

Minutes of Faculty Senate 24 October 2014

Present: Ambrose, Blanton, Branson, Browning, Commissiong, Crandall, De'Armond, DeOtte, Diego-Medrano, Dursun-Kilic, Fiaud, Hartin, Hindman, Klaehn, Lee, Osei-Hwere, Ottoson, Pendleton, Shao, Stuntz, and Takacs

Absent: Atchison

Call to Order: President Ambrose called the meeting to order at 12:16 p.m. in Room 14 (Eternal Flame) of the Jack B. Kelley Student Center.

Approval of Minutes: Stuntz made a motion seconded by Blanton to approve as amended by DeOtte the minutes of the 10 October 2014 meeting of Faculty Senate. The motion passed unanimously by the Senators present.

Dr. O'Brien said the upcoming legislative session seems more favorable for higher education than during the past two sessions. The State of Texas now has a surplus. Funding priorities are public education, public transportation, and health care. Universities were asked to submit special item requests. WT requested \$1.5 million startup for electrical engineering (two faculty, technical personnel, and equipment). WT hopes to have enough students for the program. DeOtte said at least five faculty are required for ABET accreditation.

A capital item requested by WT is a 140,000 square-foot agricultural sciences complex that would include research space, offices for 50 faculty, 10 laboratories, student offices, meat lab, arena for animal safety and meat processing, and covered area with bleachers for rodeo. A Masters program will be sought in meat science. The number of students in the Department of Agricultural Sciences grew by 42% during the past few years. Engineering student enrollment also increased. There is no room to grow in the Agricultural and Natural Sciences Building and no place for more faculty offices in the ANS and Engineering buildings. Demand for environmental sciences and physicists is growing. ANS would become the science building and accommodate needs for several years. The Meat Lab would move and free 20,000 square feet of space for Nursing. Agricultural sciences, engineering, sciences, and nursing would all benefit. Stuntz asked where the new Ag Complex would be. O'Brien said WT is looking at two properties between Valley Road and the Ag Ed Center and has made an offer on 10 acres of land near the water tower. The Physical Plant wants to put the Ag Complex where bonfire used to be, but O'Brien wants a football stadium there. If the Ag Complex is put where O'Brien wants, heaters and chillers would tie in with those now at the Ag Ed Center Center and First United Bank Center. The retirement home property was purchased, and five sorority houses could be put there. WT would lease the land, but the sororities would pay mortgage directly to the developer. Sororities might pay 20 years and then the properties would be deeded to the university.

The second capital item request is Phase 2 of the Amarillo Center. An elevator will be put in. UPD would be put into the basement to satisfy Cleary Act reporting requirements. A 120-seat classroom could be put into the basement. The first floor would have the speech and hearing clinic, counseling (social work), bookstore, and room for 120 people in two classrooms. There would be room for conferences and a kitchen for catering. The third floor now has nice offices and would not to be renovated yet. The third phase would renovate the third floor of the Amarillo Center and make the façade of the building look like Old Main. Senate Finance staff are writing the proposal for WT. Each university would get one building. The Amarillo Center would be considered a different campus, so WT asked for \$30 million for the Ag Sciences Complex and \$10 million for the Amarillo Center, but the amounts would be multiplied by 0.75. Universities have much pent up demand from several years. DeOtte said the WT symbol on the highest building between Dallas and Denver will be missed. O'Brien said McCartt will work on a WT symbol. WT is meeting with Seliger, Four Price, and Smithee to help raise \$5 million more.

O'Brien said change is recommended in the Higher Education Allocation Fund (HEAF) formula. HEAF is for libraries and small projects. A proposal was made to the Higher Education Coordinating Board for the Texas legislature to fund HEAF at the original amount of \$1,000 per student. HEAF now is less per student because there are more students. WT now receives \$4.4 million each year. If HEAF were \$1,000 per full-time student, WT would receive \$6 million.

The Coordinating Board proposes to look at seven criteria for outcome-based education. WT could decide the criteria such as STEM graduates, number of graduates per 100 full-time students, and persistence of students, with the criteria having different percentages.

O'Brien said concealed weapons on campus narrowly failed to pass during the last legislative session. Most legislators are conservative, and the legislation might pass. If it does pass, WT will have restrictions such as no weapons in residence halls or counseling. People must be 21 to obtain a permit for a concealed weapon.

