

Texas Tech University Faculty Senate
Meeting # 294 February 10, 2010

The Faculty Senate met on Wednesday, February 10, 2010, in the Senate Room in the Student Union Building, with **Vice-President Jerry Koch** presiding.

Senator present were: Farmer, Anderson, Cox, Drager, Fallwell, Hart, Harter, Iyer, Koch, Mosher, Rahnama, Toda, Weinlich, Pasewark, Ritchey, Crews, Hendricks, Janisch, Pratt, Darwish, Giesselmann, Lakhani, Mengel, Blum, Colwell, Fowler, Kelleher, Laughlin, Soonpaa, River, Gelber, Tate, Heinz, Price, Spallholz, Syma and Watson. Senators excused were: Meek, CM Smith, Lauderdale, Schmidt, McComb, Warner, People, Sharp, Santa and Paschall. Senators unexcused were: Johnson, Boros, McFadden, Roeger, Tacon, Wong, Boal, Davis, Helm, Matis, Oliver, Chambers, Skerik, Ajlouni and Loudon.

I. Call to Order: Jerry Koch, Faculty Senate Vice-President, called the meeting to order at 3:17 PM.

II. Recognition of Guests: **Vice-President Koch** recognized guests: Martha Smithey, Associate Professor of Sociology and Chair for the President's Council on Gender Equity; Sally Post, Director of Communications and Marketing; Mr. Sam Segran, Associate Vice President for IT and Chief Information Officer. Lindsey Juckem, Misty Pollard and Artie Limmer all from Communications & Marketing; Janet May, Assistant Vice President for Human Resources; and Gary Elbow from the Provost's Office.

III. Approval of Minutes: **Vice-President Koch** called for any additions and/or corrections to the minutes of the 293st meeting of the Faculty Senate. Senator Farmer asked for corrections to the section on the Mike Leach resolution.

Another Senator asked for clarification of the amendment to the Mike Leach resolution from page 4 of the minutes; the question being raised on the voice vote taken on the Mike Leach resolution. Clarification was requested on the vote for the motion vote, and the motion to reconsider as it was moved and voted. Discussion to clarify followed.

Senator River suggested that Senator Weinlich be asked for clarification of the Library Committee report. The Library is short of funds because of the loss of HEAF (not Heath) funds – not short of librarians. And the reference to departments not paying fees refers to the fee waivers that scholarship students receive.

Faculty Senator Weinlich's attachment of her report should be made. **Vice-President Koch** asked if the Senate wanted to table the minutes because the library report was inaccurate or accept the minutes pending revisions.

Hearing no further comments, he called for approval of the minutes of Meeting # 293 held on January 13, 2010. **Senator Pratt** made the motion for approval of the minutes as written. The minutes were accepted by voice acclamation. The RCM an acronym, in the minutes refer to the Responsibility Center Management, and where this management program is mention in the minutes the full name will be inserted. **Vice-President Koch** called again for motions to accept the minutes with the corrections and pending amendments to be made as stipulated. Motion was made, **Senator Farmer** seconded and the minutes were accepted to include the amendments.

Library Report amendment: *The University Library Committee met on Wednesday, December 2, 2009. On the agenda were three major points, such as library funding for the current year and outlook, consolidation of the SW/ Special Collections Library with the University Library, and development in open access. The discussion, however, was almost entirely devoted to point no. 1, that is, 'library funding for the current year and outlook.'*

Dean Dyal pointed out that currently the University Library is operated on a very slender budget (\$ 18 million), a circumstance that has lead to cutbacks in several areas. Most notably was the temporary ban on purchasing books, which has been lifted on Monday, November 31 -- despite the fact that the money for purchasing books is still missing.

Dean Dyal brought to the committee's attention that the Library is short of \$ 5 million, because this year the money, which the University Library used to receive from the HEAF fund, was no longer available. According to Dean Dyal, his request for financial help was not met on time on account of the administrative change last spring. According to Dean Dyal, however, the money has been promised (but not yet arrived) and while the University Library is waiting for financial help, it is operated as if the money existed (hence the lift of the ban on purchasing books).

