

**Texas Tech University Faculty Senate  
Meeting #316 September 12, 2012**

The Faculty Senate met on Wednesday, September 12, 2012 in the Senate Room of the Student Union Building, with **Faculty Senate President Daniel Nathan** presiding.

Senators in attendance were: Kucera, Kvashny, Mills, Davis, Perl, Pongratz, Adams, Barenberg, Batra, Borshuk, Cole, Di Poppa, Drager, Held, Lee, Levario, Juan, Nathan, Ramkumar, Rice, Shi, Smith, Stodden, Surles, Swingen, Weinberg, Wilde, Wong, Boal, Agnello, Coward, Colette Taylor, Todd, Valle, Bayne, Wang, Watson, Blum, Collier, Gaines, Gilliam, Lauderdale, Cochran, Loewy, Ross, Mondt, Monroe, Syma, Whitfield, Peaslee, Brown, Decker, Dolter, Lastrapes, Marks, Meek and Wood, Senators excused were: Brashears, Chris Taylor, Cristina Bradatan, Buchheit, Costica Bradatan, Becker, Bradley, and Duffy. Senator unexcused was: Ballou.

- I. **Call to order** – Dr. Daniel Nathan, Faculty Senate President, called the meeting to order at 3:15 PM.
- II. **Recognition of guests:** **Faculty Senate President Nathan** recognized our guests: From the Provost office: Provost Bob Smith, Gary Elbow, other visitors were James Hudgins from HR/ Communication & Marketing, guest speakers Interim University President Lawrence Schovanec and Ralph Ferguson from the Graduate School, AAUP President Michael Farmer, Chief Operating Officer and VP Admin/Fin Kyle Clark, Parliamentarian John Howe along with Kurt Caswell from Honors College. LaDonna Johnson from Human Resources.
- III. **Approval of minutes:** **Faculty Senate President Nathan** called for any corrections or changes to the minutes of meeting #315 held on May 9, 2012, minutes were approved.
- IV. **Welcome to new Faculty Senators** – Dr. Nathan welcomed new senators.
- V. **Speaker: Interim University President – Dr. Lawrence Schovanec**  
Shared with us some of his priorities as Interim President and issues he hopes to address this year. Faculty meeting at 3pm next Thursday in the Allen Theatre.

We are going to reconvene and reestablish Senior Advisory Council.

**Dr. Schovanec** sees 4 priorities in the coming year:

- Advance the university's performance in those areas that enabled us to achieve NRUF status.
- We do need to continue to grow enrollment as well as research activity and research funding.
- Increase resources and distribute those resources in most efficient manner that would support the growth. We are woefully lacking in what we provide for scholarships. We need to add faculty lines. Our plans this year are to add 50 new lines of faculty this year. That's over the existing vacancies you already have.
- We need to provide the space and the infrastructure to accommodate this growth. For instance there are plans right now to start building additional space out on 4<sup>th</sup> and Quaker. It will be research type space. That will go to the BOR in December. Also preliminary discussions to add housing and living space on the west end of campus. South of the credit union a more modular space. Space that will accommodate graduate students, married couples, space that you typically see at a research university. The far west end of the campus might include restaurants and upscale shopping. That was discussed at the BOR meeting in August.

Last Tuesday (September 4) there was a retreat with the Tier One group to identify priorities within the strategic plan, the business model and tactics for moving forward with those initiatives. This morning Schovanec returned a summary of that retreat to the Provost who is heading up this initiative. Will be

meeting one more time with this group then will be vetting this document through the Faculty Senate, the Strategic Planning Council and the President's Advisory Council.

Some of the elements of the retreat summary: Within the business plan our priorities will be enrollment management especially Graduate. Graduate enrollment is down about 4.5%. Various things we will do starting next month in trying to address that. We do want to address the matter of our drop in enrollment research. And then we also want to make sure that we're going to strategically allocate resources to the encourage kind of growth that we need. And that will be formalizing the concepts of RCM.

