

**Texas Tech University
Faculty Senate Meeting
Meeting #236
October 8, 2003**

The Faculty Senate met on Wednesday, October 8, 2003 in the Lankford Laboratory in the Electrical Engineering Annex with President Nancy Reed presiding. Senators present were Kvashny, Johnson, Byerly, D'Amico, Gray, Harter, Held, James, Nathan, Schaller, Troyansky, Watts, Dukes, Jones, Sherif, Duemer, Halsey, Johnson, Baker, Jackson, Masten, Sinzinger, Reifman, Shriver, Camp, Floyd, Dolter, Garner, Gelber, Meek, Curry, Ellis, Hoo, Marbley, Soonpaa, Spallholz and Tacon. Senators excused were Marshall, Russ, Dunham and Roberts. Senators unexcused were Aranha, Buelinckx, Alford, Kuriyama, Williams, Hsiang and Marks

I. Call to Order. **President Nancy Reed** announced the Call to Order at 3:18 p.m. She mentioned that since the Senate was not having any immediate votes, the lack of a quorum did not matter.

II. Recognition of Guests in Attendance. **President Reed** recognized Professor Clark Cochran, who agreed to serve as Senate Parliamentarian for Gary Elbow who could not attend the meeting. She greeted Sue Couch, who is chair of the SACS Quality Enhancement Plan Committee. President Reed recognized Provost Marcy, Vice-Provosts Jim Brink and Liz Hall, and the invited guest, President Whitmore. She also recognized Adam Boedeker from the University Daily and the photographer that accompanied him.

President Reed mentioned the article that had appeared in the University Daily that day. She clarified that the Senate is not debating anything with the President, including the issue of tuition. Once the Regents have approved it, which they have done, it is not subject to debate. The officers of the Senate try to speak on behalf of the entire faculty and not just the science faculty. Any further speculation on what the Senate will be discussing should come from the Senate officers. Any follow-up questions that the UD or the AJ wishes to ask following a Senator's questions is up to them.

President Reed said that she would depart from the agenda to introduce Sue Couch, who spoke to the Senate about SACS. Dr. Couch reminded the Senate that the SACS Quality Enhancement Plan survey is now available on the web. It was announced in TechAnnounce today and they have already received some responses. Members of the Senate received a handout that provides addresses for the survey and for the SACS web site. They are trying to reach faculty and students and are targeting particular groups, including the Faculty Senate, the Graduate Council, the Student Senate, the Staff Senate, and certain alumni groups, to try to obtain as wide a degree of coverage as possible. The Faculty Senate is a group that they would particularly like to have input from. Senator Reed asked if there were any questions for Professor Couch. No questions were asked. President Reed announced that there was now a quorum and that the Senate could proceed with the next agenda item, approval of the minutes.

III. Approval of Minutes for Meeting #235. The minutes were approved with the following changes: Senator Nathan was listed as unexcused, but was out on University Business during the last meeting. Senator Masten's name was spelled "Maston" and this was changed to the correct spelling. Senator Reifman mentioned that "than" should be spelled "then" on page 1, paragraph 5 and on page 3, paragraph 1.

IV. Invited Guest. **President Reed** introduced the new President of Texas Tech, Jon Whitmore. President Whitmore said that during his first week in office he met with the President of the Faculty Senate and told her that he wanted to be actively engaged with the faculty and with the Faculty Senate. The faculty advising the President and Provost's Office about matters that are important to them is an important time-honored tradition in higher education. President Whitmore said that he served on the Faculty Senate when he was a professor and was active on committees. He believed in it then and that has not changed. President Whitmore said he is

hoping to have good communication with the faculty. He would like to meet with the general faculty at least once a semester and hopes to have open communication with the Faculty Senate. This begins a dialogue that involves the President informing the Senate about some issues he is thinking about, and hopefully obtaining feedback from the Senate regarding issues that are important to the faculty. Senator Whitmore also hopes to meet periodically with the Horn Professors. The President plans to meet with representatives of the local AAUP chapter, and hopes to tour colleges and look at their buildings and have an opportunity to meet people in their facilities and have some informal exchanges.