Dean Dyal furthermore pointed out that the University Library is mainly funded by the library fee that each student has to pay or the student's department is supposed to pay, if the the student is on a scholarship. Due to the increase of students who are receiving scholarships and due to the fact that, according to Dean Dyal, many departments do not make up for the waived library fee, the University Library has to cope with losses that amount to almost a million dollars per year. Moreover, the library fee does not amount to the actual credit hours: TTU students currently pay \$16, while de facto \$24 are needed.

In view of the past and current financial situation, Dean Dyal voiced his concerns about the prospective growth of losses. The University Library Committee responded with the offer to help springboard a plan for the financial consolidation of the University Library. A meeting has been scheduled for February 3, 2010, and part of the agenda will be the further discussion of a multi-year plan that aims at tackling the financial situation of the University Library.

Barbara Weinlich made the suggestion that Dean Dyal should give a presentation in one of the next faculty senate meetings.

Barbara Weinlich suggested that a professional should be hired to process interlibrary loans.

Dean Dyal talked briefly about the idea to create a digital repository for the published research of TTU faculty.

III. Introduction of Speakers:

Vice-President Koch then introduced Martha Smithey, Associate Professor of Sociology and Chair for the President's Council on Gender Equity who addressed the Faculty Senate on gender equity issues affecting the faculty. She provide a pamphlet and explained the charge of the Equity Council from the President's Office. The Council is advisory only and she suggested faculty visit the Council's website which is found at the President's Office website. The Council has Environment and Employment Committees which examines faculty employment and salary issues. The E&E Committees have looked at faculty salaries in a data file over 2007-08. The data file upon analysis shows that female Associate Professors earn about \$4800/yr less than their male counterparts regardless of years at TTU or College association. Similar circumstances exists for female instructors at TTU earning about \$4600/yr less than male instructors.

This data uses % females by department to measure the gender issue. Faculty at TTU is mostly male with almost all department heads being male. A comparison of Texas Universities shows that TTU is 5th with number of female Deans. There is a recommended 3-year plan to rectify the gender salary difference of female Associate professors and Instructors. One recommendation is a performance review of faculty with the lower salaries for possible increases and equity. The Council is asking the Faculty Senate to endorse in some manner the recommendations of the Council to implement the plan to

eliminate salary inequities as noted in the data. The report presented by Martha Smithy with lots of the data is presented on-line for anyone to review.

Question: Were there inequities in other ranks? Yes, but only Associate Professors and Instructors showed statistical significant differences in salary.

Question: The gender gap is not significant for the new hires at the Assistant Professor level.

Question: President Bailey is very aware that faculty salaries at TTU are generally very low compared to other TX universities and that salaries at TTU are compressed. Females throughout TTU generally have lower salaries than males.

Question Drager: The statistics are done by Colleges as the numbers of women in some departments are very low and cannot be treated statistically.

The question was raised how the Faculty Senate might address the issue of gender inequity in salaries. An ad hoc committee or the Faculty Status and Welfare Committee (FSWC) were suggested as committees that might take up the issue.

A question was asked; what is the % of salary that is inequitable? That answer was not available but it could be calculated. A ballpark Texas University salary for Associate Professors was thought to be about 60-65K. Why the inequity? Variables in the inequity include past starting salaries and time of employment along with opportunities for promotion. Climate and family obligations may contribute to delays in promotion for female faculty. One way to improve female faculty status is to establish a long sought-after child development and daycare center for the campus having been discussed for at least 12 years.

Question on exit interviews. Exit interviews have not been systematically collected across campus. Many people leave being unhappy and it's hard to have enough happy leaving faculty to do comparisons. The Faculty Status and Welfare Committee may take up the issue of gender salary differences and make recommendations. **Vice-President Koch** asked who chaired the Faculty Status and Welfare committee, the Chair was not present or did not respond.