Within each strategic priority we focused on certain key measures there, for instance, within the priority of strengthening academic quality and reputation we are going to maintain these \$5000 incentives that we provide for faculty in increased pay that receive these NRUF awards. You might recall the very restrictive list of these NRUF awards that was developed by the Coordinating Board. We have a local list that is a bit larger and what we are going to do is expand that list but subject it to a university review to see what really makes it on that list. We did this in the College of Arts and Sciences last year. We asked all the chairs to send forth what awards they think should be eligible for this pay increase. We got 100 and some awards and that is just in Arts and Sciences. What we will do is solicit that kind of information university wide and come up with a local list of these awards that provide either an increase in pay or this one time \$25000 relocation supplement that we have been providing so far.

We want to implement an incentive plan that would actually provide extra compensation to the faculty that buy out course. We often do that now so for instance on your grant you buy out a course; it typically doesn't take the full amount of that buyout to find a replacement teacher. We are going to provide a mechanism for getting that money back to you during the summers as extra compensation.

We are going step back with the Strategic Hiring Process. We are going to review the hires we have made and what return we have gotten from that. The focus in the future as we move forward should maybe be more open to mid-career hires. Or making cluster hires that support research excellence in certain departments. That is something we will be discussing.

Within the Priority Three of expanding and enhancing research approved scholarship. We are going to continue the Thesis Award program for the Social Sciences and Humanities. Last year we gave out about \$900,000.00.

**Senator Held:** Maybe my calculations are off but if we are going to be adding fifty faculty a year and from what you tell us that money is got to come from local tuition increases. My recollection is that the Board of Regents is trying to keep our is trying to keep our tuition increases as close to zero as possible, so how is this going to work out?

**Schovanec:** This is part of the discussion. If you look at the business plan that was presented to the board, it called for about a 2-2.5% increase in enrollment and local tuition increases of less than 2% and that was vetted before the board.

**Kyle Clark:** One of the things that we will do is and what we had the opportunity to address the past two years is to look at fees. So when you look at fees that aren't core to the academic function of the university, and if we have opportunities to streamline those operations, or to perhaps even reduce the fee. There are academic fees that we are reviewing as well. Every time that we add a student, they also pay those fees for the most part. So if they don't need those dollars to continue on for that service, if the service level is flat in terms of what they need, we can reduce the amount of the fee that the student paid, repurpose that money into designated tuition and then we can use the designated tuition dollars to hire the faculty. That doesn't mean that it's going to be easy because it's not going to be easy and we have a challenge ahead of us. But it is a creative way to approach a problem and something unique that hasn't been done here. We did this starting two years ago, we started in reducing some fees and then last year we reduced the Library fee, we reduced the Student Service fee and we reduced the Student Union fee. Then we put that savings into designated tuition so that the amount that we had to pass on at an increase to the student was less than what we would have had to have done had we kept those fees flat. So if we

are able to find those savings, within fee budgets or other mechanisms we can repurpose that savings into designated tuition.

**Held:** These fifty faculty that we are talking about are tenure track faculty? So that would require fringe benefits?

**Clark:** Right

**Held:** And that has to come from the state, does it not?

**Clark:** The fringe benefit portion unfortunately since we are not anticipating our allocation of the instruction and operation formula to increase, it means that we will have to pick up the fringe benefits that are associated with the new faculty that we add as well. And we factored that in to that equation when we put together the business plan.

**Schovanec:** That is the disadvantage of funding all of these increases on designated tuition. But the raises were provided with designated sources so even though there were two percent increases in merit pay it cost the university more than two percent. This is posted on Presidents webpage the plan calls for a little over a billion dollars in expenditures over ten to fifteen years. And you can see where that money is supposed to come from. A big part of it is return on indirect cost and such. And the plan is very ambitious.

