

Minutes

Faculty Senate Meeting #26

October 8, 1980

The Faculty Senate met on Wednesday, October 8, 1980, at 3:30 p.m., in the Senate Room of the University Center with Roland Smith, president, presiding. Senators present were Bacon, Blaisdell, Cepica, Clements, Cochran, Collins, Dale, Denham, Dixon, Filgo, Gipson, Harris, Higdon, Horridge, Jebson, Keho, Kimmel, Lee, McDonald, McGuire, McPherson, Malloy, Masten, Mogan, Morris, Nelson, Newcomb, Owens, Rude, Sanders, Schoen, Shine, M. Smith, Stewart, Tan, Troub, Volz, Williams, Wilson, and Wood. Anderson, Hill and Kellogg were absent.

The guests were Len Ainsworth, Associate Vice President for Academic Affairs; David E. Potter, Executive Committee, Texas Tech University Health Sciences Center; Ernest Sullivan, Parliamentarian; Bruce Kemp, Internal Vice President for Student Affairs; Kippie Hopper, University Daily; and Preston Lewis, University News & Publications.

SUMMARY OF BUSINESS CONDUCTED

The Faculty Senate:

1. Approved the Annual Report of the Faculty Senate for 1979-80,
2. Heard a report from the Tenure and Privilege Committee,
3. Approved a resolution regarding University Committee appointments,
4. Approved a change in the Senate Bylaws,
5. Discussed a proposed revision of the Tenure Policy,
6. Heard a report on recent developments in the Athletic Council,
7. Heard a report on the TACT sponsored meeting of heads of faculty councils, senates, and other such faculty organizations.

Smith called the meeting to order at 3:40 p.m., introduced and welcomed the guests, and announced that Professor Ernest W. Sullivan of the Department of English had agreed to serve as parliamentarian. He also announced that arrangements were being made so senators could park in the University Center lot on meeting days, and that he had attended the Legislative Budget Board hearing on the proposed budget, the Board of Regents meeting, and the TACT meeting of heads of faculty governing organizations. He indicated that a copy of the proposed budget was on file in the Senate office.

I. MINUTES OF THE SEPTEMBER 10, 1980 MEETING

Smith noted one error which had been called to his attention. On page 4, paragraph 3, line 4, "Anderson" should be changed to "Ainsworth." Newcomb moved approval of the minutes as corrected. The motion carried.

II. ANNUAL REPORT OF THE FACULTY SENATE, 1979-80

Wilson moved acceptance of the annual report as distributed. The motion carried.

III. REPORT OF THE TENURE AND PRIVILEGE COMMITTEE

Stewart, Chair of the Tenure and Privilege Committee, reported on the Committee's perception of progress in policies and procedures, some special concerns, and proposals for concurrent action. The Committee perceived considerable improvement in the areas of faculty counseling and evaluation, though he indicated there were problems in obtaining reasons for personnel decisions and lack of success with recommendations on specific cases. The Committee often finds it difficult to reach conclusions and to make recommendations because of materials being unavailable. He saw particular progress in the area of tenure-track status for full-time faculty. Last spring, the Committee concluded that procedural rights and responsibilities should be available to all full-time faculty except for bona fide visiting professors. President Cavazos vigorously endorsed the recommendation, and the Academic Council is currently studying the impact of the recommendation on policies and budget. Both the Academic Council and Vice President for Academic Affairs believe that a two-year phasing in of the recommendation may be necessary. Stewart referred briefly to a handout he had distributed before the meeting showing 78 individuals with visiting appointments in five different ranks for the 1980-81 academic year. Several senators indicated errors in the figures, especially for History and HPER.

Discussion followed concerning adjunct professors and the appropriateness of visiting appointments. Ainsworth explained that adjunct professors are not paid full-time salaries from the faculty salary budget but are often compensated for very short periods of time. He further indicated that, although the President and the Tenure and Privilege Committee had recommended no temporary, non-tenure positions, some flexibility was necessary for areas wishing off-campus professionals to teach occasional courses and for people involved in funded research, though he agreed that visiting assistant professor was not a sensible title. Schoen, Shine, Smith, and Newcomb discussed the appropriate title for such cases, with Schoen reminding the Senate that tenure-track positions do not automatically confer tenure and that bona fide visiting appointments are not tenure-track positions. Rude asked specifically if any individuals on visiting appointments had had their status upgraded to tenure-track this year. Stewart responded that he did not know but would address the question and try to find the information.

