

## **Annual Report 2001-2002**

**Discussion Highlights-** for full version see **Faculty Senate** minutes for that meeting.

### **#217, September 12, 2001**

**Invited Guest:** University President David Schmidly: Remarks from President Schmidly: The President welcomed everyone back to campus. He stated that he was still in shock from the events of yesterday. Friday will be a national day of mourning and we will take the appropriate action on campus and we have let the city and church groups know that we can use the campus to have one, common, single ceremony to honor and recognize those individuals who lost their lives in the tragic events.

#### **New Business:**

Senator Reed introduced the following Faculty Senate resolution:

**Whereas John M. Burns has served Texas Tech University for over 30 years as Professor, Interim Associate Dean, departmental Chair, Vice Provost for Academic Affairs, Interim Provost, and Provost; and whereas, he has worked diligently to successfully perform the duties required of each responsibility; and whereas, he has performed such duties with intelligence, honesty, and integrity; and whereas, he will return to full-time duties as Professor of Biology at Texas Tech University in the Fall semester, 2002; therefore be it resolved, that the Texas Tech University Faculty Senate appreciates and commends the service of Provost Burns and looks forward to welcoming Professor burns back to full-time faculty status.**

The senate unanimously approved the resolution. A plaque was awarded to Provost Burns at this time.

#### **Committee Assignments:**

**Budget Study Committee** will continue with the post tenure review that was put on hold at the end of last semester.

**The Faculty Status and Welfare Committee** will look at faculty benefits and how they are developed at Texas Tech and how they compare to peer universities and other Big 12 schools.

**Senate Study Committee B** will look at the faculty turnover and replacement rate to determine what is happening regarding faculty loads.

### **#218, October 10, 2001**

**Invited Guests:** President David Schmidly was introduced and stated that the number one goal of the strategic plan is to increase access and diversity throughout the university. We need to get more talented students, who better represent the diversity in the state of Texas, we need to retain them and get them employed after graduation.

**Speaker:** Interim Chancellor Smith took the podium. The interim chancellor believes that his role is to support the other two presidents, of which he is one. He feels that the system is there as a service organization in order to fulfill our mission of academics, research, and service, and as interim chancellor that is his priority. He has to date, changed the way that the chancellor's office is structured and he firmly believes that communication is the key. He will not make decisions that impact the financial liability or the strategic decisions that the presidents make, we need to do that in a collaborative fashion and we have created a committee to do that.

## Old Business:

The Budget Study Committee chaired by Uzi Mann presented their findings of the post tenure review process. Lewis Held presented the findings that were distributed along with the agenda proceedings. The committee suggested that 4 additional passages be added to OP 32.05, 32.31 and 32.32.

The first passage that was voted on was Passage 1 which is to be inserted into O.P. 32.05, Section 4d and reads, If the President's decision is different from that recommended by the Grievance Committee, then the written reasons for such difference will be provided to the grievant and the Committee.

Since the recommendations came as a motion from the Budget Committee, no other motion was necessary. There was no discussion and Passage 1 was passed unanimously.

Committee chairperson Uzi Mann suggested that Passage 2 go back to committee for a further re-write. All were in favor of sending Passage 2 back to committee for a rewrite.

Senator Lucas called a question to accept the passage with a friendly amendment with the addition of the words, "in person." Senator Marx wanted clarification of what was actually being appealed, the dean's decision or the Provost's decision, and he was informed that it was the dean's decision. All were in favor of calling the question to vote on Passage 3 which is to be inserted in O.P. 32.31, Section 3 and reads, The faculty member may appeal to the dean's decision to the Provost, in person, before the Provost renders his/her decision. All were in favor of approving the passage.

It was stated that this was a vote as opposed to the recommendations made in Passage 2. The question was called to send Passage 4 back to committee and the question passed. Provost Burns wanted to make sure that since he is going back to the faculty that we make sure that we get it right.

## New Business:

Senator Reed introduced the following Faculty Senate resolution: **Whereas all members of the Texas Tech Faculty Senate have experienced the suffering and anguish of our country resulting from the recent terrorist attacks in New York City and Washington, D.C.; Whereas it is important for all faculty, students and staff of Texas Tech University to engage in sober reflection and mutual support as we develop our individual and collective responses to the tragedy; Whereas all members of the University Community are deserving of respect and consideration regardless of their religion, ethnic background or national origin: Be it resolved: (1) That all faculty shall ensure the civil rights, liberties, personal safety, and protection of property of all citizens and international guests in this time of crisis; (2) That all faculty will assist each other and our students in ensuring that no acts of disrespect or hostility are directed at other faculty, students or staff as we seek understanding and solutions in the weeks and months ahead; (3) That as our government seeks to retaliate against the perpetrators of terrorism, all faculty shall be committed to ensuring in our University Community the fundamental values of a free, open and tolerant society governed by law with justice for all people.**

President Giaccardo opened the floor for a discussion on the resolution. Senator Lucas made a motion to accept the resolution, Senator Russ seconded the motion and the motion was passed.

