

**TTU Faculty Senate Minutes**  
**Senate Room in the SUB Matador Room**  
**April 8, 2015, # 341**

**Senators present were:** Cox, Farmer, Buelinckx, Chris Taylor, Canas, Cargille Cook, Carter, Elbow, Grair, Held, Juan, Milam, Morales, Nite, Qualin, Smith, Surliuga, Arnett, Ritchey, Patrick, Richman, Colette Taylor, Bayne, Dallas, Ghebrab, Matis, Morse, Soliman, Caswell, McGinley, Blum, Spallholz,, Yuan, Cochran, James, Metz, Becker, Cassidy, Heinz, Hidalgo, Weiner, Ortiz, Brookes, Donahue, Lastrapes, Meek, Ankrum and Tate. **Senators absent were:** Brashears, Pongratz, Batra, Hawkins, Hom, Morgan, Rahamamoghadam, Ramkumar, Shi, Skidmore, Swingen, Koricich, Gilliam, Peaslee and McKoin.

**Guests were:**

Newly elected Faculty Senators - Charlene Kalenkoski, Ryan Litsey, Greg Mayer, Ali Nejat, Jason Whiting, Anthony Kaye, Jyotsna Sharma;  
Angela Eaton and Carrie Steele, Carie Steele and Samantha Kahl from the IRB Review ad hoc committee; Diane Warner, AAU President; Guest Speaker - Brian Shannon, School of Law and Faculty Athletic Rep; Russell Thomasson, Office of Research Commercialization; Jean Pearson Scott, Faculty Ombudsperson; Provost Lawrence Schovanec and Senior Vice Provost Rob Stewart.

I. **Call to Order** at 3:20 p.m. – Dr. Michael Farmer, Faculty Senate President (FSP)

II. **Approval of minutes, Meeting # 340, March 11, 2015.** Motion to approve: Senator **Ortiz**.  
Seconded: Senator **Cox**. Motion carried.

III. **Speakers. 3:25pm to 3:35pm Brian Shannon, School of Law, Faculty Athletics Rep.**  
Graduation rates for student athletes: TTU athletes are running 1% behind the general student population. The Graduate Success Rate (GSR) measures transfers in and out as well as those who enter and finish at Tech. Around 2008 – 2009 the rate was 67% and is now about 78%, due to interventions from academic advisors and coaches. Academic Performance Rate is a year –by-year snapshot of whether students are on track for graduation. We lose points if students fail courses or drop out. No sports have dropped below the acceptable line of academic performance, though some are close.

NCAA has established new academic qualifying standards for athletes entering colleges, to affect the cohort matriculating August 2016. It will be interesting to see how this impacts schools. Recruiters will have to pay close attention to academic performance of entrants. NCAA is trying to address the problems created by the one – and –done rule, which drafts into colleges prospective pro athletes who have only one year to play in school.

Nationally, concussion management is subject to new legislation, which requires more stringent plans from institutions. Big 12 had been opposed to the legislation because we thought it was not stringent enough. Big 12 suggested that it be solely the decision of medical officials, not coaches, to return players to the games.

Increased coaches salaries and staffs have affected cost of attendance—full school, includes tuition, fees, room, board, etc., (but doesn't include all expenses such as transportation). We are trying to increase scholarships to cover the expenses related to living and playing the sport.

Litigation in the 9<sup>th</sup> circuit that student athletes have property rights that extend to their names and images, including when they are shown on TV, so payments can't be capped at \$5k. This ruling is on appeal.

To maintain gender equity, scholarships will have to be extended to women as well as men. New report on academic fraud: A prof was pressured to change a grade from a year before to make the student eligible for play. Agreed to change the grade if the student submitted another paper. The student did, but it turned out that several individuals helped the student (it was not his own work). Shannon has been conversing with Provost's office to determine if TTU is comfortable with the policies we have in place, at Marsha Sharp center and elsewhere.

