, it can grow a certain amount but it is capped at the top by the state and that their will be a real discussion in Austin this spring, particularly if there is going to be a dramatic funding cut for higher education, about removing the cap and allowing each board of reagents to set tuition. He further stated that UT and Texas A&M are promoting this idea of what they call “deflex tuition”, many states have it, and we may very well see that, but right now there is a limit and we are right at the limit in terms of what we can charge in tuition. He said that A&M increased its fees 26%, but we chose not to do that and raised our fees slight less that 10% and that UT tried to charge an infrastructure fee that was ruled unconstitutional by the attorney general. The president commented that fees are another way to enhance revenues but when you think about that you must think about your market, TTU is a place where many people leave their home and come here to go to school and we rely very heavily on that, it is the traditional college student market. He further stated that it has been proven in the marketplace that when times get tough parents will encourage student to stay at home and go to local schools rather than going away to school, so in our market we have to be very sensitive to what we charge, therefore we held the line this year until we get a better read on what the state’s fiscal picture will be. The president said that it might very well be that right after the beginning of January we may be voting fee or tuition increases to offset some of the state budget reduction and obviously we are going to have to do this because we can not cut the budget of this institution 10, 15 or 20 percent and not raise revenue in other places. President Schmidly commented that when we do that it would shift the burden back to the students and their families, which would have an impact, and the impact may be greater on us than the other major universities in the state because of geography. To throw out an example, he discussed the fact that the interim president of Ohio State told him that he is not concerned about the state budget situation because less than 20 percent of their budget comes from the state and that they would gladly give the money back if the state would give them more flexibility. When President Schmidly asked him where OSU was getting its money, the interim president replied that OSU raised tuition 19 percent this year and would do the same next year. President Schmidly stated that this is the same thing we have been seeing over the past 25 years in Texas: a gradual shifting of the responsibility for educating a person from the state back on to that individual and their family, which is a different philosophy. He commented that when he was a student at Tech in 1962 his total bill for registration, fees and books was between 150 and 200 dollars, but those days are gone forever and now education is seen by the state more as the responsibility of the individual and less of the responsibility of the state. Senator Held asked if this was part of the rationale for devoting the 2.2 million to student scholarships: to basically help those contingent students who are having a hard time affording the tuition. President Schmidly replied that this was part of it and to make this institution as attractive as possible to the high-end academic student who is recruited almost like a blue chip athlete. He went on to say that in order to have improved performance in retention and graduation rates, and frankly to have a better institution, we have focused on student quality almost much as we have focused on student growth and that the scholarship program is very important for the student quality.

Senator Held commented that we are elected to represent a different constituency and are supposed to be presenting the needs of the faculty to the administration and we appear to be dancing around this topic of raises. He asked if there is some way that the institution can guarantee a baseline cost of living increase for faculty every year and commented that this would create an environment where faculty feel valued and can count on something. President Schmidly replied that he does not think you can guarantee it because it would be a violation of state policy: you would be in effect extending the state’s credit. He went on to say that this is a pay as you go state: you can only spend what the state gives you and there would be no guarantee that the state would give you money every year to provide for a cost of living increase. The president commented that he would love to give more than a cost of living increase and stated that we gave a 3 percent increase last time. Senator Spallholz interjected that the raise was only for some faculty. President Schmidly replied that it was merit based, whereupon Senator Spallholz commented that merit is not always handled on merit and he thinks a lot of people would agree with that. President Schmidly commented that he knows and understands that merit raises are a contentious issue. Senator Held commented that the impression that the general public has is that Tech is rich, but the curve in conception clearly is belt tightening: we are in hard times and are trying to be conservative. He asked if President Schmidly sees the discrepancy. President Schmidly replied that he knows what the senator is saying. Senator Held followed up by stating that we have control of 280 million in the stock market and asked the president if it is correct that we can devote this money to anything we want. President Schmidly replied by stating that it depends. He explained that much of this money is restricted money, such as the 25 million dollar endowment that was received by the College of Business Administration, which can only be used by that college and only for the purposes that the donor allocated it for: and one of those purpose was not faculty salary increases; so there are some limits. The president commented that is very interested in getting feedback from the faculty on the raise issue. He emphasized that we all must understand that it is a zero sums game, and maybe less than a zero sum games. The president went on to state that if we put money into faculty raises there will be less to put into other areas, and if we cut the scholarship programs and we don’t get
students the formula funding will drop. He commented that it is almost like a system and no matter which place you put the perturbation you get all kind of indirect impacts and you have to think about it this way and that’s why he has been hesitant to make a decision until he saw more of how this thing is going to shake out. The president stated that he wants to give a salary increase: he believes faculty should be paid for what they do and it pains him a great deal to thinks that we might not do it. He mentioned that he needs feedback, and the feedback he is getting from the deans and department chairs is that it would be better for the faculty to have a more robust summer program so more of them could teach in the summer because that would give them more money than a very small bonus would, therefore, if you have a trade off invest in the summer and let us earn our money by having 10 and a half months of salary rather than 9 months. President Schmidly commented that higher education funding appears complex to the public, but it really isn’t. He went on to explain that it is driven by formulas, what students pay in local income, and by the private money you bring in. The president stated that Texas Tech is not a rich institution, nor is it a destitute one, it is somewhere around average. He also said that there are only two wealthy institutions in Texas and they will both claim they are poor, poorer than us, which is the claim they made to the legislature. President Schmidly commented that he could justify anything for us he wants to with numbers, but that doesn’t mean it is right, so he will just have to do the best he can and that it is what he will try to do.