## #219, November 14, 2001

Invited Guests: Max Hinojosa, Vice President of Operations was scheduled to speak, but did not attend. Russell Crosby who was also scheduled to speak could not attend but he would like to be invited to the December meeting.

### Old Business:

The Budget Study Committee chaired by Uzi Mann presented their final findings of the post tenure review process. Lewis Held presented the revisions to the findings they presented in October, which were distributed along with the agenda proceedings.

In O.P. 32.31 the words "no more than three" were changed to "four" and the committee suggested that a new passage be inserted into the operating procedure. The Faculty Senate agreed to split the two passages and vote on them separately. The question was called to vote on Passage 1. All were in favor of Passage 1, subsequent to the provision that the provost's office is working on an appendix to O.P. 32.31. The appendix will indicate precisely (1) what the outside reviewers will be asked to evaluate and (2) what they will be asked to provide in writing. The Senate hereby requests that it be shown the draft of this appendix before the appendix is officially approved for the O.P. manual.

Passage 1, which is to be inserted into O.P. 32.31, Section 3 after the words "responsible for the evaluation" reads: If the faculty member and the administrator cannot agree on four outside reviewers, then two will be chosen by the faculty member and two by the administrator. All four written reviews will be forwarded to the dean, the provost, and the president.

Then the Senate addressed Passage 2. Senator Steinhart asked if the Tenure Committee has to pick a Texas Tech University faculty member for the Appeals Committee and he was informed that they do not. He felt that this might cause problems if the Appeals Committee does not have guidelines to follow regarding whom they may select. Senator Lucas liked that this passage gives more freedom to the committee regarding whom they select. Senator Harter agreed that the advantage to leaving it unspecified was that the committee could select anyone they wanted. Senator Steinhart then withdrew his comment.

Senator Dolter then called the question for Passage 2. All were in favor of Passage 2 which is to be inserted into O.P. 32.32, Section 5a after the words "requested by the faculty member involved" and reads: If the faculty member and administrator cannot agree on a development plan in 30 days, then the departmental Comprehensive Performance Evaluation Peer Review Committee will devise a development plan in consultation with both parties. If the plan is deemed inappropriate by either party, then the issue will be decided by a 3-person Appeals Committee formed as follows. One member will be chosen by the faculty member, one member by the administrator, and the third member by the university Tenure Advisory Committee. The Appeals Committee will render a final decision after consulting with the faculty member, administrator, and Peer Review Committee.

Senator Dukes observed that the grievance hearing committee portion of the O.P. was deleted and now this addition is basically the same thing. Senator Howe asked that this topic be moved from the Senate floor and have the officers follow up on it. Senator Dukes stated that Passage 1 passed unanimously.

The question was called and the motion was accepted with the rewrite suggested. Therefore, the proposed Non-discrimination Policy reads: It is the policy of the Texas Tech University System not to discriminate on the basis of a person's race, color, religion, gender, sexual orientation, national origin, age, disability, Vietnam Era or disabled veteran status in its recruiting, hiring, training, promotion or termination practices. Texas and Federal Law prohibits the extension of benefits to persons who do not otherwise qualify for spousal or dependent benefits.

**New Business:**

President Giaccardo introduced the topic of a Gender Task Force made up of faculty across campus to help with issues in order to make Texas Tech open to all.

At this time President Giaccardo asked to terminate the discussion on the Gender Task Force. Senator Hein made a motion to terminate the discussion. The motion was passed. President Giaccardo made a motion to accept the recommendation.

The Faculty Senate passed a recommendation that a task force be created whose purpose is to address issues related to education of gender issues, address gender equity issues on campus, and provide ways to make Texas Tech University a more diverse university open to all. The task force is to be made up of faculty from across campus who can contribute to the mission.

**#220, December 12, 2001**

**Invited Guests:** Gary Wiggins, Vice President for Information Technology for Texas Tech University addressed the Faculty Senate. He stated that he has held this position in a non-interim basis since February. He felt that his office needed to be organized more functionally than bureaucratically.

The next invited guest was Andrew Shoppe, Service Learning Coordinator, University Office of Campus Life. Mr. Shoppe reminded the Senate that service learning is the third component of the university's strategic plan.

