

**Texas Tech University Faculty Senate  
Meeting # 299, October 13, 2010**

The Faculty Senate met on Wednesday, October 13, 2010 in the Senate Room of the Student Union Building, with **Faculty Senate President Richard Meek** presiding.

Senators in attendance were: Farmer, Kvashny, Mills, Davis, Perl, Cox, Drager, Harter, Weinlich, Boros, Fallwell, Lodhi, McFadden, Biglaiser, Borshuk, Cristina Bradatan, Durband, Held, Nathan, Rice, Stodden, Surles, Ritchey, Bremer, Hendricks, Janisch, Darwish, Lakhani, Matis, Bayne, Wang, Costica Bradatan, Leslie, Blum, Ross, McArthur, Callender, Syma, Chambers, Santa, CM Smith, Tate, Chansky, Duffy, Wood, Kelleher, Spallholz, Dodds, Kucera, and Awal. Senators excused were: Louden, Mosher, Rahnama, Helm, Fowler, Schmidt, Crews, Pasewark, Helm, Collier, Gilliam, Bradley, Heinz, Sharp, Ajlouni and Whitfield.

**I. Call to Order:**

**Richard Meek, Faculty Senate President**, called the meeting to order at 3:16 PM.

**II. Recognition of Guests:**

**Faculty Senate President Meek** recognized our guests: Bobby Gleason Deputy Director from the Athletic Department and Greg Winter from Trune (golf course management) at Rawls Golf Course. From the Provost office: Provost Bob Smith, Valerie Paton, Rob Stewart and Gary Elbow. Vicki West, Managing Director of Institutional Research; Matt McGowan from the Avalanche Journal, Bruce Bills from the Staff Senate, Nathaneal Haddox; Staff Ombudsman and Sandy River, the Faculty Senate Parliamentarian. Former Faculty Senator and History Professor, Dr. John Howe.

**III. Approval of Minutes:**

**Faculty Senate President Meek** called for any corrections or changes to the minutes of the past Faculty Senate meeting. Dr. Held mentioned a name correction. With this change Faculty Senate President Meek asked for a motion for approval of the minutes of Meeting #298 as corrected. Motion was made to accept the minutes as corrected and the minutes were accepted as corrected by voice acclamation.

**IV. Updates from the Provost: Bob Smith, Texas Tech Provost and Senior Vice**

**President. Provost Bob Smith** outlined three subjects for the Faculty Senate:

- Budget Working Group (BWG) Update
- Conflict of Interest Update
- Study Abroad Update

**Budget Working Group (BWG):** Has met three times, including twice in Sept. (9/17 and 9/29) with a meeting due for the 13<sup>th</sup> (10/13).

Provost Smith emphasized his review would focus on the deliberation process. They had concerns in these three meetings centered on two items: 1. Revenue Enhancement; and, 2. Cost Reduction.

There are several initiatives already underway in both areas that were described as “practice” in adjustment to the emergence of new conditions in the state, which will provide a better sense of what works and does not work and, more importantly, how well.

The BWG is charged to deliver a report to the President, targeting December 15, 2010.

Provost Smith reiterated a request in September to the use of the blog, “All Things Texas Tech” (ATTT), through *eRaider* regarding the budget process on the Provost site or directly through Provost/budget/index.php.

**Conflict of Interest (COI):** Provost Smith referenced OPs 32.07 and 32.23.

OP 32.07 directly involves faculty consulting. In general, it meant to facilitate university mission, including exposure of our faculty outside the university, and on-going development of faculty expertise.

In the case of consulting to ‘for profit’ academic institutions, all forms need to be disclosed. Advising in an area of expertise, such as curriculum structure can fit within the OP, but requires some care.

Provost Smith noted some differences in academic mission. For example, of 470,000 students enrolled in Univ. of Phoenix, 350,000 are in primarily or exclusively on-line curricula.

OP 32.23 considers other employment. While the nature of academic appointments varies, concurrent teaching is an area that is 'harder to justify' and is different from consulting.

**Study Abroad:** Provost Smith draws attention again to ATTT, but underscores the unique role of I.C.C. across most institutions to the university's Study Abroad mission. Not only does ICC organize trips with arrangements and contracts that professors can have arranged, but is, also certified to accommodate passport applications and processing.

Provost Smith emphasized the importance of language and cultural exchange and noted the involvement and need in engineering as technology and business becomes global in scope.

Other partnerships include Association of Independent Colleges and Universities AICU to arrange overseas courses and other educational experiences for faculty and students. The relationship for faculty is even closer in the case of Seville with several faculty members having taken advantage of this campus including a recent visit by the Dean of Mass Communications.

