

**Texas Tech University
Faculty Senate Meeting
Meeting #278
April 16, 2008**

The Faculty Senate met on Wednesday, April 16, 2008 in the Senate Room in the Student Union Building, with President Gene Wilde presiding.

Senators present were: Hamed, Johnson, Davis, Anderson, Boros, Carlson, Grair, Held, Iyer, Jeter, Koch, Niwayama, Roeger, Tacon, Ritchey, Agnello, Klinker, Giesselmann, Mengel, Sobolewski, Binkley, Colwell, Lauderdale, Dillon, Laughlin, James, Paschall, Gelber, L. Mann, Mayer, Reed and Williams. Senators excused were: Peoples, Oliver, Warner, Skerik, River, Syma, U. Mann, Alvarado, Sheet, Wilson, Shacklette and Maushak. Senators unexcused were: Kimball, Rainger, Wong and Hashemi.

- I. Call to Order – Gene Wilde, 3:15 p.m.
- II. Recognition of Guests: Provost Marcy, Senior Vice Provost Liz Hall Burns, Associate Vice Provost Juan Munoz, Associate Vice Provost Valerie Paton, President's Assistant Mary Jane Hurst, Parliamentarian Jenny Spurrier, Maggie Kylie, Trent Barnes (Daily Toreador), Haraldur Karlsson, Kathy Nordstrom, Nathaniel Haddox, Jean Ann Cantore, Marlena Hartz, Corky Drago, VP Tom Anderes, Ron Seaquist, Robert Baker, Fox Newl, Gopal Lakhani, and Crystal Bennett.
- III. Approval of Minutes, Meeting #277, March 12, 2008. The minutes were approved
- IV. Speakers: **Corky Drago**
 - Mr. Drago serves as the Executive Assistant to the Chancellor in the role of academic support.
 - He has never been a full time member of academia
 - One of the biggest challenges facing universities today is the cost of attendance. It is high and it is rising, resulting in deserving students being priced out of the market.
 - He asks that the Senate consider this basic premise, as it was the stimulus for the report Mr. Drago presented to the BoR.
 - Mr. Drago found, by examining the annual budget from FY 02-FY 07. There was an addition of 100 new faculty positions during this period. There was no corresponding increase in the number of student credit hours taught.
 - The information Mr. Drago presented to the BoR was derived from the Faculty Workload Report that is sent to the State Coordinating Board annually. The student family income data came from the FAFSA report.
 - These sources were reported to the BoR during the presentation.
 - The Regents' Rules set specific guidelines for the number of release hours that can be awarded to any one faculty member.
 - For those faculty members granted release time, the average from 2002-2005 grew from 3 to 4.5.
 - This whole issue was initiated to bring focus on how to improve the financial management of the university, not to place blame on faculty.
 - The report does not contain information other than teaching time and release time.
 - As the nation recognizes research programs, they normally look at the research funding that is generated by those release hours. VP for Research Dean Smith reported that 461 faculty members, generating 45 million, contributed last year. It would seem feasible to Mr. Drago that many faculty members could achieve more than that if more time out of the classroom was afforded for research.
 - A task force has been formed to look at efficiency. The task force is examining how to improve the efficiency of how lower level classes are delivered to our students. Delivering high numbers of student credit hours while increasing research productivity is not a mutually exclusive proposition.
 - Changes like this will require changes in the Regents' Rules.
 - The task force has representation from Faculty, Administration, Deans, Alumni, and Regents. The force is charged with analyzing opportunities for new OPs that help up maintain good fiscal practices while increasing the quality of our programs.
 - Mr. Drago stated that his role with the Chancellor is to discover new means of progress.

Questions:

