

## Minutes

Faculty Senate Meeting #31

March 11, 1981

The Faculty Senate met on Wednesday, March 11, 1981, at 3:30 p.m. in the Senate Room of the University Center with Roland Smith, president, presiding. Senators present were Anderson, Bacon, Biggers, Blaisdell, Cepica, Clements, Cochran, Collins, Conover, Dale, Denham, Dixon, Filgo, Freeman, Gilbert, Gipson, Harris, Higdon, Hill, Horridge, Jebson, Keho, Kellogg, Kimmel, Kunhardt, Lee, McGuire, McPherson, Malloy, Masten, Moreland, Morris, Nelson, Newcomb, Owens, Rude, Sanders, Schoen, Sellmeyer, M. Smith, Stewart, Tan, Troub, Volz, Williams, Wilson, and Wood. Shine was absent because of a personal emergency. McDonald was absent because of university business.

Guests included C. Len Ainsworth, Vice President for Academic Affairs; D. E. Potter, TTUHSC; Ruthanne Brockway, Avlanche-Journal; Ernest Sullivan, Parliamentarian; Preston Lewis, University News & Publications; Kippie Hopper and Max Faulkner, University Daily; Mark Henderson, Student Association President, Elect; Monty Strauss, Mathematics; William J. Mayer-Oakes, Anthropology, Donald T. Dietz, Classical and Romance Languages; Edward George, Classical and Romance Languages; Allen J. Kuethe, History; Dolores E. Kilchenstein, Business Administration; Donald S. Longworth, Dean, Home Economics; Cecilia George, Personnel; Arthur A. Preisinger, Biblical Literature; William E. Chapman, Biblical Literature; William G. Hartwell, Music; Jane Quade, Richard Quade, Physics; Bruce A. Bartholomew, TTUHSC; Tom McLaughlin, Mathematics; and representatives from the three television channels. Several other persons attend the meeting who did not register.

### SUMMARY OF BUSINESS CONDUCTED:

#### The Faculty Senate:

1. Elected officers for 1981-82;
2. Heard reports from the Committee on Committees, Faculty Status and Welfare Committee, Tenure and Privilege Committee, and the Faculty Senate Standing Committee B;
3. Posponed action on the proposed Financial Exigency Regulations;
4. Adopted a resolution concerning Academic Freedom;
5. Approved a resolution concernign faculty morale; and
6. Approved a motion to inform the President that the Faculty does not favor any evaluation system being developed without consultation with the faculty.

Smith called the meeting to order at 3:45 p.m. and welcomed guests.

### I. MINUTES OF THE FEBRUARY 11, 1981 SENATE MEETING AND THE MINUTES OF THE FEBRUARY 3, 1981 GENERAL FACULTY MEETING

Cochran moved to approve the minutes of the February 11, 1981 meeting as distributed. The motion carried.

Wilson moved approval of the minutes of the General Faculty meeting with the correction of the date from February 13, 1981 to February 3, 1981. The motion carried.

## II. ELECTION OF SENATE OFFICERS

Ballots were distributed to the forty-nine Senators present. Volz, M. Smith, and Anderson tabulated the results. The officers elected for 1981-82 are: President, Ben Newcomb; Vice President, Panze Kimmel; and Secretary, Clarke Cochran.

## III. COMMITTEE REPORTS

### (A) Committee on Committees

Masten, Chairperson of the Committee on Committees, presented a slate of some sixty nominees for replacements on various University Committees and Councils. The slate had been circulated with the Senate agenda for the meeting.

Smith read from a letter received from President Cavazos in which Cavazos stated that he planned to reappoint all members of the Athletic Council for the coming year and, in the interest of continuity, establish staggered terms on the Council. Brief discussion of the nominations for the Athletic Council followed.

Sanders called for the question.

The Senate voted to approve and forward to the proper administrative officers the list of nominees for appointment to the various committee and councils.

### (B) Faculty Status and Welfare

Collins moved that the Senate accept the report of the Faculty Status and Welfare Committee as distributed with the agenda, entitled "Disbursements from Faculty Development Fund."

Jebsen spoke against reimbursement "after the fact." M. Smith and Nelson asked if the disbursement would be a one-time affair and were told that it would be since there was only a one-time funding. President Smith read parts of a letter from Bill Dean, Executive Director, Ex-Students Association, in which he stated that the organization has voted to donate an additional \$2,000 for us in faculty development.

The Senate voted to accept the report of the Committee as distributed.

### (C) Tenure and Privilege Committee

In lieu of a report, Smith read a letter, dated March 4, 1981, from the Tenure and Privilege Committee in which all members of the committee resigned. Copies of the letter had also been sent to Vice President Ainsworth and President Cavazos.

Stewart, Chairperson of the Tenure and Privilege Committee, spoke concerning rumors that were circulating and said there were several ways to deal with those rumors. One way was to refer to the documents (the minutes and correspondence) of the Tenure and Privilege Committee that are on file in the Faculty Senate Office.

Report of the Tenure and Privilege Committee continued.....

Newcomb moved that the Faculty Senate ask President Cavazos to reconsider his decision about the role of the Tenure and Privilege Committee, that the Senate appoint a delegation to meet with Cavazos on this matter, which the faculty considers a grave and serious situation, and that the Senate not accept the resignation of the committee members.

In the discussion that followed, Schoen noted that the Tenure and Privilege Committee has been considered "the" committee in the past and suggested there was a common-law tradition for use of both the Tenure and Privilege Committee and the Special Hearing Panel. Cochran read the charge of the Tenure and Privilege Committee and added that the committee clearly had jurisdiction over requested hearings involving matters of tenure. Blaisdell said there was no doubt on question of precedent that the Tenure and Privilege Committee was "the" committee referred to in the Faculty Handbook. Reading from the 1970 Faculty Handbook, AAUP minutes of September 1969, and referring to correspondence and conversations involving former President Murray, Vice President Kennedy, and Collins, Newcomb pointed out that circumstantial evidence, indirect evidence, and written evidence indicate that the Tenure and Privilege Committee is "the" committee.