Provost Smith closed with a concern to stay flexible and embrace change.

#### Questions & Answers for Provost Smith:

**Senator Julian Spallholz:** Were there merit increases? In particular, this Fall?

**Provost Bob Smith:** "No Budget existed" to do it. This is true all across Texas.

**Senator Julian Spallholz:** "Was there any announcement of no raises?" Noting he had not received a notice and nor had other faculty.

**Provost Bob Smith:** The Dean's were informed early that there would not be any merit raise this year. They may not have passed it along.

**Senator Julian Spallholz:** Expressed the lack of notification is an issue. "Were the Deans instructed to pass notification of no raises along?"

**Provost Bob Smith:** They were not ordered to, inferred only. Provost stated that there may have been 10 equity adjustments given.

**Vice Provost Rob Stewart:** The Budget sent to the Colleges indicated "No Merit Increase."

**Faculty Senate President Meek** made note of the ongoing Capital Campaign as we focus on the budget. As "we become more private" as an institution, is increasingly important.

**V. Speakers:** Faculty Senate President Meek welcomed guests Bobby Gleason and Greg Winter from the Rawls Golf Course.

**Deputy Director, Mr. Bobby Gleason** introduces Mr. Greg Winters from Trune (golf course management) and provides a brief History of the Rawls Golf Course:

The golf course was named after Jerry Rawls, after his \$8.5 million contribution. It was completed in 2003. Tom Doak was the designer of the golf course. He was in the "top 10 designers" of golf courses. Gleason noted that availability and membership is a good recruiting option.

Rawls is anticipating a Club House opening but needs more activity to be solvent, the membership needs to grow. With that he introduces Mr. Winter from Trune industries.

**Mr. Greg Winter** informs the Faculty Senate that Trune has 9,000 employees and over 200 golf courses.

- Three in Texas (also San Antonio and Ft. Worth)
- Reward Program for Members and Guests
- \$35 M-F and \$38 on week-ends
- Golf Digest Rawls Rated #4 in Campus Golf Course Award, #13 public golf course in Texas.
- Open Year Round with carts available
- Jerry's Grill is open with faculty discount on lunches.

Mr. Winter states he is looking forward to a club house after \$3.5 million in gifts with \$700K left to go; and they will start construction in January. Concludes by welcoming faculty and inviting to free tour

Questions & Answers for Mr. Gleason and Mr. Winter:

**Senator Lewis Held:** (for Mr. Gleason) Is the Athletics Department doing “any belt tightening?”

**Deputy Director Gleason:** noted that they have been cost-cutting since 2008 and no raises in 2010 with more restrictions on travel. TTU is looking to conference-wide agreements for savings, e.g. soccer can eliminate non-traditional seasons; but needs NCAA help and conference coordination. TTU President Bailey is now on NCAA board to help press the case and represent TTU.

**Senator Lewis Held:** noted that Athletic’s department budget is “hard to read.” What is the institutional subsidy?

**Deputy Director Gleason:** \$2.5 million in institutional support for Title 9 and also for support of non-traditional sports.

- Athletics pays back \$5.5 million in gross revenue.
- Resources Cover Financial Aid, a subsidy to education
- Resources Cover Arena Operations

Mr. Gleason finishes with encouragement for faculty to join the Golf Course.

**Faculty Senate President Meek** comments that one can always get a free golf course tour and encourages those interested.

## VI. Old Business and Committee Reports

**Faculty Senate Vice President Tim Mathis:** Gave a short Report from Academic Council:

- On-going discussion related to course approvals
- Review of San Angelo basic education requirements and assessment

**Senator Shane Blum: Student Union Fee Advisory Board** report: Notes that expansion of the SUB are years away.

**Senator Shane Blum: Academic Integrity Task Force** is close to a final version to present to the Faculty Senate in November. Then it will go to the Board of Regents in December.

A copy of the final version was emailed to all Faculty Senators along with the October Faculty Senate agenda.

**Senator Shane Blum** noted that Policy Guidelines borrow heavily from a model at Rutgers. Broadly,

- *Level 1* violations can be handled “on their own” by faculty
- *Level 2* violations go to Associate Dean.

**Senator Julian Spallholz:** Concerning level 2 – “Cheating is not necessarily a level two violation?” This can mean due process is not necessarily followed. There is a need to use the Student Judiciary Committee.