**Senator Boal:** Where do we stand on endowments because endow chairs is just necessary to get high quality faculty.

**Schovanec:** What is our total endowment? We have this billion dollar campaign but only our endowments are about \$600,000.00

**Clark:** it is teetering on about 500 million. What we've been able to do the past few years is we have had a unique opportunity because we have been able to match private gifts with the Texas Research Inventive Program. So development has been able to go out and to raise money for endowed chairs and professorships and then they have been able to match that with funding the state provides as well. So, you are right, we have to make sure that we are leveraging those endowed chairs and professorships and using those to recruit those top notch people. I think I saw a report last week that we have I think about 15 or 20 vacant endowed chairs and professorships right now so we need to move quickly to get those filled. It seems like every year we have at least 10 and the number had grown by I think 5 to 10 from last year. Of course there were some that were filled and some that just became vacant. But those ought to be kind of easier slam dunk hires whenever the faculty member sees those resources. Some of the endowed chairs and professorships that we have on our books right now have significant resources attached to them and the faculty member that would be brought in and be awarded that sum of money it would be a very nice and significant pool for them to do research and work on academic issues.

**Schovanec:** An example of that would be that I met with Jim Maddox this week. There are two Maddox chairs over in Engineering. I think those two chairs together now have 16 million vacant. The older chair has been empty about 5 years. But they are trying to fill that with a National Academy Member. That's the goal and that makes it difficult. We have somebody coming in on the 24<sup>th</sup>. There is a good chance we could get that person. But that isn't addressing the point that you are getting at. We need more of those. And that is an issue not only for professorships but for scholarships.

**Boal:** Second question: You can grow enrollment but if you can't retain students it doesn't help. And our retention factor has not been very good.

**Schovanec:** That's a very good point. What makes it even more important is the state is now considering making some of the formula they provide as outcome based. That includes retention at 60 and 90 hours. In our strategic retreat that was a big topic of conversation and we have several items listed we might pursue to increase retention. It's an issue.

**Clark:** It is a lot easier to keep the students that we have than go out and recruit more and it is a lot more cost effective. We have a national study that we participate in every year and we have a lot of opportunities to improve that.

**Howe:** As interim president, you are in the enviable position of getting to oversee the first year of the new tenure policy that the regents just approved. Are any special steps being taken to be sure that as we do this transition it be done with equanimity and fairness and run smoothly?

**Schovanec:** That has not been discussed yet. But probably Bob, would you care to address that?

**Provost Smith:** We want to remind ourselves that we worked on this for four years and all of us are well familiar with it. A number of people that advised me and the president literally on implementation and we've gone through this so many times I think we know it backwards and forwards. I can tell you that during the summer I met with provosts all around the country in public research universities and that topic came up and I shared with them some of the components of 32.01 and they were very complementary. Also President Bailey during the summer attended an NSF workshop and spoke about the new components in the policy. The program officer asked for a copy to disseminate to peer institutions. I think we are on pretty firm ground. We are always open to suggestions about how to do exactly as you are recommending that we do. I think we are in pretty good shape right now.

**Schovanec:** John I would think that the more complicated issues that would come up if you look at outreach and even know it is mentioned 5 or 7 times in the document. Then how do you really get credit for that.

**Held:** Could you talk a little bit more about this building on 4<sup>th</sup> and Quaker. I assume you are aware of some of the concerns with the fact that that 80 million or whatever the ballpark figure is for the purchase of that building could be better devoted to building annexes on campus, revamping existing research space within the core campus.

**Schovanec:** Starting last spring there were a series of meetings with some deans and some faculty with Facilities and Planning, with Michael Molino's group and concerns were raised about it being over there. It's so much less expensive to build there on the corner of campus. That's just the reality of it. We don't have the spaces. Kyle would probably know better but it's substantially, maybe half as expensive. The concept there, and I don't want to get ahead of myself, is basically to create kind of an environment that would maybe even possibly have a student union type facility that would maintain sort of a university environment. There would be some classrooms there. Lewis we're also looking at improving the infrastructure on campus that's going to be an issue we take up with the deans next week. What's happened the last couple of years the administration has relinquished central control of positions and put those back in the departments. Now we have a significant amount of money that is sitting there in unallocated salaries not being utilized and we are going to go to the deans and ask for priorities that they might want to pursue so we can make use of that. Part of that will be for that infrastructure. There are a couple of really big plans on campus but I don't want to be specific right now.

