

MINUTES

The Executive Committee of the Faculty Council met October 13, 1976 at 3:30 p.m. in the Board Room with Chairperson Jacquelin Collins presiding. The following members were present: Collins, Burford, Stewart, C. Bell, R. Bell, Cummins, Keho, Kelly, Kimmel, Mogan, Nelson, Smith, Strauss, Tereshkovich, Terrell, Vines, Wade and Wilson. Academic Vice President, Charles Hardwick represented the Administration. Also present were: Registrar, D.N. Peterson, Kim Cobb of the University Daily, Dean Arnold Gully, Prof. Wm. Andrews, Prof. Harry Jebsen, Julie Martin, Jim Blakely and Mr. R. Klocko.

Ch. Collins called the meeting to order and recognized the guests.

I. ANNOUNCEMENTS FROM THE CHAIR

1. Ch. Collins called for the approval of the Minutes of the September 8, 1976 meeting. Prof. Burford moved approval, Prof. Terrell seconded, and the motion passed.
2. Ch. Collins announced the following committee appointments for this academic year: Roland Smith - Chairman of the Committee on Committees, Clara McPherson - Affirmative Action Council, and David Cummins - Chairman of the Trustees of the Academic Excellence Fund.
3. Ch. Collins reported that, as requested by the Executive Committee at its last meeting, he has written a letter to Dr. Mackey regarding the proposed charge of the Grievance Committee, in which he enclosed a copy of the minutes of the meeting at which the Executive Committee debated the matter, and also a copy of the charge as recommended by the Executive Committee. At this time, there is nothing further to report.
4. Ch. Collins also reported that he has written a letter to Mr. Wehmeyer, regarding the faculty's concern of the energy crisis, and the wish of the Executive Committee that there be faculty input if there should be decisions regarding the faculty in the conservation of energy.
5. Ch. Collins was requested to write letters to the chairpersons of the committees whose annual reports were presented at the last meeting of the Executive Committee. He reported that he has done this. Before doing so, he checked on all of their recommendations to see what their status was. In addition to advising them of the status of their various recommendations, Ch. Collins thanked the chairpersons of these committees for the work done by them and their committee members, and asked that the appreciation of the Executive Committee be expressed to each committee member. It was requested that any recommendations that would benefit from Executive Committee endorsement be brought to the Executive Committee. Ch. Collins reported that only one would be presented at the meeting today, and it appears on the agenda as Item #3. He asked for guidance as to whether or not letters should be sent from the Ch. of the Executive Committee to all committee chairpersons whose committees submitted annual reports to the Faculty Council office last spring. The Executive Committee expressed its desire for the Ch. to write such letters.
6. Ch. Collins reported to the Executive Committee that on Monday, September 27, 1976 a meeting of University Committee chairpersons and the Committee on Committees met in the Board Room. The major part of the meeting was a discussion between Dr. Mackey and the chairpersons. Out of this came the rather definite idea that our University committee structure is due for an extensive study and overhaul.

7. Ch. Collins reported that the student members of the University committees have been appointed, approved by the Student Senate, acted upon by the President, and that notification is going out to committee Chairpersons as to who the student members of their respective committees are.

8. The United Way campaign is in progress. Ch. Collins urged the support of faculty members.

9. Ch. Collins reported on the last Academic Council meeting. He stated that there is to be a major study on the possibilities of pre-registration, or computerized registration procedures. At this time, Academic Vice President Hardwick is appointing a technical study committee to come up with possibilities and models of what might be done. When this technical study has been completed, their findings will be given to the Registration Committee, and at this point there may be more specific input from the faculty.

10. Ch. Collins also reported that the Academic Council has been restructured. Henceforth, the Academic Council consists of the Academic Vice President, his associates, the Deans of instructional Colleges and Schools, and the Vice President for Graduate and Research Studies. The purpose of this restructuring is to have the decision-making done by those people who are more directly concerned with it. Thus, a few people are leaving the Academic Council, among those being the Executive Committee Chairperson, Ch. Collins. Ch. Collins expressed his feelings that this structure was very feasible, and that he trusts that the lines of communication between the Administration and the Faculty Council Executive Committee will be such that any matters of importance to the faculty will be transmitted through the Executive Committee. Vice President Hardwick stated that from the first meeting under the new structure held October 12, he gauged the new structure to be successful. The Faculty Council office will routinely receive minutes of the Academic Council meetings. Prof. C. Bell moved that the Chairman of the Executive Committee distribute the Academic Council minutes to the members of the Executive Committee. Prof. Nelson seconded. Vice President Hardwick stated that Pres. Mackey has a plan underway at the present time in terms of which he is going to have an information center where the minutes in question will possibly be available to anyone who would like to see them. He asked that the Executive Committee wait to see what the outcome of this plan will be.