**Old Business:**

Senator Reed, the chairperson of the Faculty Status and Welfare Committee, thanked the committee, which consists of Senators Reeves, Curry, Donahue, and Cooper along with the aid of Dr. Vicky Hampton and her graduate students. The committee is looking at employee benefits at Big 12 institutions as well as The University of Houston and North Texas. Dr. Hampton's class looked at compensation and other benefits of faculty and the report has been submitted to the committee who will review the report, meet in January, and then report back to the Faculty Senate.

**New Business:**

Senator Steinhart commented on the student business services letter which was sent out to students indicating that they needed to pay their tuition and fees in full by January 3, 2002. Senator Steinhart felt that this would have a significant effect on our students. A discussion ensued and a suggestion was made to create a committee to speak to Linda Gilbert about this new policy or have her attend our January meeting. However, a vote could not take place because there was no longer a quorum and the discussion was tabled.

**#221, January 9, 2002**

**Invited Guests:** Linda Gilbert could not attend because she was out of town.

**Old Business:**

President Giaccardo discussed the progress of the Provost Search Committee. He indicated that there were 33 applications from around the country and that the committee had narrowed that down to 13 active candidates.

Gary Elbow reported on the last Southern Association of Collegiate Schools (SACS) meeting and the new procedures for the reaffirmation report process that no longer includes a self-study. The next time Texas Tech comes up for re-creditation will be in 2005.

#### **New Business:**

President Giaccardo announced that the Faculty Senate Nomination Committee consists of Senator Jorge Iber, Senator Julie Thomas; and Senator Walt Schaller. The committee will nominate executive committee members for next year.

#### **#222, February 13, 2002**

**Invited Guests:** Gary Wiggins, Vice President of Information Technology, discussed the issue of how the TTU web presence is presented to the rest of the world on the Internet. He stated it is a marketing and system administration issue. Gary Wiggins presented the following resolution to The Faculty Senate.

**Whereas the presence of Texas Tech University on the Internet has become increasingly more important and is now the university's front door to the world; Whereas the university is best served by having its presence on the Internet under its internal direction and by having its presence on the Internet easily locatable by prospective faculty, students, and others in the general public; Whereas the URL [www.texastech.edu](http://www.texastech.edu) at present is a resource of the Texas Tech system and not Texas Tech University; Be it resolved : (1) The URL [www.texastech.edu](http://www.texastech.edu) should be a URL for Texas Tech University; (2) That system web pages could more appropriately deal with issues of the system and simply link the university's site rather than trying to duplicate the university's content.**

Senator Steinhart called the question and the motion passed unanimously.

**Invited Guest:** Max Hinojosa, Vice President for Operations, provided an organizational overview of his department and highlighted some of the key activities that his office is responsible for.

**Speaker:** Christy Meriwether, Chairperson for the Childcare Center, was in attendance to give an update on the progress of the center. She discussed a late July meeting she had with Chancellor Montford and Mike Ellicott.

#### **Old Business:**

**Committee C – Course Evaluations.** They will examine how the new teacher evaluation forms will be presented on the Internet. One issue they will explore is the reporting of students' expected grade versus their actual grade.

**Committee A – Service Learning.** The committee will meet with Andrew Shoppe and attempt to define service learning and how it will affect the faculty at Texas Tech.

President Giaccardo reported on the Grievance Policy. He will be meeting with the president tomorrow to present an executive summary of the policy.

#### **New Business:**

A report was given by Senator Reeves concerning the Nomination Committee. There nominations were President – Senator Shane Blum; Vice President – Senator David Marshall and Senator Nancy Reed; Secretary – Senator Peggy Willis-Aarnio and Senator Brent Shriver.

## **#223, March 20, 2002**

**Invited Guests:** Dr. Gil Reeve presented an update of the University Strategic Plan. The Board of Regents authorized the implementation of the plan in December 2001. He identified the names and responsibilities of all of the members of the strategic planning council. He stated that a copy of the university strategic plan has recently been distributed across campus. Dr. Reeves also indicated that a 6-volume set of all 168 strategic plans developed throughout the university is available in the library.

### **Old Business:**

**Non-Discrimination Policy:** President Giaccardo recapped the process that has taken place regarding the policy and at this point he feels that the Faculty Senate has exhausted its efforts in this regard. Until there is an understanding that state and federal laws supersede university operating policies he recommends that we wait until the administration's council comes to some conclusions regarding what a non-discrimination policy should contain.

**Gender Task Force Update** – Provost Burns began by saying that the university has received recommendations from everyone except the students. Senator Steinhart wanted to know if Women's Studies had been asked to serve, and Provost Burns replied he did not think so but they should be. President Giaccardo added that the Provost's office had created an inclusive and specific charge for the Task Force.

**Faculty Grievance Policy** – The President accepted the Faculty Senate's recommendation regarding the grievance policy. President Schmidly also wanted to ask the Senate if we wanted the process to stop at the Provost and not at the President.