At the upcoming Board meeting, naming a classroom in the College of Business after Citizens Bank and tuition and fees will be discussed. WT proposes to increase tuition 1.5% but only for students incoming in fall 2015. This would generate only \$128,000 and would not have much impact for WT. O'Brien said he will be shocked if more than five students attend each of the free public hearings mandated by the State.

Personnel is putting together a search committee for a new Vice President of Institutional Advancement. The Chair of the WT Foundation, a member selected by Ambrose, member of the WT Alumni Board, etc. will be on the search committee. Parker Search will be hired because they have done a good job finding candidates for two previous Vice President positions at WT.

WT committees preparing for SACS are working hard. The final meeting is on Dead Day. A report due to O'Brien will be sent to an external reviewer. WT needs to submit a report at the end of August. The QEP committee is collecting votes and recommendations for QEP.

James Webb is forming a committee to determine better ways to integrate the Internet into everything WT does. The WT wireless system will be revamped. The new system will be 3-4 times better and maintain fast speed. Fiber optics will be put into Old Main. WT will concentrate on wireless outside. Cousins and Staffer Halls are not now connected to the wireless system but will have good wireless like the newer dorms.

Stuntz said the league of cyclists has a list of universities that are bike friendly, which could be a recruiting tool. O'Brien said WT is talking about putting 20-30 more bike racks across campus. O'Brien said some companies provide bikes for campuses. The City of Chicago has bike racks where credit cards can be used to pay to rent a bike tracked by GPS. UPD will get in touch with metropolitan areas that have extra bikes to use for WT. Dursun-Kilic said parking is still a problem for many faculty members and asked O'Brien what the university's plans are in the short and long term to solve the problem. O'Brien said he plans to expand parking east of Founders Hall. WT is buying properties from Founders Hall to the Palo Duro Research Center. O'Brien said no additional parking will be put in the interior of campus. The next large parking lot will be at Old Sub.

The outside of the old Education Building will be renovated to stop erosion. As enrollment increases, WT will be able to afford asbestos abatement and gutting and renovating the old Education Building. Education and Social Sciences would move into the building. The International Students Office would move to Old Main. A parking lot would replace Old Sub. O'Brien said faculty are reporting that shuttles are working, but the number and hours of the shuttles might need to increase. WT cannot rely on state appropriations for what WT wants to do. During the current biennium, WT received only a \$200,000 increase per fiscal year which did not allow for technology, etc., so enrollments needs to increase. Only 28% of WT needs now are funded, compared to 90% in the 1990s. Universities in Texas are becoming publicly held private institutions. WT cannot look like a big parking lot inside campus and attract students needed to increase enrollment.

WT now has 25.08% Hispanic students. At the end of October or beginning of November, a new round of eligibility for application for Title 3 and Title 5 grants will be announced. Everyone eligible needs to apply every year. If WT receives the letter, the university is eligible to apply in the spring and is preparing now. Hopefully, WT will receive Title 5 funding in Fall 2015. WT also hopes to be eligible to apply for Title 3 STEM-developing institutions. Universities cannot apply for generic Title 3 and Title 5 funding at the same time. WT has been an associate member of HACU. Eastern New Mexico is a member and now receives \$2 million, while Texas A&M Kingsville receives \$4 million each year. Diege-Medrano said benefits for Hispanics benefit everyone. DeOtte said being a Hispanic-serving institution also affects competitive national grants.

O'Brien said WT had a goal of 14% in the 2006-2010. During the past few years, many incoming freshmen are Hispanic, and the number of Hispanic transfers also are increasing (960 new Hispanic students came to WT this year). WT was stuck at 22-23% for several years. Diego-Medrano asked if there is a way to court students. O'Brien said WT has Destination WT with two-year colleges (Phillips, South Plains, etc.). A student enrolled in one of the colleges is simultaneously admitted to WT and would later come to WT. Articulated degree plans are available with all of the colleges with course credits directly transferrable to WT, because after a student completes a certain number of course hours, the university receives no additional funding for the student. A student who maintains a certain grade-point average and earns an A.S. would receive a scholarship from WT. An individual advisor is available every Monday at Amarillo College. Every Tuesday, a person is available to evaluate transcripts. Dan Garcia teaches IDS courses at other colleges.