Vice-President Koch welcomed Provost Smith as he joined the Senate meeting late.

Vice-President Koch then introduced Sally Post, Director of Communications and Marketing, commenting on the issue of the "Face" of TTU. Sally stated she would address two issues 1) a refresh of the TTU (FACE) website and 2) the Visual Identity System as its exits for TTU. Mr. Sam Segran addressed the function of the Web Executive Committee (WEC) as they look to review and revamp portions of the present TTU website. The WEC has talked to the all Dean's about the website and to seek input into what works and what does not work with the website. The WEC is to cast a wide net of opinion and survey the University community to make improvements. Navigation seems to be a real problem with the TTU website. Web pages are both old and new, so they are all in review, hundreds of thousands of pages. Upgrading the Google search engine with new links to departments and other university venues is in progress. Most common links hope to be established over time for the University. These changes will all take some time to establish.

Sally Post then addressed the Visual Identity System. There is some move to change the look of the TTU web site. She would like to hear what you like and don't like about the website. A few comments have included the website is too red, too busy, no double TT logo; could not tell what Tech is all about at the website. There are many navigational issues. Too many things are searched under "university". She ended by asking for input for website revisions that the University community wants.

Vice-President Koch then introduced Janet May; Assistant Vice President for Human Resources to address the faculty on the implementation of background checks on new faculty hires. In May 2009 all Staff positions were subject to criminal background checks prior to hiring. Anyone that gets a staff promotion also gets a background check. New hired faculty or instructors will undergo a background check beginning April 1, 2010 prior to appointment. This will not apply to graduate students. Average background checks cost \$52.00 with an average response of 3-5 days. No one will be hired with any felony convictions. Applicants are told that they can appeal a recommendation not to hire based upon the background check. Persons on the national sex offenders list will not be hired. HR looks at everything Ms. May said.

Each report is reviewed individually and the convictions are considered based on the nature and seriousness of the crime along with relevance it may have on the position for which the applicant is being considered.

Although there are numerous situations for consideration, the following are some examples which would deem an applicant "not recommended for hire":

- Any conviction of family violence
- Terroristic Threat
- Conviction with weapons
- Conviction of Identity Theft
- Criminal Trespass of a habitation with a deadly weapon
- Sexual Assault

Minor traffic citations, regardless of when they occurred, along with most misdemeanor convictions more than five years old are not used to deem an applicant "not recommended for hire."

The question was raised about policy. There is a policy for background checks in place for staff and there will be a policy that becomes effective for faculty April 1, 2010. Senator Drager suggested objection to a blanket policy. **Vice-President Koch** suggested that the FSWC with HR to assemble all the details of the new faculty policy on criminal background checks and report back to the Faculty Senate as a whole. The Faculty Senate will seek additional information on the new policy.

Question: What about International faculty? Most International faculty are in this country and HR runs the normal national background checks. Internationally checks are infrequent but are done.

V. Old Business: None. Other Items of Old Business. None

VI. New Business:

Vice-President Koch announced that President Meek has appointed a nominating Committee for the election of new officers for the new academic year. The Committee consists of Senators Rivers, Mengal and Koch. **Vice-President Koch** called upon the Faculty Senators for individuals to volunteer for election to offices.

Vice-President Koch announced that at the faculty Senate agenda meeting there had been discussion for the establishment of two Ad Hoc Senate committees; 1) to look into the retirement management options within the University's 403 (b) optional Retirement plan (ORP), and 2) in a pro-active way look into the proposed State of Texas 5% budget cut that TTU will have to propose and possibly implement as it may affect faculty salaries and future salary increases.

HR has lots information on the 403(b) retirement plan. Please volunteer to serve. Question? Where did this idea come from? It came from President Meek at the agenda meeting. You will have to ask him as to his reasoning for its examination and review of policy. This is a suggested pro-active review of the

retirement program. As noted, IRS regulations have changed for the ORPs. HR is the University administrator for the OR plans. Senator Hendricks volunteered to serve on the committee.