Stewart reported that the Committee concluded during its September 16 meeting that the Board of Regents' current Speaker's Policy "is reasonably satisfactory and sufficiently close to the language recommended by the ad hoc committee on academic freedom to make further action" unnecessary at this time. Also, at its October 7 meeting, the Committee concluded that the essence of the tenure policy revisions to be presented later in the meeting was already operational assumptions but that some written statements were necessary. The Committee decided to rewrite the proposal as interpretation #17 of the Tenure Policy. Schoen and Ainsworth questioned how committee interpretations become part of the Tenure Policy and become binding. Newcomb stated that he could not accept Stewart's reading as a satisfactory response. Further discussion followed until Smith ruled it out of order.

Stewart concluded his report, saying problems of definition and appropriate jurisdiction are being debated and that a joint meeting with the Grievance Committee has been proposed.

IV. RESOLUTION REGARDING CERTAIN UNIVERSITY COMMITTEES

At its September 10 meeting, the Senate referred a resolution concerning certain University Committees to the agenda committee for revision. Smith placed the redrafted resolution before the Senate for action. Cochran moved its acceptance. The parliamentarian, on a point of order, proposed several necessary changes, which Cochran accepted as friendly amendments. The Senate approved the following resolution:

Whereas, The "Directory of Standing Councils and Committees 1980-81" specifies that four committees (Biosafety Committee, Protection of Human Subjects Committee, Radiation and Laser Safety Committee, and Warm-Blooded Animal Committee) are "special committees," and "not standing committees of The University;" and

Whereas, Article V, Section 4 of the Constitution of the Faculty Senate of Texas Tech University (approved and adopted by the Faculty Council, University President, and the Board of Regents) states:

"The President of the University may establish and define composition of ad hoc or standing committees or councils of Texas Tech University, Texas Tech University School of Medicine, and the Museum of Texas Tech University, or joint committees or councils of the above, and may determine if members are to be elected or appointed. Texas Tech University faculty members appointed to these standing (but not ad hoc) committees or councils shall be selected from a list of nominees for each committee or council provided by the Faculty Senate. The President of the University may specify the number of nominations to be supplied by the Faculty Senate for each such committee or council position.

The position of the chairperson of the Athletic Council of the University shall not be open to nomination by the Faculty Senate"; therefore

Be it resolved, That the Faculty Senate reminds the administration that the responsibility for nomination to the four committees (named above) resides with the Faculty Senate and has been violated in the following manner: by calling them "special" committees, and stating that they "are not standing committees of the University," when, in fact, they are; and by publishing them in the directory "as a matter of information;" and

Be it resolved, That we request the committees be restored to their former status.

V. RECOMMENDED CHANGES IN SENATE BYLAWS

Stewart moved acceptance of an amendment to Section 8, paragraph 5 of the Senate Bylaws as follows: "An anticipated absence of more than five consecutive months shall be cause to declare a seat vacant when such an anticipation is supported by knowledge of the conditions which may be reasonably expected to cause the absence." Newcomb, speaking against the motion, proposed that "five consecutive months" be amended to "five consecutive regular meetings." Smith explained that some individuals taking positions at other universities do not resign from the Senate, and Shine pointed out the potential difficulties when a senator is on a development leave. The proposed amendment was approved without objection, and the main motion, thus amended, was also unanimously approved.

VI. PROPOSED REVISION OF THE TENURE POLICY

Schoen moved the following proposed revision of TTU Tenure Policy, Part IV, Section 8 be approved by the Senate and forwarded for appropriate action to the President, Board of Regents, and voting faculty of the University:

8. If a probationary faculty member believes that a decision to deny reappointment

- (a) was made for reasons violating academic freedom;
- (b) was made without adequate consideration of professional performance;
- (c) was made after noncompliance with prescribed procedures;
- (d) was based upon factors lacking a substantial relationship to

professional fitness or performance; or

(e) was based upon a criterion not listed among the prescribed evaluative criteria for reappointment or admission to tenure, the faculty member may present these allegations, which shall include the specific grounds supporting them, in writing to the chairperson of the University Standing Committee on Tenure and Privilege. The elected members of the Committee shall give preliminary consideration to the faculty member's complaint. If the Committee concludes that there is probable cause for the complaint, the matter shall be heard in accordance with the procedures outlined in Section VI, except that the faculty member shall be responsible for stating the grounds upon which the allegations are based and shall bear the burden of proof.

