

MINUTES

The Executive Committee of the Faculty Council met Wednesday, April 13, 1977 in the Board Room with Chairman Collins presiding. Members present were: Burford, Stewart, C. Bell, Davis, Keho, Kimmel, McPherson, Mogan, Nelson, Smith, Strauss, Tereshkovich, Terrell, Vines and Wilson. Present as guests were: Clyde J. Morganti, Assistant to the President; Charles S. Hardwick, Vice President for Academic Affairs; John Cobb, Chairman of the Athletic Council; Richard Klocko, Director of Personnel Relations; and Babs Greybosky, of the University Daily. Newly elected members of the Executive Committee present as guests were: Helen Brittin, James Eissingar, Gary Elbow, Richard McGowan, Bill Oden, Neale Pearson, and Elizabeth Sasser.

Ch. Collins called the meeting to order at 3:48 p.m. and welcomed the guests.

I. MINUTES OF THE MARCH 9, 1977 MEETING

Wilson moved that the minutes of the March 9, 1977 meeting be accepted as distributed. Burford seconded. The motion passed.

II. ANNOUNCEMENTS FROM THE CHAIR

- a. Robert Bell, a member of this committee, wishes to resign because of conflicting duties. An election to fill this vacancy will be necessary.
- b. Two letters were written to Dr. Charles S. Hardwick: the first requesting a copy of the report his office is going to make regarding the employment of adjunct professors; the other regarding a report the Academic Status Committee made requesting that there be some structured faculty input into the procedures for hiring faculty.
- c. A letter was written by the chairman to Dr. Robert Ewalt regarding the Bookstore Committee. Nominations of persons to serve on this committee were Gary Elbow, Geography, Derald Walling, Mathematics, Ron Smith, Plant and Soil Sciences and Ann Burbridge (in charge of book orders for the Law School) whose name was added orally.
- d. Referring to the Academic Council meeting of March 28 and reading from the last item listed in the minutes, Number 3. Tenure policy applications as regards "up and out" assumptions; Dr. Hardwick was asked if he could clarify. He explained that this involved the question of tenure with promotion from Assistant Professor to Associate Professor or tenure without promotion. Deans want to discuss the merits of continuing this type of policy.

Ch. Collins then asked what is the 100% employment rule for faculty referred to in these minutes. Hardwick replied that this referred to an administrative policy stating that a faculty member (in most cases) is limited to one full-time salary from University funds. The administration is considering changing this policy.

- e. The Faculty Council at its April 5, 1977 meeting passed the amendment to the charter which states that the Chairperson of the Executive Committee, the Vice-Chairperson and the Secretary, in that order, shall act as presiding officer for the Faculty Council meeting. Approval of the President and the Board of Regents is needed to finalize this amendment.

- f. Ch. Collins read a letter he had written to Bill Barnett, President of the Ex-Students Association, thanking them for their contribution of \$50,000. Ch. Collins asked for endorsement of this letter before sending it to Mr. Barnett. Burford moved that this committee instruct the chairman to send the letter. McPherson seconded and the motion passed. During discussion about the possible uses for this money Hardwick reported that it had already been committed to the two development leave opportunities previously announced.
- g. At the Board of Regents meeting last Thursday, the tenure and promotions that came before the Board were passed. Discussion arose regarding tenure policy in response to reports that several members of the Board had expressed reservations about it. The system is weakened to the extent that it protects incompetents (C. Bell). The system provides protections for the administration as well as the faculty (Oden). Incompetents might be more easily protected if there were no tenure system to provide a base from which they can be challenged (Mogan).
- h. The results of the recent faculty elections were announced. (See accompanying report.)

III. PROPOSED NEW AFFIRMATIVE ACTION PLAN - Clara McPherson

Ch. Collins' introductory comments were to the effect that he had previously sent a personal response to Mr. Klocko's request for comment, but that upon thinking about it further felt that this was something which needed to be brought before the Executive Committee. He therefore asked Clara McPherson, Executive Committee representative to the Affirmative Action Council, for a report. She responded by distributing a written report to the committee in which she summarized the work of the Council. She called attention to several major points concerning the Affirmative Action Program which were approved and added that an agenda item of the March 8, 1977 meeting concerned proposals of the Ad Hoc Committee on Consideration of Objective Standards for Tenure and Promotion. She also called attention to the statement made by this ad hoc committee at its March 31, 1976 meeting.

