Faculty Senate Minutes
Senate Room in the SUB Matador Room
September 14, 2016
Meeting #342

Senators present were: Boren, Cox, Sharma, Zugay, Zook, Barenberg, Brittsan, Canas, Cargile Cook, Couch, Forbis, Grair, Held, Ireland, Kaye, Lavigne, Legacey, Mayer, McCheney, Morales, Ramkumar, Rice, Rider, Still, Surliuga, Thacker, Wilde, Arnett, Dass, Crews, Matteson, Richman, Siwatu, Fedler, Hernandez, Morse, Nejat, Zuo, Hodes, Kalenkoski, Henry, Cassidy, Hidalgo, Litsey, McEniry, Gring, Keene, Langford, Ankrum, Brookes, Meek and Stetson.

Senators absent were: Verble, Adams, Calkins, Mosher, Sigh, Ghebrab, Williams, Blum, Gilliam, Ivey, Whiting, Metze, Bucy, Hays-Wascoe and Christopher M. Smith.

Guests were: University President Lawrence Schovanec, Senior Vice- Provost Rob Stewart, Darryl James from the Provost Office, Andy King from the Review Board (IRB), Ombudsperson Jean Scott, Staff Senate Pamela Carrizales, Katherine McBee-White from Visit Lubbock and Parliamentarian Gary Elbow.

- **Call to order – Dr. Gene Wilde, Faculty Senate President**
  - Senate was gaveled into session at 3:16 pm

- **Approval of minutes, Meeting #350, May 11, 2016.**
  - Quorum established
  - Minutes approved with the following corrections
    - p. 3 spelling mistake
    - p. 5 word meeting spelled out
  - Motion to approve – Senator Cox
  - Second – Barenberg
  - **Minutes Approved – 3:49pm**

- **Welcome to newly elected Faculty Senators – 3:51pm**

- **President Wilde moved President Schovanec' s presentation to first agenda item**

  - Speakers: TTU President Lawrence Schovanec – 3:17pm

    - Full presentation was emailed to senate below are highlighted portions:
      - Summer I 2016 – 13,504
      - Summer II 2016 – 9,857
      - Fall 2016 preliminary enrollment number 36,547
        - SAT Score average 1118
        - 20% of enrolled students in to 10% of high school class
        - 15 National Merit scholars
      - General University enrollment facts
        - Hispanic enrollment is 24.3%
        - First year retention is 83.6%
        - Second year retention is 73.8%
        - Six-year graduation rate is 60.3%
        - President Schovanec is focusing on improving retention rates

    - Recruitment strategies for future enrollment
      - $500,000 in NRUF money will be set aside for undergraduate research

        - These students will be paired with a faculty mentor for research
    - Increase the Presidential scholarship for students in top 25% to 3.8 million
    - The total increase for internal scholarship money will be 8.8 million

- Grow enrollment through partnerships with satellite campuses
    - The growth of the 2+2 degree options
    - Reach a broader range of students and address those with credit and no degree
    - Serve a need, without impacting SAT and retention rate

- Strategic Planning Committee to revise strategic plan
    - Darryl James is the co-chair
    - Committee has been sent to the university
    - 22 members on the committee
    - Have 8-10 focus groups with 20 people in each group from across campus
    - Asked to think about 2025 solidifying status as a tier 1 university with a focus on excellence
    - Not a complete revision
        - Sticking with the current 5 strategic points
    - Ask faculty what are important characteristics of a tier 1 school
    - What do we need to do to meet these characteristics?
        - Identify the benchmarks to measure ourselves
    - Use as a peer group the 81 schools in the Carnegie tier one group
    - Emphasize student success – excellence in teaching
    - Establish endowments for faculty to support to the equivalent of .5 million dollars
    - 20-30 endowments, some of which will be devoted ot teaching excellence
    - Increase scholarships
    - Some statistics we given about our comparisons to Carnegie schools (see presentation for exact numbers)
        - Graduation rate is 60% for TTU, the average for Carnegie is 70% is the goal
    - We have not resorted to hiring adjunct or part time, 80% of TTU faculty are full time
    - Committee will look at these comparisons and see what the goal should be
    - President wants TTU by 2025 to be listed in top 50 of research schools as kept by Center for Measuring University Performance and in the top 100 according to National Science Foundation