In no case shall the Committee find probable cause if nonreappointment was for reasons of bona fide financial exigency or in consequence of a duly considered and authorized deletion of an academic program or part thereof.

Much discussion, in the form of questions, general comments, and proposed amendments, followed. Blaisdell asked if the Board of Regents might not take the opportunity to look into other aspects of the Tenure Policy. Newcomb said this was unlikely. Schoen referred the senators to the comments appended to the proposed revision, calling attention to the questions of academic freedom and proper procedure involved. Collins, Newcomb, Kimmel, and Schoen discussed the procedures and priorities involved in the forwarding of the proposed revision. Ainsworth asked if items b, c, d, and e of the proposed revision might not require inordinate time from the Tenure and Privilege Committee and the Office of Academic Affairs. Schoen said he saw no real problems if reasonable procedures were followed in the review process within departments and if reasonable efforts for adequate consideration were made. Questions of the adequacy or inadequacy of the evaluative procedure were raised. The discussion itself concentrated on two points: should the proposed revision be approved by the Senate and, if so, to what body and in what order should the revisions be forwarded for action. There was general agreement that the voting faculty of the university should receive the revision for action first.

Schoen moved to amend the original motion thus: if the Faculty Senate adopts the proposed tenure policy revision, the matter will be brought before the faculty of the university in a general faculty meeting before further steps are taken. The amendment passed without opposition.

Collins moved that the proposed revision be brought back to the Senate at its next meeting with exact procedures by which these revisions would be presented for adoption. The motion failed, 13 for, 22 against.

Collins then moved that if the Senate adopted the proposed revision of TTU Tenure Policy that the revision will be brought before the general faculty of the university in a special faculty meeting for consideration before submission of the revision to the President or the Board of Regents. The motion passed without opposition.

After Smith read Article 4 of the Senate Bylaws, Newcomb moved to waive the Bylaws of the Senate Constitution which state that the revision of the Tenure Policy must be submitted to a Faculty Senate committee for study and brought back to the next meeting of the Senate for its consideration. Collins spoke against Newcomb's motion and the motion failed.

Harris moved that the final paragraph be struck from the proposed revision. Schoen and Newcomb defended the paragraph. Stewart said the Tenure and Privilege Committee was uneasy over the paragraph. The motion failed.

Smith referred the proposed revision to the Faculty Status and Welfare Committee.

VII. THE ATHLETIC COUNCIL

Smith reported briefly on a letter from Sweazy concerning the Athletic Council and the Board of Regents' approval of three-year terms on the Council. The Athletic Council appears, once again, to have an active role in the policy of the athletic program.

VIII. THE AUSTIN TACT MEETING

Smith reported that he had attended the TACT sponsored meeting (October 3-4) of the heads of faculty councils, senates, assemblies, and other such organizations. Those in attendance discussed common problems and differences in ways of operating. Effectiveness of the organization seems to depend on the faculty's perception of itself. Smith said the meeting was worthwhile.

IX. OTHER BUSINESS

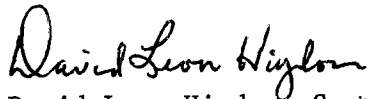
Several senators raised the issue of the late date on which final class rolls were distributed. The Faculty Senate president will write to the Vice President for Student Affairs about this matter.

Smith briefly reported on the status of the plans for a preregistration system. More details should be available shortly.

Smith commented on the proliferation of memos and communications received by the entire faculty and staff and wondered if some of them might not be eliminated.

Dixon mentioned the need for crosswalks, especially at 19th and Boston and for the need of sidewalks in the area. Smith will write a letter to Wehmeyer concerning this matter.

The meeting adjourned at 5:40 p.m.


David Leon Higdon, Secretary
The Faculty Senate
10/24/80