President Whitmore mentioned seven areas that he would like to focus on. To continue our competitive strength in undergraduate education in light of a growing student population will be a challenge, but it is something that we need to be working on. One of the defining elements of Texas Tech is that it is also a graduate and research institution, so working on the improvement of graduate education and the research profile of the institution will be something that we will be paying a lot of attention to in the next couple of years. In order to do all that well, we need to hire more faculty, and we need to make sure that the faculty and staff that are already doing a terrific job are rewarded in more meaningful ways than they have been. We have to get and keep salaries at a more competitive level. We are a state institution and have an obligation to do outreach to the Lubbock community and to form a working relationship that is already present but is in constant need of further development. We are a resource for the whole state of Texas, not just West Texas and not just Lubbock. The diversity of this state is significant and the diversity of this institution needs to be significant. We need to make sure that the diversity of the faculty, staff and students at this university becomes more closely aligned with the population diversity of the state. This is not easy and is not something that usually can be changed rapidly, but now that the Supreme Court has decided that Hopwood is no longer the rule of the land, we may have an opportunity to recruit minority students in a more effective way than we have been able to in the last five years or so. At their meeting last week, the Regents passed a general policy statement charging Texas institutions with looking at and incorporating the issue of race as one of many areas that are of importance in the admissions process. The President will be working with the Senate and with the admissions staff to develop that. Finally, it is our responsibility as an institution to continue to try to make Texas Tech as fine a place to work in as possible—that we have good facilities, good computer systems, and good communication amongst us, and that we have opportunities for people to renew themselves. The Teaching, Learning, and Technology Center is an example of this. It allows faculty the opportunity to develop a familiarity with digital means for enhancing instruction. These are seven areas that already align with the strategic plan of the institution and they are things that need to be thought about.

President Whitmore mentioned one final item that he wished to talk about. The Board of Regents recently approved a ten dollar per credit hour increase in tuition that will take effect in the spring semester. This is a six-percent increase in the overall cost of tuition at Texas Tech. The reason for doing this is to offset some of the losses of the institution and so that we can move in some strategic directions—to hire more faculty, to compensate faculty and staff who are here now at a better rate, and to hire some staff in the direct student services area. As we grow the number of students, the need for additional advisors and counselors is a very real problem if we want to maintain the quality of those operations. Hiring more faculty will be an important step in lowering the size of some classes and adding additional sections of some classes. One of President Whitmore's priorities, which is supported by the Provost's Office and the deans, is to try to move the students through the institution in a reasonably short period of time. That requires making sure the courses are there for them to take and the advising to try to make sure that they are taking an average of fifteen hours per semester or planning on attending summer school at some point during their education at Tech in order to have students graduate in four, or at the most, five years. The Provost's Office has done some calculations that estimate that to add a sixth year would cost a student approximately 30,000 dollars in lost wages and in the extra cost of attending the institution. In general the number of students is up, the quality of students is up at least by SAT standards, and the number of graduate students has increased by almost 200 this year. We are a growing institution in a difficult financial period, and this increase in tuition is one way we

are going to try to adjust to some of the difficulties that all state institutions face within Texas and around the country. President Whitmore then asked the senators if they had any questions.

Senator Held asked if the President had any data on how far down we are for vacancies for the faculty. President Whitmore said he was not sure, but in general we have kept 30 percent of the faculty lines and the resources involved in them, setting that aside in order to provide funding for summer school. We now have summer school funded from a different source of funds, and therefore the plan in the Provost's Office is that colleges will be able to make decisions about filling some faculty lines that they have traditionally held open, but the President said that he did not know the number. **Senator Held** said that maybe it is just a semantic issue, but when you say that you want to grow the faculty, if we hire a dozen or two dozen faculty next year, and in fact we are down 40 or 50 faculty, we are not really growing. President Whitmore said he is talking about growing over the number of faculty we have working at this institution today. He hopes to add faculty to the existing lines that we have but that will be slow unless there is a much larger tuition increase than has been approved by the Regents and unless we did not want to try to make a positive adjustment in the faculty and staff that are already here. He said he is not pretending that this will be an overnight turn around by any means.

Senator Watts asked what role the President saw his office playing in preserving the autonomy of the Graduate Student Government Association? President Whitmore said that the group does not report to his office. He will work with the Provost's Office who would be directly overseeing how the graduate students are managed through the graduate college. President Whitmore said that it is an area that he does not have detailed knowledge about, but he is not an interventionist in the area; that would be a general policy issue and a general responsibility issue of the Provost's Office. President Whitmore has met with the individual that heads that body and believes in having a viable student organization. How it is aligned organizationally is not something he would be prepared to comment on or get interventionist about.

Senator Floyd asked if the President could describe his general philosophy about the role of intercollegiate athletics in a research university like this one, and more specifically, the finances of our intercollegiate athletic program. We have as a goal of our institution to get the athletic department to the point where it does not need any university funds to keep it going, that it could pay for itself entirely. President Whitmore responded that the history of Texas Tech is that it has a strong athletic program, and when he came here he accepted that as a reality, and he believes that as long as you have an athletic program you want it to be as good as it can be. You want it to be something that is a positive light for the institution, and that is his general philosophy about it. He said that he does not believe that you can find many state institutions or private ones that do not subsidize athletics to some extent. The figure that he has heard about our institution is not in any way out of line and in fact is in some ways modest compared to other institutions that he knows about. Iowa, for example, subsidizes about the same amount as Texas Tech. Most institutions provide funding for athletics partly in order to ensure that Title IX is being complied with, which involves making sure there is a reasonable balance between men's and women's scholarship participation in athletic events. In an ideal world, athletics should pay for itself, but the idea that Texas Tech could easily get to that point in the near future is probably unrealistic.