- The development of the Costa Rica campus
    - TTU was approached by Costa Rica to develop a campus in San Jose
    - Board was assured by system CFO and university CFO that no TTU money will be spent on the project
    - Billing will be done on an indirect cost basis for administration
    - Costa Rica pays all costs and assessed a charge to cover anticipated costs
    - Only risk for TTU is reputation
    - Costa Rica was looking for a partner
    - Start small with 200 programs, ultimate goal is 1000 programs

        - Costa Rica offers the opportunity to grow international enrollment and expand a foothold in southern hemisphere

- 10-million-dollar gift to renovate the Machen theater university will match with 10, needs 45 million to renovate

- Board approved construction of experimental sciences building for a total cost of 77million

- Next big project is renovating Weeks Hall

- Ribbon cutting to Business and Maddox

- Complete renovation of petroleum engineering

- 48 Million in higher education funds

- Still working on developing a Veterinary School for our region
    - a regional need for large animal veterinarians

- USNWR rankings last year 168 and this year 176
    - Schools added above TTU have a different mission and the metrics of USNWR rankings
        - Three things to do better
            - Get graduation rates up
            - Investment in faculty is too low
            - Investment in students is too low
- Campus Carry
    - Website created
    - 30.06 is the OP that covers campus carry
    - Number of programs related to education campus about campus carry
    - Exclusionary zones
        - Requests are going to the committee
        - 45% of all labs are listed as exclusionary zones – 425
        - Requests for exclusions from
            - Passport office
            - Training center west hall
            - Sky views
            - Golf Course
            - Law School
            - Any place where there is alcohol

Question Senator Held:

Given the law of unintended consequences, the emphasis on funding and federal dollars has a seesaw effect on the importance and emphasis on teaching.

Answer President Schovanec:

During the state of the university address specifics will be given about professorships for teaching. President does not agree that it is one or the other. Never told a dean to favor grants over teaching.

Resolutions – 3:52pm

Resolution Regarding Campus Carry at Commencement

WHEREAS Texas Tech University's Commencement ceremonies in December, May, and August are large public events attended by thousands of students, faculty, staff, and members of the public, including significant numbers of minors; and

WHEREAS Texas Tech University employs uniformed police officers (including Lubbock County Sheriff's Deputies and Texas Tech University police officers) and arena security staff to maintain a safe and orderly environment at the Commencement ceremonies; and

WHEREAS Faculty serving on Texas Tech University's Convocations Committee act as marshals during the ceremony and are, therefore, responsible for ensuring the safety and wellbeing of graduating students, faculty, staff, and members of the public; therefore,

BE IT RESOLVED THAT the Faculty Senate meeting on this 14th day of September 2016 request Texas Tech University's Commencement ceremonies be designated as "exclusionary zones" from concealed carry beginning with the December 2016 Commencement ceremony.

BE IT FURTHER RESOLVED THAT copies of this resolution be distributed to President Lawrence Schovanec and Ronald Phillip, chair of the University Campus Carry Committee.

- Amendment offered to change date from 16th day of September to 14th day of September
  - Discussion:
    - Senator Gring – does the resolution go against the general rules for campus carry
      - Is there a need for a resolution, is it necessary?
    - Senator Barenberg – member of universities convocations committee
      - The day before summer commencement the ceremony will allow the concealed carry of firearms
      - Commencement is not excluded
      - Committee was concerned
      - Convocations committee is passing a memorandum for President Schovanec
      - Concenters are:
        - Alcohol present
        - Minors present
        - Students may already be intoxicated
        - Wants faculty senate to have a position as well
  - Question

- **Vote: 51 in Favor**
  - **1 nay**

Question:
If alcohol is being served shouldn't commencement be excluded already?