### **New Business:**

**Faculty Senate Officer Elections** – The committee consisted of Senators Schaller, Reeves, and Cooper. A vote was held and Shane Blum was elected President; Nancy Reed was elected Vice President; and Brent Shriver was elected Secretary.

President Giaccardo stated that he had recently attended an AAUP meeting and he discussed a handout regarding state legislator representative's comments toward faculty tenure and academic freedom. In it, he discussed the comments made by Representative Rangel regarding the statement that "no other profession has tenure" is not really true because lawyers, architects, medical doctors, etc. actually do have tenure. He then read the end of the statement concerning faculty tenure.

## **#224, April 10, 2002**

### **Old Business:**

**The Grievance Policy Ad Hoc Committee** membership was announced as: Lewis Held, Gary Elbow, and Senator Dolter. Senator Howe asked if this committee would be held over until the fall. In response, Gary Elbow said that he thinks they should be able to have a report by next month. Senator Dolter said they have a meeting on April 17<sup>th</sup>.

Senator Steinhart asked if Linda Gilbert was invited to this meeting and he was informed that she was not.

## **New Business:**

Senator Nancy Reed reported on the Faculty Status and Welfare Committee's findings. The findings were distributed in handouts available at the entrance to The Senate Room. Senator Reed then explained the details of the handouts to The Faculty Senate. Vice Provost Brink asked if this information would be put online on the Faculty Senate website. Patty Pledger stated that they would be put online. Senator Reed reviewed the handout regarding comparisons to Big 12 and other Texas Schools and identified six key indicators that contained significant discrepancies. She asked that The Faculty Senate review these categories at the next meeting and suggested that The Senate make a recommendation that these issues be considered by the administration in order to make them competitive with the other institutions.

Vickie Hampton explained that her graduate students created the report, and it is currently being double-checked for 100% accuracy. Senator Howe brought up that athletic ticket discounts are not consistent with the information they had earlier been given regarding IRS benefits.

Senator Jim Carr then took the floor to discuss an interim report on student evaluations. Senator Carr suggested that we could review a website at [www.irs.ttu.edu](http://www.irs.ttu.edu) in the "warehouse section" to obtain information regarding student's faculty reviews.

Senator Marks discussed the issue of service learning. The charge of the committee was to contact Andrew Shoppe to help define and investigate service learning at Texas Tech University and all recommendations and findings should be reported by the Senate's April meeting.

Senator Steinhart asked that the Vice President for Fiscal Affairs be invited to The Faculty Senate's next meeting.

## **#225, May 8, 2002**

**Invited Guests:** Dr. Robert Jackson with TFA spoke regarding an update of some of the trends and problems that faculty will face in the future. Some of the major issues pertain to the fact that Texas is a right to work state, which therefore means faculty cannot unionize and strike. Two other issues pertain to post-tenure review and faculty rights as defined by the Texas courts. Post-tenure review has some problems with implementations and abuses in the process. Two situations that occurred at Texas Tech this spring involved a department chair who established a paper trail in faculty evaluations over several years that was used as a poison pill in faculty's post-tenure review. He suggested that if you are not satisfied with a faculty evaluation, you have the right to grieve it

## **Old Business:**

**Senate Study Committee A:** Service Learning – Jonathan Marks, chair, made a report regarding the committee's observations. He made the following motion, "The Senate requests that the administration clarify the meaning, application, and intention of the university strategic plan Objective 3.3 to improve understanding of the concept by faculty, students, and the community." President Giaccardo responded that if the definition of service learning is vague and too broad, then the committee could not act. Senator Marks replied that the committee is not the experts, and they feel others should evaluate the issue of service learning. Senator Kvashny called the question and the motion passed.

**Faculty Status & Welfare Committee,** Faculty Benefits – Nancy Reed, chair, made a report that included recommendations concerning six issues that they would like the administration to consider in order for Texas Tech to stay competitive with other Big 12 schools and other schools in Texas. The committee report read: see minutes for full report.

Senator Williams wanted to know more about the financial planning recommendation. Vice Provost Brink pointed out that faculty members are already using Red to Black, but it is mostly for students.

Senator Steinhart mentioned that the report that 500 students had their registration revoked because of late payments was erroneous and that it was closer to 3000. He has asked that Lynda Gilbert be invited to report on these and other issues to The Faculty Senate.

**New Business:**

Grievance Policy Ad Hoc Committee – The committee was designed to determine if the president's office or the provost's office should have the final say in terms of grievances. Committee Chair Senator Dolter and the committee recommended that the president's office should have the final say, and it was moved to send the recommendation forward to the administration.