**Wong:** Not that we aren't absolutely happy to have you as Interim President, but we are a university of a lot of interims right now. We have an Interim Dean of the Graduate School, Interim Dean of the Honors College, Interim Vice President of Research, Interim President. When are these searches going to be run are we going to fill some of these positions?

**Schovanec:** There will be an announcement within the week about a national search for one of those interim deans. I'm going to go meet with the department tomorrow and the provost and then we will make an announcement within a week that there will be a search. There will be probably within the month another national search. There should be two within the month. So there's two.

**Wong:** I think that will relieve a lot of tension. In terms of recruiting faculty members having a lot of upper administration kind of in flux, I think we need some stability. Hearing this will reassure a lot of people.

The other questions I had was concerning these new faculty lines, you know we have a lot of stuff about funded research and bringing in money, endowed professorships, what about on the other side? I know you are a huge supporter of non-funded research.

**Schovanec:** Those positions are not tied to funded research. What I will say at this point is there are colleges that actually have potential for growth and that do that efficiently have priority to be invested in. That goes across the social sciences but it's not tied to funding.

**Wong:** That's what my concern is, to make sure.

**Schovanec:** I realize that the conversation may have come across that way. But that's not the way it is.

**Speaker: Dean Ralph Ferguson,** Graduate School, On the Humanities and Creative Arts Conference

The Arts and Humanities conference is in October. This will be the second annual. Also we are going to have one act plays and next year bring in music and art. Need professoriate volunteers to serve as judges and recommend to students in your departments.

**Senator Agnello:** I don't mean to be too critical but one of our faculty asked me to ask you this. She stated that there were students accepted that actually receive acceptance letters from the graduate school and they had been rejected by their various programs. I don't know where we all are on communications about that. I wanted to register that for my colleague. And let you know that we probably all need to be on the same page.

**Senator Colette Taylor:** As far as admission to specific programs.

**Wong:** Nothing to do with the conference, just in general admissions.

**Ferguson:** Admissions. Let me get off the podium and then you tell me what the problem is.

**Held:** No I had a question on another topic as well.

**Ferguson:** You have a question on another topic, all right.

**Nathan:** One more thing, the deadline is two days from now.

**Ferguson:** We have been posting this but the final deadline is September 14<sup>th</sup>.

**Nathan:** It is a bit late for this body to spread the word.

**Ferguson:** What I think we could do is we have already been sending out information for about a month and what we can do is kind of fanning the flame. We have already gotten somewhere in the neighborhood of 40-50 abstracts now. We would like more to broaden that selection and we will take an extended deadline.

## **VI. Old Business: University Councils/Committees & Liaison Reports:**

**President Nathan:** No University Councils/Committees & Liaison Reports.

### **OP 70.37- update-FS President Daniel Nathan**

**Nathan:** I did something over the summer that I didn't ask your permission to do. In August we received information about 70.37, some additional requirements that NIH put in the RCR Conflict of Interest OP. We had to act on it quickly. I asked the Research Committee to look at it and give me a recommendation. They came back with a recommendation that these needed to be done. If we delayed any further we

might eliminate some opportunities for faculty who currently are on NIH funding to continue their grant. So I went ahead and approved it based on the recommendation of that committee.

**Wong:** They were minor edits these were required by the NIH. These were not things that the Vice President for Research or that office put out in any way. This was if we did not make these changes people would not be eligible for their funding or grants. It was kind of an emergency situation. The committee approved it. President Nathan and I talked about the fact that it needed to be done very quickly.

**Nathan:** We did have the opportunity to do an email ballot and the discussion but I was just worried if I put it out and it took two weeks, we would just destroy somebody's grant. So we went ahead with it and again there was no choice. These are National Institute of Health requirements not anything that we were initiating on our own. In any case 70.37, the latest version, will be posted on the Senate website so you can look at it and if you have any questions about it you can address them to me via Patty Gisch who is the Office Coordinator for the Faculty Senate.

**VII. New Business:** Sandy River Memorial Service-October 12, 2012 at 3pm in the Hance Chapel. Reception will be right outside of the chapel at 4:30. If it happens to be raining there is some space in the Market Center.