The budget cut of 5% is to propose that invited speakers address the proposed cuts and examine the implications of the proposed budget cuts in view of the past and how they may affect salary raises of faculty and administrators. The possible outcome of such a review might be a faculty resolution and recommendation to those that implement the budget changes to hold in mind past historical faculty and administrator's salary increases.

An Ad Hoc or Faculty Status and Welfare Committee, could be either to collect information and discuss the salary history in light of the proposed budget cut of 5%. **Vice-President Koch** asked for 2-3 volunteers for an Ad Hoc committee to look into the matter at this or at a later time. The matter could go to a standing Committee, like the FSW Committee.

VII. Liaison reports:

Senator Weinlich discussed three recent Library Committee deliberations, Library funding, Inter-institutional Library Subscriptions and Access and loss of Library funding from students on scholarships.

Report of the Library Committee Meeting on February 3, 2010

The Library Committee met on Wednesday, February 3. On the agenda were two big items, namely the planning for funding for the University Library and Southwest Collections Library(I) and the TTU System Inter-institutional Library Subscriptions and Access (II). In connection with the first item the committee also revisited the issue of waived library fees for TTU students who are on a scholarship.

(I) As to the planning for library funding, Dean Dyal presented to the committee a detailed budget request for the next five years, starting with a total budget request of \$22,320,167 for next year and ending with \$28,575,519 for the year 2015.

The committee inquired and/or received further information about certain items listed on the budget proposal:

1.) Since there is no state money in the library right now, the library has to request funds for covering the fringe benefits for their employees. These will amount to almost \$2 million by the year 2015.

2.) Furthermore, the Main Library is supposed to transfer \$600,000 per year to the library of the Law School. Dean Dyal pointed out that in this respect the Main Library engages in an unequal relationship with the Law Library, because the Main Library makes acquisitions for all students and faculty on campus and makes it available to all, whereas the Law Library, according to Dean Dyal, does not make their acquisitions available to anyone who is not affiliated to the Law School.

Point of clarification from Senator Sue Kelleher (a Law School Librarian) The Law Library materials are available for use by everyone (with the exception of a couple of electronic resources that are contractually restricted to law school students and faculty) and that anyone wishing to use the materials in the Law Library is more than welcome to do so. And some items are only available for use within the Law building and that for electronic resources the Law Library attempt to purchase access for the campus when possible.

3.) Headed under so-called *Approved Budget Requests* are the Main Library's aggressive efforts to provide services to students and faculty that should be offered by IT-services (but are not). One example is MATLAB, which, however, is only accessible by students of the department that uses the program.

Dean Dyal brought up the idea that these services should be made available to everyone, who can access the website. This measure would certainly ensure a wider outreach of the Main Library in the community and beyond.

In regard to the issue of waived library fees for students who are on a scholarship, which produce a loss of about \$1 million dollars per year to the Main Library, a 5-year analysis has been requested. In addition, it has been suggested that Rosslyn Smith should be invited and give a presentation on who uses the library and who pays for the use.

(II) As to the *Inter-institutional Library Subscriptions and Access*, Dean Dyal made the point that the TTU Main Library might be able to buy more, if the TTU system would pay for subscriptions and makes them available to all campuses of TTU.

Ideally, however, all universities and colleges in Texas should work together and make arrangements for a state-wide subscription. Dean Dyal referred to Ohio State University, which is paying the subscriptions for the whole state.

According to Dean Dyal, the proposed 5-year budget for the library would make our library comparable to the library of the University of Missouri, the University of Nebraska, and the University of Kansas. Our library would be par with the library of the University of Oklahoma, but it would be significantly behind UT Austin and Texas A&M.

The Library committee decided to meet again on March 3.

Vice-President Koch asked if there were any other Liaison reports. Hearing none he called for a motion to adjourn by the show of feet. The Faculty Senate adjourned at 4:42 PM.