

**Texas Tech University Faculty Senate
Meeting # 300, November 10, 2010**

The Faculty Senate met on Wednesday, November 10, 2010 in the Senate Room of the Student Union Building, with **Faculty Senate President Richard Meek** presiding.

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

I. Call to Order:

Richard Meek, Faculty Senate President, called the meeting to order at 3:18 PM.

II. Recognition of Guests:

Faculty Senate President Meek recognized our guests: From the Provost office: Provost Bob Smith, Valerie Paton and Gary Elbow. From the Texas Tech Club: Rory O'Neil and Krista Melcher; Matt McGowan from the Avalanche Journal, Bruce Bills from the Staff Senate, Birgit Green and Sam Oswald from the OPA, Justin Louder from the Ethics Center, Professor Gad Perry with TTUs AAUP, Sally Post, Michelle Hougland and Brandon Tyson from Communication Marketing and Sandy River, the Faculty Senate Parliamentarian.

III. Approval of Minutes:

Faculty Senate President Meek stated that due to the Faculty Senate Secretary Michael Farmer being out ill and just recovering from being in the hospital, the minutes for this meeting will have to wait and be approved next month.

IV. Updates from the Provost: Dr. Bob Smith

Faculty Senate President Meek noted appreciation for the opportunity to hear from the Provost's office updates on recent activities.

Provost: The Budget Working Group – served on the Southern Association of Colleges and Schools off-site review recently. This first effort with regional accrediting association provided an opportunity to bring back insights. Currently the BWG has about 40 members of leadership of institution, including the Faculty Senate, Student Government Association, and Staff Senate. They are discussing revenue and policy enhancement adjustments, budget adjustments, and budget forecasts.

Latest news is the projected shortfall in the state budget now, which is close to \$5 billion for just this fiscal year. It is anticipated that at the end of the biennium possibly as much as \$20 billion shortfall. There is not a lot of flexibility statewide relative to priorities. Prisons, Medicare, Medicaid financing, matching federal subsidies and typically mandated support for K-12 education all come first. We can anticipate that higher education will have significant challenges. A report is being prepared and all the final minutes will be available on the Provost's website.

Recognition of regional accreditation by SACS: The 50+ programs that are accredited rely on university accreditation. In the ten year review cycle, there are about ten people off campus empanelled to look at sizable documents that come out of the institution. I would like to give thanks to Valerie Paton, of the Planning and Assessment Office for her time and effort. The work done in Digital Measures is critical for putting together the documentation needed for our fifth year report, as well as for the offsite and onsite processes in a few years.

There is a new program for podcasting, AcademicCast, launched November 3rd. AcademicCast will give a voice to the faculty, staff and students to express views on academic life. The studio is located in the Academic building. This will keep our community informed of policy, forum and good news of things that are happening. Production of this is through Katie Allen and Scott Irlbeck. November activities include Dr. Shane Bilimoria and Dr. Lou Densmore of Biological Sciences, and Dr. Gretchen Adams in History.

Dean searches. We have 14 deans on campus, and while there is some turnover, we do need to look at the interim and permanent leadership. Recently Matt McGowan wrote regarding the relationship that we have with the Registry of College and University Presidents. John Strauss, who served as an interim dean and Chuck Rook, both volunteered to head up our search committees for permanent deans, and we are now in the late stages of identifying a person for Dean of Education. Subsequently, we hired Steve Fritz in the Honors College, and Peggy Miller in the Graduate School.

Questions for the Provost Smith that were taken from the floor were:

Senator Lewis Held: to what extent is our university endowment available as a rainy day fund:

Provost: Endowment for Texas Tech University itself is something around \$430 million, with the payout being about 4 ½ % per year. Most are not totally discretionary, are earmarked for scholarships, program support, and endowments for faculty, for professors and chairmen. There is not much flexibility available in this, for moving it around. However it can in some degree protect salaries of endowed faculty. This can free up some state support, if they had been totally funded by state support, in times of a budget cut for other purposes. That will be looked into further.

Senator Julian Spallholz: On the budget working group on the website, do you list the individuals that are on that? How many faculty are on there? Provost: Yes. It is in the original report as well. There is a direct representation of the Faculty Senate, and all academic administration are tenured faculty. Other representation is from the Teaching Academy, Horn Professors, Faculty Senate, so of mainstream faculty members, maybe 5 or 7. The Faculty Senate representatives are Farmer, Meek, and Pasewark.

Senator Daniel Nathan: Can you talk on the hiring freeze? Provost: It may happen after January 1st. President Bailey will be speaking to some oversight of hiring soon.

Guest- Dr. Gad Perry: If that happens, is it going to affect searches that have already been approved?

Provost: Since we are looking at a potential cut and the governor has said to prepare for anything from 5 – 20%, it is prudent that we at least take a look.

V. Speaker: Rory O'Neil, General Manager of the Texas Tech Club. Information was provided by the Texas Tech Club, is now available for faculty use for breakfast, lunch and dinner meetings. The dues are \$25/month, with a \$50 initiation fee. Procurement cards can be used. Website is www.texastechclub.com. We have catering facilities also that are located on east and west sides of the stadium.