*Discussion:*

**Senator Held:** General Studies track – has this been used by student athletes to avoid discipline –specific studies?

**Professor Shannon:** Not sure; he will provide the numbers over the past 5 years

**Senator Becker:** What is the value of full school increasing?

**Shannon:** By \$4800. We are second or third highest in Big 12. This is for certain sports only.

**FSP Farmer:** I had more calls about baseball players missing classes than I got in the past.

**Shannon:** In baseball, men's golf, students are often on road.

**Senator Spallholz:** Is the athletic program self-financing?

**Shannon:** Transferred into the Athletics budget was \$2.5 m previously, but has been reduced to \$1m, which comes out of marketing dollars, not state-generated tuition.

**Senator Brookes:** Where is the increase in scholarship money coming from?

**Shannon:** It's about 1 m and is coming from general operating budget, but Kirby Hocutt will have more specific source. The Athletic Department has to live within its budget. They have enjoyed greater funding from Big 12.

**FSP Farmer:** I will check with Hocutt regarding Athletics budget and its sources.

#### **IV. Old Business: Review of Committees & Liaison Reports**

**IRB Review by ad hoc Committee, presented by Professor Angela Eaton** (English Department), the Reporter for the Provost's Committee on IRB

The study has made 12 major suggestions to improve performance in the IRB office. These can be found in the document that has been distributed to the Senate by Patty Gisch. Professor Eaton presented two of the suggestions.

The first one is staffing. We found that TTU is quite understaffed in terms of reviewers and staff members. We get 3x more proposals per reviewer. The number of protocols per staff member – we have 3 x more than the next highest rate. We find we need six more staff members, which would practically triple the current staff. We suggest that two be hired right away. Similarly, we need eight more reviewers to get us halfway to the standards set by the other universities. We also suggest that a summer stipend be paid to those reviewers working over summer.

Secondly, another subcommittee should survey faculty satisfaction each semester to see if patterns can be identified and addressed.

*Discussion:*

**Senator Richman:** Did your report discuss whether the IRB oversteps its bounds in terms of discussing how professional faculty members analyze data? Alice Young watched her staff tell Richman how to analyze his data.

**Senator Collette Taylor:** We have asked that the staff be re-trained to act within federal guidelines.

**Richman:** They challenged us, saying that if faculty data analysis methods are so poor, no benefit will be obtained. But the study had been reviewed by some of the best scientists in the world.

**Professor Eaton:** They should check on personal liability. When reviewers challenge a faculty member, they should cite the federal guideline that they are following.

**FSP Farmer:** As the IRB gets larger, the staff feels empowered to "help" the faculty as it did when the office was smaller.

**Senator Held:** The report doesn't quite address Sen. Richman's complaint. When a change is required, federal guidelines should be cited. "Exact language" does not mean "methodological approaches" and "data analysis."

**Eaton:** I think we should modify our report to include those terms.

**Richman:** What will be the outcome?

**Farmer:** This is a task force organized by the FS, and we work with the Provost directly because any changes will require funding. Operating changes will have to go back to IRB office.

**Richman:** Can the Senate expect that the VPR and IRB will respond?

**Farmer:** I'll make a recommendation to Provost about getting us through this summer. And I will talk to VPR regarding next year. I suspect this will have to be pursued next year as well.

**Held:** Mr. Provost, Can you give us a reaction to this report?

**Provost Schovanec:** We are going to have to put some money toward improving the situation. We will ask the VPR to do so as well.

**Senator Carter:** Why are the numbers of proposals so different at the other universities?

**Carie Steel:** I sent emails to all the Big 12 universities, and some Big 10, of which some responded. All provided limited information. We don't know which proposals are terminated and which make it all the way through. So the data is incomplete.

**Provost:** We need to look into the issue of payment to reviewers, chairs, and staff.

**Farmer:** I will follow up with Provost and VPR.

## V. Officer Elections

Candidates were:

President: Laura Heinz, Michael Farmer

Vice President: Seshadri Ramkumar, Ron Milam, David Richman.