Klocko asked that the statement in McPherson's report referring to a letter written by President Mackey be deleted since the President has not yet given his approval to that statement. He reported that the ratios of minority and women employees in the faculty is declining. In the area of classified personnel the ratio looks good, but from an overall view the numbers are not pleasing to the Affirmative Action people.

(A copy of the Affirmative Action document to which reference is made above is on file in the Faculty Council Office should anyone desire to see it.)

IV. ATHLETIC COUNCIL - Dr. John Cobb, Chairman

In introducing Dr. Cobb, Collins reminded the Executive Committee that at the last meeting he had been charged with the task of gathering information regarding the relationship that exists between the Athletic Council and other components of the University. Dr. Cobb had agreed to come to the meeting to answer questions; to request that the Athletic Council be allowed input into the way faculty are chosen to accompany the football team to out-of-town games; and to suggest that the Athletic Council should be the organization to notify these faculty members of their selection.

Discussion began with C. Bell's question about the legal relationship of the Athletic Department to the University. Cobb first emphasized that, because of the current structure, he would be referring to men's athletics in this discussion. By law the Athletic Department is an auxiliary part of the University which receives no tax money, but must finance its own "house" through gate receipts, television rights, options, etc.

Bell asked Cobb if he would consider it appropriate for the faculty to be concerned with the activities of the Athletic Department in the same sense that faculty is concerned about the activities of the University Center, the Bookstore, the dormitories, etc. Cobb replied that this was a concern of the Athletic Council, and that its membership contains faculty members appointed by the President. Discussion continued concerning this representation and the lack of cooperation between the Athletic Council and the Committee on Committees.

Strauss observed that athletes are also students. Cobb replied that athletics are a part of the students' education; beneficial to the student by way of competition and physical fitness. He also feels that athletics become the "show window" of an institution. A correlation was cited between enrollment figures and the relative success of the previous football season.

The option plan by which football tickets can be purchased was discussed and it was generally agreed that this plan is largely responsible for much of the current ill-feeling between the Athletic Department and faculty. Cobb reported that the Council was responsible for the fact that there are still some half-priced option seats. He also confirmed that faculty who serve on the Athletic Council do receive complimentary football tickets during their tenure of service.

Nelson asked about NCAA and SWC requirements for faculty participation in athletic councils. Cobb replied that the NCAA regulation stipulates institutional autonomy but does not designate the faculty/administration composition. the SWC, however, requires that faculty be very intensely involved; but he feels that the Athletic Council cannot be responsible for day-to-day operations.

Collins proposed to appoint a committee of three persons to bring a report back in May. This committee's charge will be to define how faculty members shall be chosen to go on out-of-town football trips. This was agreed upon by consensus.

V. FACULTY COUNCIL EXECUTIVE COMMITTEE OFFICER ELECTION

Vines made the motion that Agenda Item #10 be moved forward and considered at this time. Smith seconded. The motion passed.

Collins opened the floor for nominations for Chairperson, McPherson nominated Burford. Nelson nominated C. Bell. Wilson nominated Collins, who declined. Keho made the motion that nominations cease; Smith seconded. The motion carried.

C. Bell was elected Chairman for the year beginning September 1, 1977.

For Vice Chairman, Kimmel nominated Wilson. Keho nominated Nelson. The Chairman asked for other nominations and after receiving none and no motion that nominations cease, he declared nominations closed.

Wilson was elected Vice Chairperson

For Secretary, Nelson nominated Smith. A motion that nominations cease was made by Keho and seconded by Stewart. The motion carried. Smith's election as Secretary was confirmed by ballot.

Vines moved that Item #8 on the printed agenda be moved forward and considered at this time. The motion was seconded by Davis. The motion failed.

VI. REPORT OF AD HOC COMMITTEE ON FACULTY COUNCIL CHARTER REVISION - C. BELL

Bell reports substantial agreement between the committee and the administration; which supports the hope that he will have a full report for the May meeting of the Executive Committee.

VII. REPORT OF COMMITTEE ON COMMITTEES - R. SMITH

Smith referred to the "color-coded" sheets of recommendations distributed at the March meeting and moved that this committee make some amendments and then adopt these three sets of papers.