Senator Floyd asked if there is any move among university presidents to de-emphasize the role of intercollegiate athletics in universities such as this one. President Whitmore responded that he was not aware of any among institutions that had historically been participating in conferences.

Senator Camp asked how the administration measures how much the university subsidizes athletics and, according to that measurement, how much does this university subsidize athletics? President Whitmore said that he believes the figure is about 2.5 million dollars. It is measured by looking at the athletic budget and looking at where their revenue comes from.

Senator Ellis asked that in regard to promoting and maintaining diversity, would the President and his office support adding sexual orientation to the non-discrimination policy? President Whitmore said that it is his understanding that it has been under discussion for some time at this institution and that he has not studied it. He would like to learn more about it. He said that it was

the first time the issue had been raised to him and that he did not have an answer but would go back and do some homework.

Senator Floyd asked how the President felt, as a general philosophical matter, about discrimination against people based on sexual orientation. President Whitmore said that he felt that diversity issues ought to be broadly conceived. Usually there are some legal issues involved in wording for these documents, but as a general philosophy, this ought to be a very diverse campus. Usually this comes down to legal wording for a document that fits state and federal guidelines, hence the need to study this carefully before the President could comment on specific policy.

Senator Held said that he felt most senators would agree with the President in encouraging students to finish in four years, but in his department there were a number of disgruntled students this past semester that could not get into classes that they needed to take to fill out their degree plans. He asked if the President is monitoring the degree to which students are not able to get the classes they need semester by semester to see if the problem is getting worse rather than better. The President said that he would have to ask the Provost's Office, who would be the people that would be monitoring it. **Provost Marcy** said that he believed that this semester was one of the best that they have had in two years. The Provost spent almost every dollar that was freed up from current vacant positions to do that. He said that vacancies typically run about ten percent of the tenure-track positions. We have 85 vacancies and they have filled them at the rate of 60-70 per year. If we could fill all of them we would have more than 90 new faculty and replacement faculty on campus. The Provost said that he feels that the situation will be perceived as getting better. **Senator Held** said that another variable in the equation is people leaving every year. He asked if the Provost had an estimate of how many faculty leave each year. **Provost Marcy** said that the turnover is about 80-90 per year. President Whitmore said that with the growth that we have had we need new faculty and that if some of them can come from lines that have not been used before, they will still be new faculty to people that are here now. He is hoping that with some reasonable tuition increases we can hire some additional faculty beyond that but it will not happen instantly. Some of the additional money in the short run can be used to hire temporary people to teach some courses so that sections are available to address the need created by the growth in students.

Senator Spallholz asked if there will be a raise for faculty and staff in January or in the foreseeable future. President Whitmore said that he will be taking a recommendation to the Regents to increase faculty and staff salaries at their December meeting. It is an issue that they are not unaware of at this point. If it is approved at that meeting, the President said that he doubts that the raise will be effective in January but will take effect as early as possible after we go through a process. It would be a recommendation for merit-based increases, so there would have to be a process for deciding how those dollars get distributed. The January deadline is probably unreasonable but hopefully this could take place as early in the spring as possible. The President said the earlier the better because he thinks this is a very high priority.

Senator Troyansky asked with regard to diversity, large public universities that get large numbers of applications have tended to use rather blunt instruments or rather crude formulas, while smaller schools can look at every application much more closely. Is this the kind of process we are heading toward and will this mean a big funding increase for admissions? President Whitmore said that he does not know the cost implications but the requirement from the Supreme Court is that if you are going to use multiple factors then you have to consider individual people and consider those individual factors for each individual. He said he does not know exactly how the admissions people plan to do that. We have some time to figure that out because this will not happen until a year from now. Hiring a mass of people in any area is probably out of the question. We are going to have to figure out how to do it. If we need some very modest increases in order to handle it that is one thing. It will have to be worked out and he believes that faculty will be involved in helping them figure out how to do it. **Vice-Provost Hall** said there is automatic admission if the student meets a certain standard. In the "under review" category,

every application is already handled by a person who looks at that application and makes a recommendation. **Provost Marcy** said that it is worth noting that the university is not turning away applicants. The pool of applicants that they get is not large enough and the yield of students from that pool whom they admit is significantly lower than the more general population of students. So one of the things that has to happen is the yield of offers accepted has to increase and that is an immediate way to gain some ground. President Whitmore noted that 28 percent of the new tuition dollars will go to increasing financial aid. The rest of it will be used for compensating faculty and staff and hiring additional faculty.