Stuntz asked if WT is trying to attract senior citizens. O'Brien said WT has no full-time program to do so but is sending materials to students in their 30s or 40s who dropped out and encouraging them to return or take advantage of changes in online programs. The Amarillo Center has an Education on Demand program through retirement homes on Polk Street. Stuntz said there is a huge source of funding to keep senior brains active. She will send O'Brien the information to increase enrollment in the courses. Stuntz said when she speaks to organizations, people tell her they want to audit her class, but not fully enroll.

Takacs said the WT Food Court during lunchtime is a madhouse. O'Brien said Mike Knox is looking at ways to relieve the congestion. Starbucks should help. O'Brien said WT needs to look at distributed food services. Cross has a convenience store. More food items could be put into the Cross store. Some food is available at the ANS Building. The Cafeteria is busier. Another cafeteria might be needed if another residence hall is built. More tables will be put into the empty space across the hall from the Food Court in the JBK. The Food Court is popular because it is on the main access of traffic to classes and so is a place where students gather.

Fiaud asked about the campus academic quadrant and housing quadrant. She also asked plans for the SES Department. O'Brien said SES would get the space after communication disorders moves to the Amarillo Center, which is projected for Fall 2016. O'Brien can envision that the College of Business will be large enough to have its own space, perhaps where Gunther Hall now is. Jarrod Hall will be renovated. Stafford and Conner Halls need to be removed. Shirley Hall will be removed after Connor Hall is replaced with a 300-bed residence hall. All dorms now are generating income. The academic core area would be in the middle of campus. Stuntz asked how many student now live on campus. O'Brien said 2,200 undergraduates of 6,900 full-time students now live on campus but some of the 6,900 total are only online students (general studies) – 25-30% of undergraduate students live on campus. O'Brien said at least 30%, then 40% need to live on campus because living on campus increases retention through better bonding, learning in dorms, etc.

De'Armond said he is frustrated because Buff Advisor does not provide contact information for his list of advisees. New faculty in the College of Business do not have access to Datatel and cannot contact advisees. Tana will be asked to put student e-mail addresses back into Buff Advisor. O'Brien guessed that in 2006, Tana's committee with student representatives recommended that public information not be in Buff Advisor. O'Brien said he is going to make student e-mail public information; FERPA said e-mail can be made public. E-mails on a personal computer must be encrypted or are in violation of FERPA. WT might be able to resolve the problem. De'Armond wants to make connections with students sooner so relationships with students last longer. He said he wants to send a list of advisees a newsletter once a semester. Osei-Hwere said she can e-mail her advisees, but only one student at a time.

Dursun-Kilic asked O'Brien about post-tenure review. O'Brien said he has a general idea but not extreme knowledge of the proposed changes. He said the Board of Regents has a clear policy of what must be reviewed and by peer review, and the annual review by the department head does not satisfy the policy. WT needs to be in compliance with acceptable peer review. The policy stipulates the post-tenure review must be done once every 6 years. O'Brien left.

Ambrose said new information will be added to the previous post-tenure review section of the Faculty Handbook. The new policy was to be given to the Faculty Handbook Committee by 1 November but Faculty Senate can have a two-week extension. A first paragraph will be inserted to explain the philosophy. DeOtte said O'Brien wants to use Texas A&M University System language. Ambrose said the second paragraph will be the same as before. The next part eliminated will be replaced with the current WT Mission Statement. The term "required standards" instead of "minimal standards" will be used because it sounds better. Post-tenure review procedures will be two kinds of review – by comprehensive peer evaluation and by the old process of annual review of faculty performance by the direct supervisor that already exists. Criteria must be met or professional development will result. Diego-Medrano suggested linking to the procedure, which follows. DeOtte said the annual review of faculty by the direct supervisor should be available to the comprehensive peer evaluation committee because the direct supervisor has insight into the quality of journals, etc., for the discipline. Stuntz said some direct supervisors hate faculty, and the committee wanted to remove prejudice and leave out evaluations by the direct supervisor. Dursun-Kilic said some colleges do not have department heads but associate deans who may not know the journals or area of the faculty member. Ambrose said the post-tenure review process must satisfy the law for peer review, and if two groups evaluate faculty, the only reason for failing would be if the department head favored mediocre faculty. Ambrose said Shaffer said a direct supervisor is not a peer. Crandall said the reviews need to be completely separate. Ambrose said the committee wanted to keep the process simple so reviews can be done quickly and be a time-consuming process like tenure. Dursun-Kilic said scores from the annual evaluation by the direct supervisor can bias the committee. Fiaud said an evaluation cannot be evaluated. DeOtte said it is essential for the peer evaluation committee to know on what a faculty member is being evaluated (percentages for service, research, and teaching). All Faculty Senators were in favor of