Answer Barenberg:
It should, but since it is served in the suites there are restrictions about where the alcohol can go

RESOLUTION OF APPRECIATION FOR DR. JOHN OPPERMAN

WHEREAS Dr. John Opperman has served the Texas Tech University System for two decades as Vice Chancellor of Administration and Finance and Chief Financial Officer, as Vice Chancellor for Policy and Planning, and as Vice Chancellor for Academic Affairs; and

WHEREAS Dr. Opperman served Texas Tech University as Interim President from January through June 2016, during which time he worked effectively with faculty and solicited and considered their input on University matters; therefore,

BE IT RESOLVED THAT the Faculty Senate meeting on this 14th day of September 2016 expresses its appreciation to Dr. Opperman for his service to the Texas Tech University System and Texas Tech University and expresses its well wishes to Dr. Opperman in his future service at Texas Tech University; and

BE IT FURTHER RESOLVED That copies of this resolution be distributed to Chancellor Robert Duncan, members of the Texas Tech University System Board of Regents, Dr. John Opperman, and President Lawrence Schovanec.

-
  - Appreciation for his leadership as interim president and the implantation of concealed carry
  - Amendment for date change from 16 to 14th
    - Discussion
      - None
    - **Vote:**
      - **Unanimous**

- **Old Business: Review of Committees – 4:00 pm**
  - Committee on Committees-2016-17 committee and liaison assignments-Charles Grair presenting
    - Senator Grair report:
      - List of committee assignments made of the summer
      - Presented to senate for consideration and vote
        - Discussion
          - None
        - **Vote for accepting committee on committee report and assignments**
          - **Unanimous**
  - Summer Salary
    - Look at some of the past discussions and emails directed toward the senate asking about summer compensating for faculty teaching and research in the summer
    - Is this something the senate wants to examine – President Wilde

Question:
Are we talking about compensations for teaching hours or summer salaries on research grants?

Answer President Wilde:
For faculty working with students over the summer on thesis and dissertations, where the student pays hours and the faculty are expected to contribute without compensation

Question:
Does this apply to faculty on nine month contracts?

Answer Senior Vice-Provost Stewart:
There are a few twelve month contracts, but yes this would mostly apply to nine month contracted faculty even if pay is staggered out to twelve months.

Further Comment Senior Vice-Provost Stewart:
A question, shouldn't there be compensation for that kind of assignment when there is no other teaching assignment that a faculty member is being compensated for.

Comment Senator Ankrum:
Perhaps more faculty would be inclined to work over the summer and help student progress if there was some type of compensation

Comment Senator Matteson:
Graduate school regulations requires student to stay enrolled in the summer which conscripts a faculty member to effectively be enrolled as well.

Comment Senator Sharma:
Most student working on research grants are on 12-month salary and faculty are not.

Faculty Senate Standing Committee Assignments: FS President Wilde assigned the following issues to Committees.

- **Summer compensation**
  - There is an interest in exploring the further so it is assigned to the Faculty Status and Welfare Committee for further investigation
  - Dr. Lewis Held will convene the committee – Faculty Status and Welfare

- **Research Post-Award**
  - Started last spring and interest continues to be expressed concerning post award
  - Dr. Cliff Fedler will convene the committee – Research Committee B

- **Third Year Review**
  - Provost office has investigated this
  - Routinely comes up as a problem with candidates appealing a decision
  - Develop a more uniform application of the process
  - Assigned to Faculty Academic Programs committee
  - Dr. Ramkumar will convene the committee-Academic Programs Committee

Comment Senator Held:
In the College of Arts and Sciences by order to the dean the third year has become a tenure review, because if there is a majority of vote against a candidate, the dean has informed the department chairs

that the candidate will be terminated. There is no remediation, no probation. It is a concerning issue. There is no OP for third year review. Ask the programs committee to look into abuses of the system. Composing an OP for third year review.

Comment Senior Vice-Provost Stewart:
One of the things we are working on is language for 32.01 or part of the OP on annual performance where we will separate this.