#### **Faculty Senate representation on TTU Search Committees**

**Nathan:** The question was raised that we have lots of interim positions. We have a lot of administrative searches coming up, but even before that the question of the presidential search which we are engaged in right now or about to be engaged in was raised. It was noted by various people in the Senate body and outside the Senate body that there was no Senate representation on the Search Committee. That is contrary to AAUP Guidelines, among other things, that there needs to be substantial representative faculty participation in searches for presidents. I raised that question with the Chancellor and was able to get the following concession; I have now been appointed to the Search Committee. I was appointed as a voting member. The Search Committee now has 9 members. Aliza Wong was appointed to the Advisory Committee. I just saw the list for the Advisory Committee; this is a much larger committee. The first meeting of the Search Committee is this Friday. I do not know exactly the relationship between the Advisory Committee and the Search Committee but there are by my count 5 faculty members on the Advisory Committee. On the Search Committee in addition to my role there are two Horn Professors, Vicky Sutton from the Law School, and Robert Baker from Biological Sciences; two deans Linda Hoover from Human Sciences and Michael Galyean from CASNR. On the advisory committee there are also several deans. I do not remember the names of the other faculty members on the Advisory Committee. The Advisory Committee is a large body, it consists of 26 people. The voting part of the Search Committee consists of 9 people and there are another 5 non-voting people on the Search Committee, including Kyle Clark.

We have all these other administrative searches and it occurs to me and others that we really need representation.

In fact we have researched what other AAU institutes and other presidential searches look like. We found that a number of other universities have in their OPs the requirement of representative faculty on search committees for administrative positions. So I would like to assign, with your permission, one of our Study Committees to look at this and report back during the semester with a proposal for an OP to be presented to the Provost about faculty participation in search committees. If there are no objections I am going to ask Study Committee C, convener of which is Marshall Watson. Study Committee C is now being reconstituted to be kind of a partner to the Faculty Status and Welfare Committee.

**Senator Blum** will be reporting about the assignments made by the committee on committee. For new and old senators, just want to remind people of what we do we serve as an advisory body to the president. Participation on committees is important. Also want to mention that anybody, any member of

the university can bring to us can bring to us matters concerning the university to our attention and they can bring it through you or they can come here. Any faculty member is welcome as a guest to come to these meetings.

### **2012-2013 Committee on Committee Assignments Faculty Senator Shane Blum presenting**

**Senator Blum:** This is actually a report on the committee on committees. No second required.

Report presented, Nathan called for a vote. **Vote passed.**

**Nathan:** We are still looking for a Faculty Senate liaison to the Staff Senate. If anyone is interested in that please see me after the meeting and we will make it happen.

Now I am going to turn it over to Senator Held for Faculty Status & Welfare and OP 32.30 Voluntary Retirement of Faculty Member with Option for Part-time Teaching

**Held:** I invited guests from Human Resources. Ladonna Johnson is going to explain the rationale to the proposed changes in the OP which as I understand it come from State Regulation Changes.

**Ladonna Johnson:** There are some changes that we had proposed to 32.30. This OP is typically housed in the Provosts office. The reason that it came to my office is that it affects the retirement and my office assists in the facilitation of transitioning active employees into retirement. On one side we put what the OP states now and then on the other side is the new legislation. Most of it came into effect last June. The one thing that I think sometimes people get confused with is that the joy of being in higher education is that we get to deal with TRS which is the Teacher's Retirement System along with ERS which is the Employees Retirement System of Texas. They are two separate entities and they try to work together most of the time. Sometimes their rules are slightly different. We have to figure out how to help you meet all those rules at one time. The main change was changing the age that you could retire and it went from 60 to 65 with ten years of service that will get you, you will see on the right hand side, first bullet, there is verbiage in red and what that means is that there is a bit of contradiction there between TRS and ERS. The TRS rules do say that you can get an annuity at 65 with 5 years of service but that will not get you retiree insurance. So if you want to retire and you want your insurance, then you will need to work the ten years because those are the ERS rules.