**Senator Shane Blum:** Objective was to consolidate Academic Integrity into One standard document as guidance to avoid confusion from multiple sources. Exceptions or differences should be noted as “exceptions” from a standard guideline.

**Faculty Senate President Meek** encourages everyone to read the document in order to make academic integrity practice work effectively.

**Faculty Senate President Meek** calls upon Senator Lewis Held for updates from “Faculty Status and Welfare” Committee **OP 32.01 and OP 32.16.**

**Senator Lewis Held:** Wanted to thank Dr. Munoz for assistance and work on **OP 32.16.** He emphasized a cooperation over the summer as an example of the success and university benefit of shared governance.

**Senator Lewis Held** introduces a resolution on **OP 32.01** – a resolution regarding the solicitation of external letters for applicants for tenure and concerns for possible violations of **OP 32.01.** Passed unanimously by the committee on

9 September 2010 and submitted now for consideration (and voting) by the Faculty Senate for the Senate Meeting to be held on Wednesday 13 October 2010

#### RESOLUTION O.P. 32.01

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**"Whereas Provost Smith is requesting new tenure rules (concerning external letters) on faculty hired under TTU's existing tenure policy OP 32.01 and has submitted draft revisions\* to the Senate to officially incorporate such rules into the next official version of OP 32.01,**

**and**

**Whereas these draft rules are currently under consideration by the Faculty Status & Welfare Committee but have not yet been approved by the committee or presented to the full Senate for deliberation,**

**and**

**Whereas OP 32.01 Section 10 clearly states that "Faculty members in a probationary status on that date [of any policy revision] will have the opportunity to choose the tenure policy – the policy applicable to them, or this policy – under which they wish to be considered for tenure,"**

**therefore**

**Be it resolved that Provost Smith should allow tenure-track faculty hired before Fall 2010 to prepare their tenure dossiers in accordance with TTU's existing OP 32.01--that is, without following the new rules concerning external letters."**

*The resolution was and is opened for discussion without the need of a second.*

**Senator Julian Spallholz:** notes that the Faculty Status & Welfare Committee was concerned the OP mirrors student grandfathering of requirements under the Catalogue of Entry. That catalogue "grandfathering" was used to draft the resolution presented to the Faculty Senate today.

**Senator Lance Drager:** Notes the Provost considers this request for attention to the external letters process not to constitute a substantive change, or not an OP change. Drager notes that this is the debatable point at the center of the concern.

**Senator Lewis Held:** Records the history as available to public record. On May 6, Provost sent Vice Provost Stewart, an OP policy change. Held argues that at this point it is not a "debating point." At that point the process for external letters becomes a change that is now policy.

**Senator Lance Drager:** The issue for clarification is not at this moment whether a change in the process of submitting external letters for a tenure dossier is a good or a bad idea, but whether the procedure for entering a change or a *de facto* change in an OP was followed.

**Senator Lewis Held:** It is really an issue of fairness, simply grandfathering existing tenure track faculty to a tenure evaluation process as it stands when they enter.

**Senator Wendy Ross:** The Law School is wondering about the "peer-institution list."

**Senator Lewis Held:** Clarifies that the change requires at least three must come from the peer-review list. If the maximum letters is five, then, as "I understand it," it requires more than five letters to open it up.

**Senator Lance Drager:** The contents of the shift can be considered later. The central issue here is *Fairness*.

**Senator Stephen Cox:** "Is a resolution needed?" Grandfathering is already a part of the OP process.

**Senator Lewis Held:** It seems that this process was moving outside the Ops. So in August a *de facto* policy change existed.

**Senator Lance Drager:** This is a more general problem. There are several OPs in the pipeline that need help with limited manpower. Actions that constitute changes in the behavior that are done so as considerations for a perceived demand from superiors with such broad application are changes in OP without approval. That makes this very important.

**Senator Julian Spallholz:** The peer list has no "National Institutes or Agencies," such as NIH, NREL or government researchers for dossiers.

**Senator Lance Drager:** This is a revision in form.

**Senator Daniel Nathan:** The point is to regard rule of process. The substance of the change is not really the question.

**Senator Lance Drager:** the question is can this change be allowed or not given the OP?

**Senator Lewis Held:** A vote for the resolution says this change is not an option for the Provost.

**Senator Rafiqul Awal:** Comments on the small list of Peer-Institutions. For Civil Engineers or others in close technical fields, the requirement of “No Relationship; No co-authorship or No Co-PI,” punishes many scholars, where the list of experts is quite small.