post-tenured faculty being reviewed putting into a folder the annual summaries they submitted during the six years, but no evaluations or numerical forms by the direct supervisor. The faculty member may use two pages or less to summarize achievements from the last six years. A copy of the departmental standards also needs to be put into the folder. If possible, the comprehensive peer evaluation committee should have five members, with three from the College and two from outside the College reviewing the faculty member(s) from the College. Faculty Senate will select the peer evaluation review committee members. Fiaud asked what happens if there is not a sufficient number of tenured faculty from a College. Ambrose said there are about 150 tenured faculty at WT. DeOtte said selecting committee members by lottery does not give faculty input in the selection. Ambrose said random selection is the best way to ensure non-bias. A vote was taken of Faculty Senators in favor of random selection of the peer evaluation committee members, and the majority of the Senators voted in favor of random selection. Stuntz said faculty to be reviewed cannot be on the comprehensive peer evaluation committee. Crandall asked if there are more tenured faculty in some Colleges than others, so additional names will need to be drawn to have at least three faculty committee members from each College. As soon as faculty are tenured, they can be in the pool for possible selection. DeOtte asked whether direct supervisors fit into the random pool. It was decided that direct supervisors might be put into the pool as committee members from outside the College but not as College representatives. DeOtte said language needs to be used to exclude Deans. Stuntz suggested adding language "draw 25 names of tenured faculty excluding anyone with an administrative appointment." DeOtte said clarification is needed whether deans are included. Browning asked how the faculty member being reviewed will be informed of the decision of the committee. DeOtte said the procedure should be followed of all members of the promotion and tenure committee signing a letter. A letter also needs to be sent to the faculty member saying he passed the review. Commissioning suggested a form letter to inform the faculty member whether or not he passed but no numbers should be provided although the vote on a "no" decision should be tallied. DeOtte said the proposed post-tenure review policy does not match the wording in the current Faculty Handbook, so the Faculty Handbook Committee will fix the wording. Ambrose said he will correct and give the document to Senators to review and formally adopt at the 7 November meeting of Faculty Senate.

Ambrose said O'Brien wants to change the name of the University Learning Assessment Council to the University Learning Assessment Committee and make it another faculty standing committee. All Senators voted in favor of the proposed changes.

O'Brien wants to change the name of the University Planning Committee to the University Planning and Assessment Committee and also change the University Planning Steering Committee to the University Planning and Assessment Steering Committee. Blanton made a motion seconded by Stuntz to change the names. All Senators were in favor of changing the names of the committees.

Trudy Hanson wants to change the name of the Direct Supervisors Council to the Academic Leadership Council. Senators discussed that they are not sure that all direct supervisors are leaders. DeOtte moved to vote no to changing the name to Academic Leadership Council and let the Provost deal with it. All Faculty Senators voted in favor of objecting to changing the name.

It was discussed that student academic probation and suspension probably should be in the Student Handbook, not the Faculty Handbook.

Ambrose said Shaffer said he did not like some of the promotion and tenure changes in the Faculty Handbook. DeOtte recommended sending suggested changes to the Faculty Handbook Committee first before sending the changes to the Faculty Senators. Many of the suggested changes are probably just terminology.

Ambrose reminded Senators that applications for Minnie Piper Professor are due. Fiaud and DeOtte said faculty they asked said "no." Ambrose said the application is lengthy. DeOtte suggested that interested faculty should talk to Bruce Brasington because he was the last faculty member from WT selected for Piper Professor.

Ambrose has a pdf of information on Faculty Development Leave. If faculty are interested, Senators or faculty should e-mail Ambrose. Faculty must be full-time with teaching, administration, and/or service and must have worked at WT at least six consecutive academic years. Either one full year or two single-semester leaves are available. Applications are due by 1 December, and Senators will vote to rank the applicants at the first meeting of Faculty Senate in the spring. DeOtte said Roy Issa is interested in applying.

The meeting of Faculty Senate adjourned at 2:38 p.m.

Respectfully submitted,

A handwritten signature in cursive script that reads "Bonnie B. Pendleton".

Bonnie B. Pendleton, Secretary

These minutes were approved at the 7 November 2014 meeting of Faculty Senate.