**Held:** Could you explain to me why in a tight budget climate they are essentially forcing people to work more years before they can retire at a high salary therefore sucking more budget dollars out of the legislature?

**Johnson:** I'm not privy to a lot of that information. I do not know why they make the decisions they do. My guess would be that they are more thinking on the contributions side. That higher salary deems a higher contribution into the pool and they are delaying you drawing from the pool. From the TRS pool or the ERS pool.

**Held:** Do you envision this contradiction between ERS and TRS being resolved in the near future?

**Johnson:** The contradiction?

**Held:** About getting the insurance. You just said one system says you must work 5 years the other 10 years.

**Johnson:** Well, because they do two different things. You can draw your annuity at 65 with 5 years of service. They are not going to stop you from doing that. That's in this realm over here. But if you want retiree insurance you are going to have to have the 10 years of service.

**Held:** When you say retiree insurance you mean health insurance.

**Johnson:** Correct.

**Held:** I doubt very many people are going to want to retire without health insurance. So I am asking, is someone somewhere at some level of the government in this state trying to reconcile that contradiction?

**Johnson:** I don't know because TRS has their own health care that they offer to the ISD's that function in the state. But us being higher education, we do not qualify for that insurance the TRS care.

**Nathan:** So I imagine a lot of us are on ORPs. That is we are not on the Texas retirement system. Do any of these rules then not apply to people who are on say TIAA-CREF?

**Johnson:** As I read the OP, the OP has been applied uniformly to TRS as well as ORP.

**Nathan:** Is that something that is necessary?

**Johnson:** That would be up to the Provost. I could offer any guidance on rules, how they might comeingle one on one but that would just be a discussion.

**Nathan:** There are issues here about returning fulltime.

**Boal:** I had a colleague of mine when he retired on part time he lost all of his sick days.

**Johnson:** When you retired you are offered the option to donate them to sick leave pool. Since I did not process him I cannot speak to his specific situation. I think that would be if the department wanted to let him retain it then I think it would be up to the department on, you are talking about an accrued bank that he had previously, correct?

**Boal:** He had '300 days' of sick leave and he lost it all.

**Johnson:** That is not an option that's paid out when you retire. The vacation time is paid out for staff.

**Boal:** What are you saying about this Bob?

**Smith:** I don't think it is an entitlement typically. It's also complicated by the fact that in 9 month appointments it gets very fuzzy about sick time. We have a lot of flexibility in this and a lot of case law that allows us to do, in a very flexible way, deal with people that are rather seriously ill. We can do things like having others cover for them and they still get paid. So it's quite a different system for a person on a 9 month appointment versus a 12 month appointment.

**Nathan:** Senator Held did you want to make a recommendation on this?

**Held:** What I would like to do is work Ladonna and the Provost with the wording of the revisions and then get back to the Senate at our next meeting.

**Smith:** We'll get council involved.

**Nathan:** I can open the floor for any other new business.

**Senator Perl:** Faculty Senate Committee assignments, am trying to understand what I am looking at. Some committees have one or two notations at the bottom with a college's name, Engineering, BA, Honors and so on. Are those additional positions from those units?

**Nathan:** We are looking for somebody from those colleges. In the case of Engineering for example, there are three open senatorial slots and we need to hold elections for them.



**Perl:** And the number in parentheses after the titles of these committees, are those the number of members?

**Nathan:** Yes, that is the number of members required.

**Gisch:** The least amount you can have.

**Perl:** So you can have more.

**Nathan:** Sometimes in particular we will seek more because of projects coming out or sometimes we will seek non senators who have some historical knowledge.

#### **VIII. Announcements**

**Nathan:** New Student Convocation scheduled for Thursday (tomorrow) at 6:30 at Memorial Circle. May be moved to the United Spirit Arena due to weather.

**Smith:** No need for regalia.

**Held:** Wanted to convene a quick meeting of the Faculty Status and Welfare Committee in the front.

#### **IX. Adjournment at 4:20pm**

Submitted by Faculty Senate Secretary  
Carrye Syma, Faculty Senator in the Library