**Senator Lance Drager:** The question today is not content. But anonymity is hard to get. It can be lots of work.

**Senator Dorothy Chansky:** reporting on AAUP last spring, the question is in two phases: Is **OP 32.01** grandfathered? What about in future years? There are better institutions. My letters will come from Harvard, Princeton and Yale. The concern is really for those with letters from below. If the 300 in line on tenure track “go below,” will we lower the standard of 1/3 of the faculty?

**Senator Lewis Held:** Only 3 dossiers out of 63 were at issue last year.

**Senator Dorothy Chansky:** Will they get approved?

**Senator Steph Harter:** There are protections. The chair selects outside reviewers. Clearly a Peer Institution is not a guarantee of Peer Department.

**Senator Lance Drager:** We can deal with the list later. The resolution today is not about that.

**Senator Lewis Held:** The real issue is that the change did not involve the Senate. The Dean’s Council as a means of alerting the Faculty Senate is problematic as it has no public minutes. There are important issues for the university. The Dialogue between AAUP and the Provost make the unilateral change clear.

Also the policy was something of a moving target over five months, leaving candidates confused and changing their lists late in the game. This is part of the problem in not involving the Faculty Senate. The process puts us at risk. We need to vet these in shared governance. What about legal challenges for those denied? Besides, this process is required by the university Ethics Policy. It may even threaten SACS conditions.

**Senator Bret Hendricks:** “Can we hear from the Provost?” ... “Can the Parliamentary Rules Allow this?”

**Faculty Senate Parliamentarian Sandy River:** Yes

**Provost Bob Smith:** We are bound by OPs and by the Faculty Handbook. The suggestions we made are in the spirit of the handbook. More than three cases caused concern. Only three were really egregious. Last year we found dossiers that were hard to review. We need to get letters that are unbiased. What is the intent of **OP 32.01**? That is the issue. It appears that the intent is to receive fair and unbiased reviews from the very best scholars. If we treat all the same, the concern is that two dossiers, side by side, risk giving an advantage to a candidate, or more critically a disadvantage to one who sought a true outside arms length review. We respect the **OP 32.01**. The Provost Office is not being rigid here. The catalogue “does allow some revision for curriculum.” What is called a Policy here was for Guidance.

**Senator Lewis Held:** “The Peer Institution List is a change in policy.”

**Provost Bob Smith:** We will be flexible until **OP 32.01** has changed. Until **OP 32.01** is changed, faculty live under the old rule.

**Senator Lewis Held:** No OP revision has been submitted by the Provost.

**Senator Lance Drager:** So **OP 32.01** today is binding.

**Senator Daniel Nathan:** There is a parallel to the student catalogue. Students can choose the catalogue to use – the one under which they entered or the revision for new entrants.

**Faculty Senate President Meek:** This is what the Provost suggests.

**Provost Bob Smith:** Changes are possible under the rules and at student’s discretion over the rule under which they choose to operate.

**Senator Todd Chambers:** Point of Clarification.

**Senator Lewis Held:** No one person writes an OP. In shared governance we all write OPs. Notes on May 6 may appear as a recommendation, perhaps as intended; but: The Faculty Status and Welfare Committee was forced to respond.

To alter practices, especially around Tenure, we need legal, binding and enforceable documentation. There is precedent and this became policy.

In September, the Provost office went forward without a request for a change in the OP.

The question here is what to do about future years. Faculty members are grandfathered.

**Faculty Senate Parliamentarian Sandy River:** The Senate received revisions to the draft that the Senate submitted. There were few changes and there was shared dialogue on the issue.

**Faculty Senate President Meek:** "Is there a motion to call the question?" **Senator Robert Davis:** "So Moved."  
**Senator Julian Spallholz:** "Second."

**Unanimous Voice vote to end Debate.** Secret Ballots Passed Around.

**Senator Lewis Held** conducted a briefing on other OP work by the Faculty Status & Welfare Committee. More resolutions are expected for December. Work continues with administrative dialogue and input from AAUP. Issue of standards for letters will come later.

**Senator Dorothy Chansky** requested a Committee List and was directed to her red Faculty Senate binder.

**Vote on Resolution:** 36 Yes- 3 Negative- 3 Abstain. Resolution Carries.

**Resolution and discussion of electronic records for evaluations:**

**Senator Ronald Bremer: Faculty Senate Committee C report on Student Evaluations:** Working on resolution to include student evaluations of Graduate courses in addition to Undergraduate Courses. Points outlined:

- Provide all information to the public without an eRaider filter. List key questions but allow easy access to whole evaluation.
- All evaluation material on the web with easy retrieval.
- Simply list all 16 questions for all courses, grad and undergraduate.
- Commences in Fall 2010.