Comment Senator Held:
Does that strike you as concerning that a dean has such a draconian decision process in regards to third year reviews?

Comment Senior Vice-Provost Stewart:
Agrees that there needs to be some kind of policy that can offer guidance for third year review and provide uniformity

Comment Senator Cox:
Curious about the College of Arts and Sciences did under the previous dean?

Comment Senator Held:
In the past there were opportunities for remediation and reevaluation down the line as there are post tenure review

Vice President Ramkumar:
We use a two-step process, first is a vote of tenured faculty and the second is whether the employment should be considered or not. This issue will be discussed by the provost 10/10 at the AAUP meeting.

Comment Senator Held:
Another unintended consequence of this policy is now that the chairs know, that if there is a negative vote, the person will get fired, there is a reluctance to cross that threshold, since there is no guarantee that the dean will give that faculty line back.

Comment Senator Kaye:
There is no reluctance to cross that threshold.

Comment Senator Held:
Chairs would rather not give up a line if they can avoid it

Comment Senator Kaye:
In the most recent third year review, there is no doubt that people will cross that line

Comment Senator Held:
So there is non-uniformity across campus

Comment Senator Kaye:
Internal politics override the desire for the line

Comment Senator Held:
All lines revert to the dean and to have to appeal to the dean with no recourse beyond that level is annoying and insulting. It needs to be fixed systemically. Come up with a way to allow for an appeal beyond the dean's level if a department feels like they are being deprived of positions they need.

- **New Business – 4:07 pm: None**
    -

- **Liaison Reports – 4:08 pm**

    - Senator Morse – Graduate Council liaison
        - The dean of the graduate school mentioned an increase in academic dishonesty cases
        - Is this an actual increase of action or an increase in reporting?
            - Through investigation it is both
            - Dean considering an academic and research dishonesty training from the graduate school for grad students
            - Where the line is drawn in terms of timeline for completing the training
            - Discussion about whether or not faculty should take the course to inform them of ways in which students may be doing things that are not professional and what to look for.
            - A web based training tool – no need to create on it does exist in current system
            - Some reluctance among faculty to report cases of academic dishonesty
            - Faculty should report cases every time
        - An ad hoc committee to discuss graduate school faculty status OP
        - Graduate council met over the summer to create a draft OP for graduate school faculty status
            - Not drastically different
            - Attempts were made to close loopholes and ambiguity
            - Biggest thing to add is a form that one would fill out if they wanted to appeal graduate faculty status
            - If we have a faculty member of professional from outside and want them to serve on a thesis/dissertation committee in the past the person was granted full faculty status
            - Dean wants to create a waiver status to serve on a committee, but are not granted full graduate faculty status
            - A waiver for outside teaching faculty for teaching a graduate level class

Question Vice President Ramkumar:
What did you mean by academic dishonesty case?

Answer Senator Morse:
Some examples could be blatant plagiarism, to say no the best research practices. Some of the comments is that the student's claim he or she did not know he or she was not supposed to do that. To combat the claim of ignorance the training course would serve to educate students.

Comment Senator Kaye:
Part f the issue with academic dishonesty is the office of student conduct has a matrix that directs the punishment. The consequences are far too light across the board. Students learn very quickly about what they can get away with, without little trouble. With undergrads they can appeal to the dean and several times the dean has overruled the punishment. Until we stand up and say we will not accept cheating period and place a permanent mark on the transcript like A&M.

Comment:
I work with the office of student conduct every semester. The office does not determine the punishment or is that up to the instructor. The office just investigates the claim. The instructor makes the call.

Comment Senator Kaye:
Yes, the academic punishment is set by the instructor, but the standing with the university is determined by the office of student conduct.

Comment:
There has to be multiple steps and incident reports

Comment Senator Kaye:
Expelled a grad student who copied their advisor's entire dissertation. This person should have been dealt with long before.