Secretary: Quinn Ankrum, Carolyn Tate

Elected for 2015-2016 are:

President: Michael Farmer

Vice President: Ron Milam

Secretary: Quinn Ankrum

## VI. Old Business, continued

### ***Code of Student Conduct committee update, by Senator Patrick***

When students have sexual misconduct or harassment, it will go on their transcripts permanently. If they have a disciplinary expulsion, they can get an academic penalty as well.

### ***Childcare Update, by Vice President Meek***

We await the results of the contingent evaluation survey. We still wonder how much people in different categories will be able to pay. Unfortunately the survey writers did not distinguish between undergrad and grad students. We are trying to determine what levels of subsidy might be required for advanced doctoral students.

***Upcoming AAUP meeting:*** FSP Farmer will consider how AAUP, FS, and the Ombudsperson manage local governance issues. If faculty problems involve University policy, then they may end up at FS desk after an initial vetting by the Ombudsperson.

### ***New Task Forces: FSP Farmer***

Because the end of the academic year is looming, we have delayed action on two Task forces:

1. Research – Funded Research Services,
2. Appointments such as Professor of Practice

### ***Update, OP 74.04 Intellectual Property Rights, FSP Farmer:***

The OP on intellectual property has been sent back from the chancellor's office to the Faculty Senate. The Chancellor's office restructured it, but Farmer has not had a chance to look at it. He

is communicating with FS system-wide to write an OP that will serve generally for all institutions and will be able to impact the Regent's rules. We are seeking advice from Horn Professors on Intellectual Prop OP. Once it is vetted by these entities he will pass it on to Faculty Status and Welfare.

Over the past 8 years, Faculty Senate has become more able to speak more freely. We do need a better way to survey the faculty on issues more effectively. For example, it would be good to survey faculty on the IRB.

#### **Update, Grad Council initiatives, Senator Morse.**

The new procedure on Incompletes has been adopted. Not sure when this policy will take effect. When it does, the clock on the grade of Incomplete (I) will start when the grade is given. The policy will not apply retroactively to former grades of I. In other words, these old I's will not be rolled to Fs retroactively. Under the new policy, faculty can request exceptions. Students should be notified that this will occur.

#### **VII. New Business**

FSP Farmer: Can we decide the 2 – 3 topics to deal with over summer?

**Senator Brookes:** Workplace bullying? While not illegal, it is unethical. Has FS dealt with this before or is it interested now?

**Farmer:** I have taken the issue to FS statewide, where there was a panel that was unable to conclude anything. Formal solutions for dealing with bullying don't work. But we have OP on hostile work environment.

**Provost Schovanec:** I suggest that those concerned meet with Ombudsperson, who is ultra-careful not to violate confidentiality. Because the issue of bullying has come up, this office will organize an event in the Fall to address bullying, may be in the context of Title IX issues.

**Farmer:** Other senates have tried to define bullying and written hostile work environment OPs, we can look at those.

**Senator Ankrum:** I think that some language deals with workplace bullying at the Federal legislation.

**Brookes:** No, Federal legislation deals exclusively with harassment of classes of people. But the bullying can accumulate.

**Senator Ortíz:** Can we define bullying?

**Brookes:** See the excellent Wikipedia article. Examples: a bully might falsely claim that someone is not doing the work they should be doing, or could stare another person down.

Senator Held: Because student – faculty ratios are flat, problems are rising.

**Provost:** I disagree, please google TTU Dashboard; our ratios are improving. This fall we have 1084 tenured and tenure-track faculty, 84 more than 2 years ago. Compare this 10% increase in faculty with an 8.2% increase in enrollment. If you look at the past two years, we have a 10% net increase in tenured and tenure-track faculty campus-wide. Of course this does not address local issue within certain departments.

When we give our college forums, will try to provide some of that data.

#### **VIII. Announcements.**

**Senator Held:** In his Teaching Philosophy address, Chancellor Duncan said he would try to rectify the pay gap between our institution and comparable ones.

#### **IX. Adjournment.**

Motion to adjourn: **Ankrum**; Seconded: **Cochran**.

The meeting was adjourned at 4:50 pm.