McGuire moved to strike the third clause from the motion, and Newcomb accepted this as a friendly amendment for purposes of dividing the question.

The motion that the Faculty Senate ask President Cavazos to reconsider his decision and that the Senate appoint a delegation to meet with him passed.

Newcomb then moved that the Faculty Senate not accept the resignation of the Tenure and Privilege Committee until the conference with the President has been held. The Senate split evenly on the question, and the chair ruled against the motion.

Newcomb moved that the Agenda Committee of the Faculty Senate select the persons to meet with President Cavazos. This motion carried.

#### (D) Faculty Senate Standing Study Committee B

Sanders referred to the report of Standing Study Committee B which was circulated with the agenda and moved acceptance of its recommendation "that the money be added to an existing teaching equipment fund for the improvement of teaching facilities... in the 'large lecture halls' on campus."

Newcomb moved to add "seat numbering" to the phrase "acoustics, chalk boards, audio-visual, etc." This was accepted as a friendly amendment and the motion carried.

### IV. OLD BUSINESS

#### (A) Proposed Financial Exigency Regulations

Collins moved approval of the proposed Financial Exigency Regulations, a copy of which was circulated with the agenda of the February meeting. He gave a brief history of the background and committee work that had been done a few years past and referred the Senate to the document circulated with the February agenda.

Harris, Smith, Newcomb, and Nelson requested clarification of points 13 and 22 and questioned whether the document referred only to tenured faculty.

Old Business continued.....

Cochran moved to table the proposed Financial Exigency Regulations report until after the delegation selected has met with the President and has made its report to the Faculty Senate. The motion carried by a vote of 23 to 20.

(B) Ad Hoc Committee on Academic Freedom

Stewart moved adoption of the resolution as circulated with the February agenda and as amended in the March agenda.

Blaisdell spoke against the creation of another committee, arguing that this is matter which could be dealt with by the Tenure and Privilege Committee. Schoen spoke in favor of the resolution, saying that the Tenure and Privilege Committee is not concerned with this sort of problem, because its charge is directed only to those matters involving tenure or termination of a faculty member.

Cochran added that problems related to academic freedom are so severe at TTU that perhaps a committee is not the place to deal with the problem. Bringing problems to a committee keeps them submerged, and academic freedom is a matter that the Faculty Senate should be discussing. Newcomb and Schoen spoke further in favor of the committee.

Wilson asked if the committee would be a University or a Senate committee. Smith said it would be a University committee. A brief discussion of the structure of University committees and the election of their members followed.

The amended resolution was approved.

V. RESOLUTION CONCERNING FACULTY MORALE

Newcomb moved adoption of the resolution circulated with the agenda.

Volz insisted that some evidence was necessary in order to demonstrate low or high faculty morale and to identify causes. Hill, Smith, and Ainsworth reminded the Senate that there had been such a survey within the last few years. Harris said the 26 February 1981 letter from Cavazos spoke to the inconsistent perceptions of morale among administration, faculty, and students. An exchange as to whether or not data could be quantified followed. At this point, the focus of the discussion shifted to the planned evaluation procedure in the Health Sciences Center as publicized in the Avalanche-Journal. Collins pointed out that faculty committees seem to be held in disdain, even when they have been operating with the University structure for years. Kunhardt and Freeman spoke concerning morale as perceived by relatively new faculty members. Mogan said the Faculty Senate, as a representative body reflecting the opinions of its various constituencies, was an appropriate body to voice such sentiments. Sanders noted that some faculty, himself included, enjoy high morale.

Newcomb's motion carried.

Rude asked if there was further information concerning pending legislation

Resolubiton concerning faculty morale continued.....

affecting salary. Smith said there was not, and Ainsworth added that the language of the bill still had not been changed. Rude objected to the exclusion of cost-of-living raises for the tenured faculty, adding that the faculty should have both cost-of-living and merit raises. Smith said such resolutions had been passed along to the legislature by TACT and AAUP and that both organizations were working on the problem.

Hill moved that the Faculty Senate survey the faculty concerning morale. Schoen and Clements spoke against the motion, saying such a survey was not needed. Volz said surveys were difficult to write and difficult to interpret. Tan agreed, and Cochran said it would take too long to gather and assess the data. The motion failed.

#### VI. ANNOUNCEMENTS

Smith announced that smoking and non-smoking areas would be designated for the Senate Room.


The fact that certain professors failed to receive the recent pay raise in their March, 1981 checks was raised. Kehoe added that approximately 65 professors were in this category.

Cochran asked if the Senate should respond to either of the letters received from the President which had been circulated at the Senate meeting. Bacon said he would like to see the Senate respond, especially to the February 26 letter containing the paragraph beginning, "As for the matter of chairpersons...." Further discussion of the plans for a new faculty evaluation system followed.

Collins moved that Smith convey to the President the sense of the Senate that the faculty should be allowed to participate appropriately from the first in the creation of any evaluation procedure. Kimmel, Tan, and Hill spoke to the motion. McGuire moved the question, and the motion carried.

Smith reported on his attendance at the Special Meeting of Faculty Governance Officers, sponsored by TACT. Worthwhile and useful discussion occurred, he reported. He encouraged next year's officers to attend if possible.

The meeting adjourned at 5:35 p.m.

  
Leon Higdon, Secretary  
Faculty Senate

April 1, 1981