- Senator Mayer: one thing he didn't allude to was that we have serious competition from other universities. If we have a workload that differs with competing institutions, we will have significant problems with retaining faculty.
- Mr. Dragoo: we are required by state law to have a minimum 18 hour workload per academic year. We have no option there. What we can do is make the best assignments as to how that workload will be distributed.
- Mr. Dragoo suggested that Deans and Department chairs might be allowed to make assignments.
- Additional questions: We are quite concerned about questions raised about using research funds to pay for faculty salaries. Will this be addressed in the metrics and procedures?
- Mr. Dragoo: Yes. Typically, research funding should be dedicated to support of research, not to pay the salaries of the research faculty.
- Additional questions: Have you looked at another school or set of school against which to benchmark TTU?
- Mr. Dragoo: we had today a discussion about doing that very thing. There were several hundred schools identified and that list can be provided to the Senate in a list.
- Dr. Hall: the current workload policy we have was modeled after the workload policy at A&M.
- Senator Agnello: part of the discrepancy is that much of our workload isn't part of the 18 hour reporting. Might we consider restructuring how to report our work to more accurately represent what we do on a daily basis?
- Mr. Dragoo: I assure you that the metrics for productivity are under consideration for change.
- Senator Johnson: I'm curious as to what constitutes release time. Do I need to reduce my hours back to 18? Are you taking the duties executed on top of classes taken into account when factoring workload?
- Mr. Dragoo: the metrics will be changed.
- Senator Giesselmann: 25% of his salary is paid for by research. Should we consider pricing release time into overhead?
- Mr. Dragoo: it all has to come out of the same budget.

Dr. Robert Baker

- Faculty Athletic Representative for TTU. Every university participating in NCAA sports must designate a FAR.
- Dr. Baker is in his 41st year at TTU, and in his 8th year as the FAR.
- There is an emphasis on compliance in athletics that extends all the way to the President. They assure that we are committed to being compliant and abiding by NCAA rules.
- Mr. Baker states that we admit student athletes who have a chance of graduating with a degree. A self study in progress indicates that the number of student athletes who graduate is greater than the number of students admitted to the university outside of athletics.
- We are part of the Big 12. This brings a lot of image to TTU, in addition to a significant amount of funding. Being a member of the Big 12, we are a member of a team that sets a standard for upholding academics.
- The amount of money put into athletics out of the budget is commensurate with the Olympic sports: volleyball, track and field, soccer, etc. These are all non revenue sports.
- We do a good job of tutoring our athletes. 330 are listed in the Big 12 Commissioners Honor Roll (3.0 GPA); 96 are on the TTU Deans' Honor Roll (3.5 GPA); 50 on are on the TTU President's Honor Roll (4.0 GPA); 68 are named to the Academic All Big 12; 7 as Academic All District. More than 50% received a 3.0 GPA. Our female student athletes have an average 3.1 GPA; the female non-student athletes have an average 3.0 GPA. Those numbers are 2.8 and 2.79 for male students, respectively. For the past several years, TTU has been ranked as having one of the top graduation rates in our football program: 79%. That's in the top 10% of the country. 10 of TTU's 13 sports have a graduation rate of over 75% percent.
- 5 student athletes were names to the two classes of Phi Beta Kappa.

Questions:

- Senator Held: is there pressure on athletics to do more with less?
- Dr. Baker: I think there is a tremendous amount of pressure to graduate students. The goal of all athletic endeavors by the NCAA is to ensure that the students get a college degree.
- Senator Held: clarifies that by pressure, he means is there pressure to keep costs low? When we read about deficits on the bowl game and enlargements on the stadium, we are concerned.
- Dr. Baker: if the game in question moves to Dallas, it will bring in another 3 million dollars. The plan is to transfer those monies to the Olympic sports.

- Senator Mayer: There is much talk about the concern of raising the overall GPA of student athletes. One Olympic sport consistently excluded from this discussion is swimming; swimming historically has one of the highest GPAs among student athletes and is fairly easy to implement.
- Dr. Baker: there is much time spent trying to balance the budget and to be in compliance with Title 9. We did have a swimming team many years ago, but redeveloping that team is not currently under discussion.
- Senator Mayer: swimming coaches work for much less than certain other coaches.
- Dr. Baker: cannot answer the question any other way. He encourages Dr. Mayer to write to Gerald Meyer with these concerns.
- President Wilde: can you comment at all on the President's Search?
- Dr. Baker: the search is underway. Some have outstanding credentials. We're beginning to gather the information to work through the list of candidates. Senators can send names of potential candidates to Dr. Baker or Robert Lawless.

V.

Old Business:

Committee Reports

Ombudsman Screening Committee

- We are at work trying to schedule a meeting.

Study Committee B

- Senator Jeter: OP 74.08 deals with faculty misconduct. Study Committee B investigated whether it was fair to all parties concerned, and unbiased with no conflicts of interest.
- The Committee looked at the recommendations of the AAUP, who asked that the Senate look at this.
- The Committee's recommendations are: (see handout from meeting and on email)
- Senator Klinker seconded the report from the Standing Committee.
- The changes passed.