Prof. Burford requested that the Executive Committee take a "wait and see" attitude on this matter. The Executive Committee voted on the motion that the Ch. distribute minutes of the Academic Council to the members of the Executive Committee. The results were 6 for, 10 opposed, with 1 abstention. The motion failed.

Prof. Stewart urged the Executive Committee members to think about the possible consequences of more isolated consideration of academic issues and our mutual responsibility for them, and to provide input. Prof. Cummins suggested that the Executive Committee might charge the Ch. with reading the minutes and then reporting to the Executive Committee on the minutes at each Executive Committee meeting. Vice President Hardwick stated that Pres. Mackey's administration is going to be an open administration, and that the minutes will be available to anyone who wants to see them. Ch. Collins accepted the charge of reporting on the Academic Council minutes to the Executive Committee.

Prof. Stewart moved that the Executive Committee ask the administration to reconsider allowing the Ch. of the Executive Committee to attend the Academic Council meetings. Prof. C. Bell seconded the motion. Prof. Cummins felt it would be unwise to accept the motion, in that it might create a confrontation with the administration that is not necessary. Prof. C. Bell expressed the opinion that it is not a confrontation but simply appropriate that the Executive Committee Chairperson should attend the Academic Council meetings. Prof. Wilson asked Ch. Collins for his feelings on

this issue. Ch. Collins feels that things are being done the way they should be done. Prof. Strauss moved that the Executive Committee table the previous motion to ask the Administration to reconsider the deletion of the Executive Committee Chairperson from the Academic Council meetings, until such a time that it might become necessary to reconsider it. Prof. Burford seconded. The results of the vote was: 10 for, 6 opposed, with 1 abstention. The motion to table the motion was passed.

11. There is a Faculty Council meeting scheduled for October 28 at 3:15 in the University Center Ballroom. The deadline for getting agenda items to the Faculty Council Office is October 18.

## II. CODE OF STUDENT AFFAIRS COMMITTEE'S RECOMMENDATION THAT THE CODE OF STUDENT AFFAIRS BE RE-WRITTEN

At the last meeting, Prof. Manley gave a brief report on five university committees. Ch. Collins was asked to bring back to the Executive Committee those recommendations from each committee which might benefit from Executive Committee support and endorsement. Ch. Collins found that there was only one such recommendation at this time. That is the recommendation from the Code of Student Affairs Committee that the Code of Student Affairs should be re-written. It is felt by this committee that a complete revision is in order. Prof. Cummins moved that the Executive Committee support the Code of Student Affairs Committee's recommendation. Prof. Vines seconded. The motion passed without opposition.

## III. PASS-FAIL POLICY

Ch. Collins recommended that the six recommendations of the ad hoc Select Committee on Pass-Fail Grading be sent to the Faculty Council as is. Prof. Tereshkovich moved that the Executive Committee endorse all six recommendations and send them to the Faculty Council. Prof. C. Bell seconded the motion. Prof. Nelson suggested that the Executive Committee look at each recommendation rather than endorse all six of them at once. Prof. Stewart moved the question. Prof. Burford seconded. The results were: 11 for and 6 opposed. A two-thirds vote was not obtained and debate continued on the original motion.

Prof. Strauss directed a question to Mr. D.N. Peterson, Registrar, regarding one of the six recommendations. His question was how feasible it would be for the Registrar's office to change a letter grade to a pass-fail grade, and how accurate the faculty could expect such a change to be. Mr. Peterson said that from a mechanical standpoint, there would be little or no difficulty in changing a letter grade to a pass-fail designation, providing that the information from the instructor had gone into the system indicating that this is permissible. At the present time pass-fail is initiated by the completion of a form which is located in the Academic Dean's office and then forwarded to the Registrar's office. At that point it is coded and placed into the machine by keypunch. Prof. Strauss then questioned what happened to the grade sheets turned in by faculty members. Mr. Peterson indicated that the sheets are checked in the Registrar's office, and then keypunched into a machine. A print-out is then produced and for the past two semesters those print-outs have been checked against the grade sheets for errors. He reported that for the past two semesters there have been no errors. Prof. Strauss questioned the possibility of sending the print-outs back to the faculty. Mr. Peterson indicated that his office was in favor of such a procedure, and that it would present no problem. Prof. Burford asked Mr. Peterson why the print-outs were not sent back to the respective faculty members at this time. Mr. Peterson indicated that his office had not done this previously and assumed that the faculty did not want this. Prof. C. Bell indicated that some faculty members felt that it was better for the Registrar's office to do this checking, as at times the grades would be

sent back when some faculty members were preparing to leave for the summer.