**Senator Spallholz** discussed attendance in his class and commented that many times students do not perform well because they do not come to class, and maybe if the students paid higher tuition more of them would come to class. The senator further stated that maybe someone from administration needs to emphasize that the responsibility for getting an education falls on the shoulders of the student. **President Schmidly** replied that they give them a heavy dose of that in Red Raider Camp. The president went on to say that many of the parents are there and he tells the parents that the number one factor that will determine whether their child succeeds in college is whether or not they go to class and if they don’t you will have problems and that is your responsibility and theirs not ours.

**President Blum** asked for one more question, at which point **President Schmidly** commented that he would be happy to come back if any of these topics prompt further discussion. **Senator Howe** then commented that junior college transferees have performed slightly better in terms of graduation and retention rates and asked if as we move towards junior college recruiting does this continue to hold true. **President Schmidly** replied that yes it does appear to be true that the graduation and retention rates of the community college student are higher because they are used to the college experience and in many cases they only have two years to go and are more likely to stick it out.

**Senator Stinespring** commented that President Schmidly mentioned issues related to tenure and post-tenure review in his presentation and asked what these issue are. **President Schmidly** answered that he does not want to go into details and mentioned that some of the senator’s colleagues in the Faculty Senate have been a part of this and could share what they went through a difficult case on post-tenure review. The president further commented that the way it was applied and the outcome indicated some very serious shortcomings in our policy that may set up a situation where a faculty member does not get due process: there are not enough checks and balances. He went on to state that the administration wants to go back and look at that, but we are not going to see any new policy proposed at this institution until it comes in front of the Faculty Senate. The president concluded his response by stating that this very complex case was the first real test of post-tenure review and it suggests that there could be some tweaking of that policy that would greatly benefit faculty and clarify things.

**V. Old Business:** No old business

**VI. New Business:** No new business

**VII. Announcements:** President Blum requested that the faculty senate liaisons to university councils and committees send a brief summary of the outcome of their meetings to the senate secretary via email in order that he might compile a written report that will be provided at each Faculty Senate meeting. The president commented that this should increase communication between the committees at the university level and the Faculty Senate, and added that announcements regarding what goes on in those committees are welcomed. President Blum then announced that Liz Hall has informed him that the Provost’s office has assumed oversight of service learning as per a resolution by the Faculty Senate and is in the process of creating a Service Learning Executive Committee that will advise the provost on matters relating to goals of the strategic plan regarding service learning. The president went on to state that the position of Service Learning Coordinator has not been filled and those responsibilities have shifted over to the provost’s office, therefore, we should contact the provost’s office if we have any questions regarding service learning. President Blum mentioned that Provost Marcy has been asked to speak at the October meeting of the Faculty Senate and that Linda Gilbert would be asked to speak at the November meeting. President Blum commented that when he spoke to President Schmidly he mentioned that Linda Gilbert has been asked to speak to us on several occasions. President Blum went on to say that although President Schmidly could not guarantee that she will attend the meeting the likelihood of her doing so would seem to be increased by placing the request through her boss. **Senator Steinhart** asked if Linda Gilbert could be asked to bring data on the number of students “deregistered” in the past couple of semesters. President Blum suggested that we should provide her with a list of questions in advance of her appearance and stated that we could direct our questions to him. **Senator Baker** asked if President Blum could tell the new people who Linda Gilbert is. President Blum answered that she is the Vice President for Fiscal Affairs, and explained that since last December, when the new policy was
instituted to drop students for nonpayment before the semester begins, Senator Steinhart has asked her to explain the policy to the Faculty Senate. President Blum went on to state that, to date, her schedule has not allowed her to attend. Senator Stinespring, outgoing liaison to the Graduate Council, read a statement concerning a Master’s student that inserted a “deacknowledgement” page critical of the faculty into his MS thesis after the thesis was approved. Approval of the student’s degree was then withdrawn by the university, which precipitated a lawsuit. The university was upheld because the page was inserted after the thesis was approved. The senator commented that the moral to the story is to read the whole thing before you sign it.

VIII. Adjournment: President Blum adjourned the meeting at 4:43pm.

Respectfully submitted
Brent J. Shriver
Secretary, Faculty Senate