Fall Break

- Senator Held: Chemistry says they are much more comfortable with the Monday/Tuesday proposal.
- Senator Niwayama: overall, Chemistry is in favor of the revised Fall break, except that there will be 13 Mondays and 14 of every other day. Chemistry then prefers that the whole semester start on Wednesday, instead of Thursday, and Monday classes will meet on that first Wednesday, thus there will be the same amount of each day for the semester. Another concern is the time allotted for final exams.
- President Wilde: the proposed Fall Break schedule does not affect final exam times. The proposal requires that the school year begin two days earlier.
- The Law School is opposed to the Fall Break and will not participate. The Law School already starts one week earlier, and cannot start even earlier.
- Senator Boros: With the lab scheduling, it can work if the Monday-Wednesday classes that will be missed can be made up by attending Monday-Wednesday courses on the first Wednesday-Friday of the semester.
- Senator Lauderdale: Some concerns are that this first semester is so important to first year students, that replacing only two days (starting two days earlier in the semester) is not sufficient. A third day (Wednesday) should be added.
- Senator Jeter: if we recommend a third day, will that be looked upon favorably?
- Dr. Marcy: it would not be out of the realm of consideration.
- President Wilde: the Senate then supports the option of the Fall Break starting on Wednesday rather than Thursday?
- This recommendation passed.

VI.

New Business:

- President Wilde: all Senators were sent a copy of the 5th Year Interim Report for SACS. Any questions should be directed to the Provost's office.
- Task Force for Efficiency: discussion at the most recent meeting centered around some information provided by Dean Ibeck (copies will be sent via email). Data was collected from universities around the country with the idea of creating standardized benchmarks to allow for comparisons of productivity. TTU was in the original study. The idea was to look at this and

consider adopting is as a means of looking at trends in productivity in different departments or units.

- Senator Held: is there a proposal on the table for the Task Force?
- President Wilde: yes, a proposal to meet again in May.
- Dr. Marcy: believes this Task Force will be operating for a long time. A good thing is that we have two Regents, both very concerned about how Regents' Rules impact the data collection and workload on faculty. There is a sense of wanting to revise that section of the Regents' Rules.
- President Wilde: the discussions at this meeting were very faculty friendly and geared toward developing ideas for fostering growth and accommodating more students.
- Vice President Reed: regarding the split between researchers and teachers: if you have a Faculty member whose highest calling is teaching and that Faculty actually teaches more and does less research, and is therefore not researching enough to suit the Graduate Faculty, and is then removed from the Graduate Faculty, will that impact that Faculty's situation regarding post-Tenure review? This must be addressed within the committee's discussions.
- Provost Marcy: Mr. Dragoo's view of the world is rather narrow. What Dr. Reed is talking about is scholarship. Mr. Dragoo is talking about funded research. Scholarship will not be put aside because someone is spending more time teaching. As long as faculty are being productive in their scholarship, regardless of extramural funding, they will not lose standing on the Graduate Faculty.
- Dr. Reed: the subcommittee on the Graduate Faculty determining whether research is sufficient is simply counting the number of publications. If that is not sufficient, faculty are removed.
- Provost Marcy: that is determined by individual departments and faculty members should be aware of that.
- Additional question: what was the reaction to President Wilde's analysis of the statistic? Mr. Dragoo did not discuss any reaction to it.
- President Wilde: the rhetoric has slightly changed
- Additional question: is there any feel for whether other institutions have already been examined?
- Provost Marcy: no comparisons have yet been made. Vicky West can help us with this. Most of the workload data that goes beyond course contact hours requires input by Department Chairs. If no one is using the data, Chairs may not annotate the number of other things faculty are doing to achieve the workload.
- Senator Bremer: this is a problem across the board.
- Provost Marcy: when evaluating workloads, he looks for those that are extreme when compared with their peers. Many times the extremes are due to under reporting.
- Senator Held: does President Wilde detect any backing down from the central component of Mr. Dragoo's presentation: to become the only major university to hold or lower tuition?
- President Wilde: this is not being discussed in the Task Force.

VII. Announcements:

VIII. Adjournment 4:32