Prof. Nelson voiced opposition to endorsing the ad hoc committee's report. He expressly opposed items 2, 5, and 6. He favored sending the report to the Faculty Council without endorsement.

Prof. R. Bell moved an amendment to the main motion so that it state only that the Executive Committee send the report to the Faculty Council. Prof. Burford seconded. Prof. Burford then asked Dr. Gully to explain to the Executive Committee why the report did include the items that Prof. Nelson was opposed to. Dr. Gully stated that if Recommendation 2 was not included in the report, then some students would not be able to take any course pass-fail. In reference to Recommendation 5, the majority of students feel that it makes a difference whether or not the instructor knows the names of students taking a course pass-fail. In regard to Item 6, the ad hoc committee felt that the option of changing from a pass-fail basis back to a letter grade in itself provides some motivation for improved work.

Julie Martin defended the ad hoc committee's findings, saying that there was built-in protection for the students, and that the nine-hour limit of course-work used to satisfy general degree requirements that may be taken pass-fail is not such a significant number that it would hamper a student from getting into graduate school or that a student could abuse the policy. She also stated that a student usually had no indication, at the time of the present deadline for expressing the intention of taking a course pass-fail, as to what grade they would be making if they declined the pass-fail option.

Dr. Bill Andrews, Asst. Professor of English stated that the majority of students who take the 100 and 200 level English courses that take the courses pass-fail do inferior work. He distributed a summary of grades in these courses in support of his contention. The immediate motion on the floor at this time was to strike "to endorse" from the previous motion. Prof. Burford indicated a desire to hear from Student Association Internal Vice President regarding support of the ad hoc committee's report. Prof. Vines argued that this had little or nothing to do with the motion on the floor. Prof. Vines then moved the question. Prof. Nelson seconded. The motion carried and debate stopped. The Executive Committee then voted on the motion on the floor to strike "to endorse." The outcome of the vote was 11 for, 6 opposed. The motion, as amended, is to send the report to the Faculty Council. Prof. Strauss moved the question, and Prof. Vines seconded. The outcome of the vote was 13 for, 4 opposed. Debate was stopped and the committee voted to send the report to the Faculty Council by a vote of 15 for, 2 opposed.

Prof. Cummins moved that the Executive Committee endorse the Gully report. Prof. Tereshkovich seconded. Prof. C. Bell moved the question since there had been considerable discussion on this point previously in the meeting. Prof. Vines seconded. The vote outcome was 8 for, 7 opposed. A two-thirds vote was not obtained, therefore debate on the motion to endorse the ad hoc committee's report was opened. Prof. Burford repeated his request to ask the Internal Vice President of the Student Association to communicate to the Executive Committee the resolution which was passed by the Student Senate. Vice President Blakely distributed the Student Association resolution. He indicated that the resolution endorses the Gully report, and that the six items in the resolution correspond with the six items of the Gully report.

The question before the floor is to endorse the six recommendations of the Gully report. A vote was taken. The outcome was: 11 for, 5 opposed. The motion passed. Thus, the Gully report will be brought before the Faculty Council and will carry with it the endorsement of the Executive Committee by a vote of 11 to 5.

A copy of the entire Gully report is available to faculty members in the Faculty Council office.

#### IV. INVESTIGATION OF HIRING PROCESS

At the last meeting of the Executive Committee, Ch. Collins was asked to appoint someone to investigate University hiring policies. Ch. Collins did this study himself. His findings indicate that there is no uniform hiring policy on the campus, other than a routing slip which says that Chairpersons initiate recommendations to hire, that recommendations are then made by the Academic Dean and the Graduate Dean, and that the Vice President for Academic Affairs makes the final decisions. Ch. Collins felt that the hiring process is certainly one of the three most important personnel decisions made on a campus. These are hiring, granting tenure, and promoting. He stated a desire to have some faculty participation in the hiring process. Prof. Stewart moved that the Executive Committee charge the Academic Status committee for further investigation, study and recommendations. Prof. Burford seconded and the motion passed.