Senator Hoo asked the President if he could comment on how close the administration is to filling the College of Engineering Dean's position. The President said that he knows that they have interviewed candidates and that they are at a stage where there are discussions going on with candidates. Some candidates may need to visit campus again, so there will not be an announcement in the next couple of days. **Senator Hoo** asked if the three candidates that were brought in are all still in the running for the position. President Whitmore said that as far as he knows they are.

Senator Held asked if the President has a feeling for whether the administration is lean and mean or whether there is any fat that can be cut there. President Whitmore said that he does not really know yet. His general impression is that it is pretty lean and that they cut a lot. There are two Vice-President positions that no longer exist and there are a couple of staff positions in the President's Office that no longer exist, and there are a number of non-faculty positions in the institution that have been cut. His sense is that they are down to a level where it is certainly leaner than it was a year or two ago. The President said that perhaps there is a position here or there that could be shifted but that there is not any gross savings to be realized by cuts in operational administration.

V. Old Business. **President Reed** addressed two issues that were raised at the last meeting. One concerns the Senate Room in the Student Union. She said she has heard that they are undergoing such extensive renovation and asbestos abatement that they are not going to schedule those rooms because the contract-driven proceedings might eliminate them or make them unavailable from day to day. The second issue concerned a remark in the UD about the areas of free speech. It was taken out of context in the UD and referred to the Student Affairs Handbook, page 17, of the Campus Grounds Use. That is simply a discussion of what the students can do on different parts of the grounds. It has in no way any implications for what occurs in the classroom.

Senator Troyansky asked about the Faculty Senate Welfare and Benefits Committee reports from a year ago that Marc Giaccardo was involved with. **President Reed** said that they have not been able to find out anything further about it yet but that they are working on it. **Senator Harter** asked about the diversity survey on campus that had been discussed in one of the last meetings of last year. Is the Faculty Senate going to give a report of the outcome of that survey? **President Reed** said that we can ask for it. The Gender Issues Task Force is meeting next week. Their survey is not quite ready, but she will ask Cathy Allen about it.

Senator Floyd mentioned that there was a pay equity consultant brought in to conduct a study, and asked if the Senate had found out anything about the results of it. **Provost Marcy** said that the data was given to Linda Gilbert in August or September and that he has not seen the results of it.

VI. New Business. **President Reed** asked if Senator Schaller wanted to make any observations about the holy days provision. According to Texas House Bill 256, students are allowed to go wherever necessary without prior notification. **Senator Schaller** said that Vice-Provost Brink might care to comment. **Vice-Provost Brink** said that the law was changed so that students no longer have to give prior notification. However, the new wording in the operating procedure states that students should give prior notice that they are going to be absent for the observance

of a religious holy day. Those holy days need to be consistent with an organization that is tax-exempt, according to the state statute. He said that he believed that the administration had gotten as close as it could to the admonition to be courteous by giving prior notice. **Senator Schaller** asked if faculty would be within their rights to require students to give prior notice. **Vice-Provost Brink** said that it is against the law.

Senator Held requested clarification regarding President Reed's earlier comments about members of the Faculty Senate speaking to reporters. He said that he had read the Faculty Senate Constitution and Bylaws and did not recall anything in those documents that prohibited senators from answering questions from reporters. **President Reed** responded by saying that senators are not prohibited from answering reporter's questions. The issue is that Senate business is known by the officers and prior to a meeting the officers are the ones who ought to be contacted to say what is coming up in the meeting. Adam Boedeker asked what if they cannot be contacted? **President Reed** said that there are three officers that can be contacted. Any issue a senator raises during a meeting can be discussed with that senator by any reporter from the AJ or the UD. In the article that appeared today, the word "debate" that appears in the title was apparently put in by someone on the UD staff. **President Reed** said she was told that it was an editor. "Debate" is not what the Senate did in the meeting today or what we normally do. **Senator Held** said that he believed that it is important for the Senate, as a democratic institution and a representative body, to not only tolerate a free press but to encourage a free press, and a free press sometimes makes mistakes and says things that may be inaccurate. But in total, it is a healthy part of our society, and the reporter who is here today did contact the President's Office to get the agenda independently of trying to obtain it from the Senate. There is nothing illegal or illegitimate about how the facts were conveyed to the UD. We may debate how they were presented by the UD, but Held said that it is his understanding that it is their prerogative.

VII. Announcements. President Reed announced that Vice-Provost Brink would address the Senate in November regarding the issue of graduating students on time.

VIII. Adjournment. President Reed adjourned the meeting at 4:08 pm.