Speaker: Sally Post, Michelle Houghland & Brandon Tyson from the Office of Communications & Marketing, There was discussion of bringing Double T back into a little easier use; all branding items brought together. President Bailey wanted our branding to be the most recognizable in the nation. Any artwork used, must follow the new guidelines. Webpage will be updated by Spring of 2011, so it will be easier to navigate and read. Updates that have been made: no change to coat of arms. Faculty can continue to use as it is. The mark that was introduced was a Double T signature that includes the Double T with the name of university and also with the tag line. This is what you'll see on all business cards, as templates were changed in September. Printing needs are now outsourced, but all vendors are trained in templates allowed. It is a unified identity for TTU. The alternate signature is just for using a mark to represent Texas Tech as a whole. One may use with or without coat of arms. Their office does have a designer to help set it up in different systems if you need it.

VI. OLD BUSINESS

University Council Community & Liaison support – Dr. Shane Blum: Academic integrity policy.

The Academic Integrity Policy was sent out about 2 months ago to the Academic Program Committee, then to full faculty for their review last month. Two comments: one addressed in earlier revisions – policy and procedures – specifics about how faculty would do some of the things that are addressed in the policy. The idea was to have policy approved as it was suggested by Faculty Senate. It needs to go through approval process now so it can go on their December agenda. Then in spring, the AIPC would make it a lot easier for faculty to develop letters going out to students, the creation of a template of letter that would be sent out to them.

Secondly, the received email suggested about how some programs or departments might have accreditation issues, which may change how they are required to deal with academic integrity. If departments have such issues, they would take precedence (this was a suggestion, to help deal with exceptions in an appropriate manner).

The committee has made this recommendation for Faculty Senate to approve. No second required.

Senator Steph Harper: States she wasn't aware it was being circulated and faculty had not seen it in Psychology. She raised concerns with ethical violations regarding psychology students being reviewed, and departments not having authority to address issues in house. Due to privacy issues, she does not want this change to occur if it means that the faculty, program, or departments have no authority to address violations. The policy brings up issues with the American Psychological Association. She discussed Level Two Offenses and departmental policy. Issues regarding privacy of clients require closer supervision than that of a general university body. **Senator Shane Blum** addressed questions, that the faculty members can

impose sanctions within their course and grading, and the programs & departments can impose sanctions. Then we refer them on to the university in case of further sanctions; for instance, in the case of third or fourth violations. Individual faculty, programs and departments need to be able to act on these issues before referring them on to a university committee. If necessary, the issue can work through the academic judicial system. **Senator Shane Blum:** I think it makes perfect sense that if the program or department has stronger academic integrity policy judicial proceedings, that if they want to also go to the university, they can.

Senator Lewis Held: Stated he would be more comfortable if Dr. Blum would incorporate that amendment officially in the language of the AIP, rather than relying on a phone call; that for future legal purposes alone, we need a clarification in writing as part of the document itself, and should be tabled until then.

Faculty Senate President Richard Meek: I believe the table takes precedence.

Senator Lewis Held: so moved. **Senator Daniel Nathan** seconded. Academic Integrity Policy recommendation carried into next Faculty Senate meeting.

VII. NEW BUSINESS:

Senator Held for Faculty Status and Welfare Committee Report: The committee moved the Faculty Senate approved a draft version of OP 32.16 that was handed out at the door as the final version, of posting to the TTU website.

Senator Wendy Ross of the Law School has concerns over language regarding diversity in the colleges and recruitment of minorities. It currently reads “general population of qualified candidates”, regardless of ethnic identity. Also discussed was whether or not applicants have the terminal degree required by SACS. Further discussion ensued that we do not want it to be an issue of meeting quotas, but rather filling open positions with the best available candidate.

Senator Lewis Held: see page 2, changes to qualified candidates, review of general population pie chart of minorities. He states he does see two sides. The committee did have discussion of needing qualified candidates. The line approved by TTU EEO, was passed by Vice Chancellor and EEO and affirmative action. Have to review pool of available candidates who are qualified, are limited by those who are available. Committee was uncomfortable with that language in the first place. The committee members had a long conversation w/ VP Munoz, assistant director of EEO, about what their intent was (discussion of how it originally read and changes made). It was amended to be that departments may interpret, and the burden of proof will then fall on the departments. Concerns were shared by the committee. The Faculty Senate will have the opportunity to re-review over the coming years as the OP comes up for revision every two years.

Senator Lewis Held: after no further discussion, Motion passed with four no votes.

Report from Senator Michael Farmer (absent): Texas Council of Faculty Senates will discuss at next session. But positive note, they were exceptionally happy to see TTU again represented at the State Faculty Senate.

One committee charge for the Budget Study committee: charged with collecting data regarding salaries from different institutions, from staff, administrative, building maintenance, and faculty salaries– to provide info for us. In general faculty may feel better with verification that their chairs are doing the best with resources provided.

It is the Agenda Committee’s intention to have somebody give to the Faculty Senate an update on Resource Center Management Program (RCM). Strauss has it, but have several deans who have it to give us a more practical idea of how is running. Efforts continue to establish a mailing list so we can do mass mailings to get information out.

A survey regarding committee memberships involving Faculty Senators is being circulated, to make this information available. At this time, the information is not available through Digital Measures.

VIII. Other announcements: Senator Lewis Held: will be a brief meeting of Faculty Status and Welfare committee after adjournment.

IX. Adjourned.