#### V. PROPOSED LETTER TO ATHLETIC DEPARTMENT

Prof. Strauss suggested a letter be sent to various members of the Athletic Department indicating that there might be no more "excused" absences for students involved in athletics. There was opposition to the letter from members of the Executive Committee since they felt it unfair to the students to take punishment for a statement made by the Athletic Department that there was little difference between a faculty-spectator and a general spectator at an athletic event. Prof. Strauss indicated that his major purpose in writing the letter was to remind faculty members that there was no such thing as an "excused absence."

#### VI. COMMITTEE ON COMMITTEES - REVIEW OF UNIVERSITY COMMITTEES

Prof. Smith reported on a recent meeting with Pres. Mackey concerning the review of University committees. He indicated that Pres. Mackey desired to have the committee structure rationalized and made more efficient. He has in mind that we eliminate those committees which need to be eliminated, and combine the functions of similar committees, change the number of people on committees, have broader representation from the University, and on most committees have staggered three year terms whereby the committee chairmen will be chosen from committee members who are serving their last year on the committee by other committee members rather than by Presidential appointment. The final thing Pres. Mackey would like to see done with the committees is that every committee have some operating officer in the University who is responsible for responding to the committee and seeing to it that the committee is appointed and functioning. He would like to change the reporting system from having the majority of committees reporting to his office, and instead having only those committees with which he must be involved reporting to his office, and having the other committees reporting to various Vice Presidents. There will be a major overhaul of the committees at the University this year.

#### VII. REVIVAL OF FACILITIES PLANNING COMMITTEE AND CAMPUS SECURITY COMMITTEE

Prof. Stewart had planned to make a presentation in behalf of reviving the Facilities Planning Committee and the Campus Security Committee, but felt at this point that this subject related to the announcement which Prof. Smith made concerning

the restructuring of University Committees, so he withdrew this item. Ch. Collins asked Prof. Smith to note that there were two committees which might need resurrecting in his restructuring.

#### VIII. COORDINATING BOARD POSITION PAPER ON ACADEMIC FREEDOM, TENURE, AND RESPONSIBILITY

Ch. Collins reported on a letter which he had sent to President Mackey criticizing the Coordinating Board's currently proposed revision of its Policy Paper #1 on Academic Freedom, Tenure, and Responsibility and asking him to request that the Coordinating Board hold a public hearing on the proposed changes. Copies of Collins' letter, including his criticism of the proposed revisions, had previously been distributed to the members of the Executive Committee. Ch. Collins further reported that Dr. Mackey had contacted him saying that he was requesting that the Coordinating Board hold a public hearing on the proposed revision and that when a hearing was held that the faculty and administration of Texas Tech would make appropriate suggestions. Prof. Cummins suggested commendation to Ch. Collins for identifying the amendment to Policy Paper #1 and for acting so immediately and in such an excellent fashion to achieve the results that have been achieved. Ch. Collins responded that he would be more happy if the committee were to take note of the positive action that was taken by President Mackey and Vice President Hardwick. Vice President Hardwick stated that a copy of the Position Paper has been submitted to the Tenure and Privilege Committee for its responses.

#### IX. OTHER BUSINESS

1. Prof. C. Bell asked Vice President Hardwick a couple of questions that had been raised to him regarding the new Sick Leave Policy. One question in particular dealt with the statement that abuse of the Sick Leave Policy would constitute grounds for dismissal. Prof. Bell questioned how this would affect tenured faculty members. Vice President Hardwick stated that the administration was currently studying the effects of the new policy, and trying to decide how to account for sick leave, since there is now a monetary value involved. He assured the Executive Committee that the administration was trying to avoid having the faculty hand in time sheets.

2. Prof. Stewart mentioned the Employee's Affidavits which have been received by faculty members recently. He stated that some concern had been expressed to him as to where they came from, and why they were distributed. Prof. R. Bell answered that the reason for the new affidavits being required, was that the old ones had been destroyed in the Administration Building fire.

Prof. Burford moved that the meeting adjourn. Prof. Vines seconded and the motion passed. The meeting adjourned at 5:53.

Respectfully submitted,



William Stewart, Secretary  
Executive Committee