**Senator Lance Drager:** "Why not include standard deviations?"

**Senator Julian Spallholz:** What about reporting the GPA of the class and the standard deviation?

**Senator Ronald Bremer:** That was not discussed. We were simply trying to comply with HB 2504. But whole record of evaluations can be retrieved – including individual results.

**Senator Stephen Cox:** Does the Senate need to make a report?

**Faculty Senate President Meek:** No. Simply a request regarding electronic presentation. Meek then requests input from Valerie Patton and this and also on Administrator Evaluations..

**Vice Provost Valerie Paton:** "A request is fine. We are likely to follow recommendations." As for Administrator Evaluations, "They belong to the Faculty" and she sees no obstacle procedurally to including them.

**Senator Lewis Held:** There is no OP affected in either case

**Senator Lance Drager:** We will need to include more postings later such as Standard Deviation of evaluations by question and class GPA.

**Faculty Senate President Meek:** Ready to Vote. We can go without motion to close debate.

**Whereas:**

**Per Texas Administrative Code Chapter 4, Subchapter N, section §.228: "Develop a plan to make evaluations publicly available on the institution's website"**

**Institutions shall conduct end-of-course student evaluations of faculty for each undergraduate classroom course as defined in §4.227(10) of this title, and develop a plan to make evaluations publicly available on the institution's website.**

**All course and faculty evaluations are currently available to anyone through an open records request. Open record requests for course and faculty evaluations consume large amounts of personal time.**

**Private companies are selling access to course and faculty evaluations which they obtained through open records requests.**

**Course and faculty evaluations are currently available to all TTU students, faculty and staff via eRaider links.**

**Convenient access to course evaluations will make the transition to an electronic tenure and promotion process easier.**

**Department chairs and Colleges will have a simple central location to obtain course and instructor evaluations.**

**Be it resolved that:**

**Questions 1-16 means for of all student evaluations of course and instructor be posted online and be accessible to the public through a link of IR web-site to the TTU homepage.**

**Means for Questions 1-16 for all organized undergraduate and graduate courses would be posted.**

**The currently approved form for “Student Evaluation of Course and Instructor” in OP 32.32 will be used for face-to-face courses and the corresponding form will be used for online courses.**

**The data cited above for Items 1-3 would be available for all courses offered Fall 2010 and later.**

**The link of Course and Instructor Evaluation data from the Public Access to Course Information site to the IR data will mirror the access method currently implemented within the eRaider system.**

**Passes By Unanimous Voice Acclamation:**

#### **VII. Announcements and Reports**

Review of Faculty Grievance Process is referred to the Faculty Status and Welfare Committee.

**Senator Daniel Nathan:** Faculty Development Leave Report. Referring to handout. Development leave was reduced to 20 in order to hold 15 for possible enhancement Fellowships awards across campus.

**Senator Carolyn Tate:** To Provost. She asks if this is to be permanent.

**Provost Bob Smith:** The intention is to make these permanent.

**Faculty Senate President Meek:** This helps with potential AAU membership.

**Senator Julian Spallholz:** Are the 15 to be made up?

**Vice Provost Rob Stewart:** We are starting this year with allotting 15 FDL's for high-prestige, NRUF-type national fellowships to see how it works. We may adjust that number in the future, but the plan is to always allow for some FDLs for these types of fellowships.

**Faculty Senate President Meek:** Texas Tech University President Guy Bailey will address the Faculty Senate in December on RCM (Responsibility Center Management).

Krista Melcher from the Texas Tech Club will make a presentation in Nov or Dec.

Child-Care is moving forward in the President's Office. Meek expresses interest and excitement that something really seems to be happening. Faculty Senators Jennifer Kucera, Ethan Schmidt and Donell Callender are all on this Committee.

Next year the Provost is also offering \$10K per year to Faculty Senate President and \$10K to the Faculty Senate Vice President, to help offset department loss for officers.

**Faculty Senate President Meek** offered the opinion that shared governance is at a high point and encourages members to consider becoming Officers.

A Mailbox called “Faculty Senate” now exists. The Faculty Senate is looking for new ways to facilitate communication from top to bottom/bottom to top, and in this way contributes significantly to transparency.

**Faculty Senate President Meek** calls for a motion to Adjourn.

**Senator Lewis Held:** Moves to Adjourn. Beleaguered Faculty Senate Secretary seconds.

**Motion to Adjourn Passes By Unanimous Voice Vote at 5:12 PM**