Question Senator Morse:
Looking for feedback to take back to the council about whether or not the training is a good idea or not

Comment:
There are two parts to the training, one is academic integrity and acknowledgement of the policy and the other is research procedures and ethical conduct of research. These are two separate issues. Should be separate because not all disciplines have the same type of research ethics and procedures. During your degree you will do xyz, then this type of training is required. A good idea that all students are trained in academic integrity issues

Comment Senator Kaye:
Are these not already spelled out in the academic code of student conduct.

- Academic Council Report, S. Ramkumar
  - For the record recognize President Wilde to have reports from graduate council and academic council
  - The importance of attending academic council
    - Issues in College of Arts and Sciences about reducing credit hours in the core curriculum
    - Gretchen Adams will also attend academic council
    - Chaired by Rob Stewart
    - All thing related to academics gets discussed
    - Request for department and academic name changes
    - College of Industrial engineering name change to College of Industrial manufacturing and systems engineering
    - Latest report sent by Patty
    - Senate interested in OP 32.35 modified instructional duties is still being worked on
    - Electronic course evaluation will be implemented in full by 2017
    - All core curriculum changes are requested to go to the core curriculum page
    - Retention is up

Question Senator Siwatu:
Is there a plan in place to help increase response rate?

Vice President Ramkumar:
Instructors are encouraged to encourage student responses since we cannot mandate responses.

Answer Senior Vice-Provost Stewart:
There are two teams currently working on this project. There were two trials this summer. First session is just one faculty member. Second section were thirteen courses and the response rate across those sections ranged from 20-23% to 81% the average was 44%. That is not bad even on the low end. Focus groups to commence in October to address faculty concerns. There will be student focus groups as well concerning response rates. Allows instructor to remind students that evaluations are available for completion. Anticipated campus go live is next Fall and is tentative. The focus groups in October and November will be soliciting more participation for fall semester. Whole colleges have expressed interest.

Question Senator Kaye:
Why can't it be tied to semester registration etc.?

Answer Senior Vice-Provost Stewart:
The ethicality question about compelling student participation.

Question Senator Brooks:
Along with the idea of response rate, is it mobile friendly?

Answer Senior Vice-Provost Stewart:
Yes, it is a mobile friendly system.

Question Senator:
How do I get the results back from the survey?

Answer Senior Vice-Provost Stewart:
Exposed a potential unknown glitch.

Comment Senator:
Would be happy to do it again, response rate was great.

Question Senator:
How many questions will be part of the survey?

Answer Senior Vice-Provost Stewart:
Electronic Evaluation is the same as what is done in the physical courses. E-learning evaluation is different, but may use the same online evaluation system so there is consistency across campus

Question Senator:
Can students submit the evaluation after the course is over?

Answer Senior Vice-Provost Stewart:
Not sure that question has been asked, but these types of things hopefully will come out in focus groups. The system has a stop date that would have to be within the term. Had a lot of questions about changes to evaluations after the fact. Uphold the same with students once it is closed it is closed.

President Wilde:
Will there be a chance for a senate committee to look at this and provide feedback?

Answer Senior Vice-Provost Stewart:
The focus groups will have senators, but would also like to be on the agenda to discuss with the faculty senate.

- **Announcements – 4:20 pm**

    - Katherine White-Visit Lubbock (Hub City's convention and visitor bureau)
        - Visit Lubbock
            - Work to bring people to Lubbock and enhance their experience with the city
            - Host conference and meetings
            - Provide services to make it easier to host a conference in Lubbock
                - Services include
                    - Travel to produce the bid for the conference
                    - Help with itinerary assistance
                    - Venue allocations for separate meetings
                    - Hotel blocks
                    - Registration assistance
                    - Welcome signs and bags
                - Funded through hotel occupancy tax
                - No fee to working with them

    - Volunteer to represent the senate on conflict of interest policy
        - If you interested Email President Wilde by end of day of the meeting
    - Keep to on main speaker for each meeting rather than pack them in
    - Keep smaller speakers toward the end to attend to business

- **Adjournment – <u>Motion for adjournment by Ramkumar, seconded by Ankrum meeting ended at 4:21pm.</u>**