Consideration of the documents proceeded as follows:

a. The Committee on Committee's Revised Recommendations for Change in University Committees and Councils, March 9, 1977

- 1). Item I. D. - Amend to read:
All faculty members (except in cases where they must be elected) shall be recommended for committee or council service by the Executive Committee of the Faculty Council (Faculty Senate), and appointed by the President of the University. Normally, the number of nominations made for appointments to any one committee or council will equal the number of vacancies to be filled, plus one.
- 2). Item I. L. - Add to page 2. per attached resolution (On file in the Faculty Council Office with the original copy of these minutes.)
- 3). Item II. B. 4 - Delete the word "University".
- 4). Item II. B. 7 - Delete entirely.
- 5). Item II. B. 9 - Should be understood to be subject to revision by the ad hoc committee on computer services.
- 6). Item II. B. 10 - Change last phrase to read: "and other dean's committees are not included."
- 7). Collins reported that Dr. Harold Dregne, Director of ICASALS, is opposed to the changes recommended by Items II. A. 3. and II. B. 6.

Strauss moved the endorsement of the "green sheets" (with noted revisions) and the submission of them to the President's Office for negotiation and implementation. McPherson seconded. The motion passed with no opposition.

b. Committee - Officer List (blue sheets)

- 1). Page 2 - Delete the word "University" from three committees so that they read: Appeals Committee, Benefits and Retirement Committee, and Discipline Committee.

- 2). Collins reported that he had talked with the chairmen of the Academic Affairs and Academic Status Committees for their reaction to the two committees being combined. One possible problem mentioned by these chairmen was the fact that the Academic Affairs Committee has student representatives and Academic Status has no students as members.

Smith moved this committee's recommendation of the "blue sheets" and the packet of committee charges. Motion seconded by Kimmel.

Stewart moved to amend Academic Freedom and Tenure Council charges (in white packet) by substitution of the alternate proposal as distributed. Strauss seconded. After brief discussion the amendment passed. (Copy of the amendment is on file in Faculty Council Office with original copy of these minutes.)

The Chairman opened the floor for discussion on the adoption of and recommending to the President the two "blue pages" and the packet of charges as amended. Charges are not yet written for some committees and those will be completed and brought before this committee at its May meeting.

Strauss moved that the number of faculty representatives on the Benefits and Retirement Committee be changed from three to six since this committee must have a professor of insurance and a medical school representative on it in order to function efficiently. Tereshkovich seconded. The amendment passed.

The motion to adopt the committee's recommendations as amended passed with three negative votes.

VIII. PROPOSED TEACHING EFFECTIVENESS COMMITTEE

By way of introduction, Collins referred to a letter from Associate Vice President for Academic Affairs, Len Ainsworth to Mr. Morganti, which read in part, "Dr. Hardwick has established a committee on teaching effectiveness which will include representatives from the colleges and the school of law and which will report to the Vice President of Academic Affairs". Collins also referred to a letter from J. Duane Hoover, Chairman of the Committee on Teaching Effectiveness, asking that this committee be made permanent.

In the discussion Hardwick stated that within the past three years there have been committees on teaching effectiveness established in each of the colleges. The committees work primarily under the Dean of each college. Attempts have been made in the past to develop cooperative seminars, programs, etc. In an effort to coordinate the work of these committees at the university level, last fall Hardwick met with the chairpersons of each of these committees and a request was made at that time for a formal structure. In responding to this request Hardwick acknowledged the oversight that this was not implemented through the Executive Committee's Committee on Committees.

Gary Elbow reported that, as Chairman of the Arts and Sciences Committee for the Improvement of Teaching, and a member of it since it was created three years ago, he has never heard of the committee to which Hardwick referred.

Tereshkovich noted that the committee seemed to duplicate the Academic Affairs Committee's charge as currently proposed.

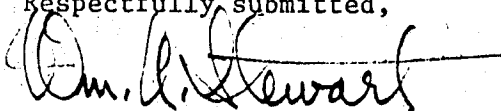
Collins will investigate the above and report at the May meeting of the Executive Committee.

IX. PROPOSED NEW PREMISES FOR FACULTY COUNCIL OFFICE

After brief discussion of the issue, Stewart made a motion that the Faculty Council accept the suite of offices offered for its use in Holden Hall. Keho seconded. The motion passed.

Strauss made the motion to adjourn. Keho seconded. Motion passed. The meeting adjourned at 6:08 p.m.

Respectfully submitted,



William A. Stewart, Secretary
Executive Committee
Faculty Council

4/25/77

/gf

Copy of Resolution referred to on page 4., VII., a., 2). on file with original copy of these minutes.

Copy of alternate proposal referred to on page 5, third paragraph, also on file with minutes.

RESULTS OF ELECTION

At-Large Representatives to Executive Committee of the Faculty Council:

Gary Elbow, Geography
Richard McGowan, Music
Bill Oden, Political Science
Neale Pearson, Political Science
Elizabeth Sasser, Architecture

Home Economics Representative to Executive Committee of the Faculty Council:

Helen Brittin

School of Law Representative to the Executive Committee of the Faculty Council:

James R. Eissinger

Elected to the Faculty Development Committee from Arts & Sciences:

Joe Mogan, Jr., English
Ben Newcomb, History
Edward George, Classical/Romance Languages

From College of Engineering:

Donald L. Gustafson, Electrical Engineering

Elected to the Tenure & Privilege Committee:

William A. Stewart, Architecture

REPORT TO EXECUTIVE COMMITTEE ON MEETING OF
AFFIRMATIVE ACTION COUNCIL

The Affirmative Action Council met once this academic year, March 8, 1977. The main item of the agenda was discussion of the draft for the Revised Affirmative Action Program. The original Affirmative Action Program For Texas Tech was implemented by President Murray in 1974. A strong need for revision was noted. Complete implementation was emphasized by Dr. Mackey in a letter which accompanied the revised copy of the program as follows: "I have not been pleased with the progress which this University has made in achieving the objectives of the Affirmative Action/Equal Employment Opportunity program. The concept of equality for women and minorities is inherently correct and just, and has been recognized firmly by the federal and State governments. I expect all executives, administrators and supervisors to be conscientious in their efforts to live up to the letter and the spirit of this worthwhile program."

Several major points should be noted concerning the Affirmative Action Program which were approved:

1. The addressees will be involved in and responsible for the carrying out of the program more closely than heretofore. They will have Affirmative Action Monitors who will follow the continuing activities of the program.
2. The goals and timetable of the Affirmative Action program have not been met, particularly as it regards faculty, executives and professionals.
3. The reporting and record-keeping responsibilities of executives, deans, department chairpersons and department heads have been spelled out more precisely than before.
4. There are several programs and projects in Sections V and VI to which the University will be committing itself for positive action. Failure to support this commitment in the future could be seriously questioned by the federal compliance agencies.
5. Several of the Exhibits have not been included with this draft for the sake of simplicity. Exhibit 2 (58 pp of statistics) and Exhibit 3 (272 pp) are detailed reports required by the federal regulatory agencies. Copies are in the Office of Personnel Relations if anyone wishes to see them. Exhibits A and B are simply standard TTU Purchasing and Contracting blank forms.

The second item on the agenda of the March 8 meeting concerned the results of the Ad Hoc Committee on Consideration of Objective Standards for Tenure and Promotion. This committee composed of Floyd Perry, Charles Fennessey, Fred Rigby and Clara McPherson made the following statement: (Meeting held March 31, 1976)

In view of the diversity of the departments and the Colleges within the university, the committee recommended that an immediate formal request be made to President Murray, the Academic Vice-President and the Academic Deans to devise the appropriate steps for development of objective standards for tenure and promotion. The following ideas surfaced from the ensuing discussion:

1. That teaching should be given as much as or more emphasis than research.
2. That some means should be devised for determining quality of teaching, other than student evaluation.
3. That development of standards for granting tenure and promotion might be highly feasible through a committee or committees of the Faculty Council.

All colleges at Texas Tech have guidelines for granting tenure and/or promotion, however, many are very general in scope. The College of Arts and Sciences has now initiated peer evaluation to aid in assessing quality of teaching and perhaps there are others of which I am not aware.

Respectfully submitted,

Clara McPherson
Clara McPherson
Executive Committee Representative