

Minutes  
The Faculty Senate  
Meeting #43  
September 8, 1982

The Faculty Senate met on Wednesday, September 8, 1982, in the Senate Room of the University Center with Virginia M. Sowell, President, presiding. Senators present were Ayoub, Bacon, Bloomer, Brink, Bubany, Burkhardt, Cepica, Chonko, Clements, Cochran, Coulter, Cummings, Davis, Denham, Elbow, Freeman, Gettel, Graves, Hill, Horridge, Keho, McKown, Malloy, Maynard, Mehta, Nelson, Newcomb, Owens, Pearson, Richardson, Robins, Rude, Sasser, Tan, Urban, Welton, Williams, Wilson, and Zyla. Senators Adamcik, Benson, Berlin, and Sosebee were absent because of University business. Senators Hickerson, Mayer-Oakes, and Mogan were absent. Senator Gilbert is on faculty leave.

Guests included John R. Darling, Vice-President for Academic Affairs; William R. Conroy, Chairman of the ad hoc Tenure Policy Review Committee; Johannes Everse, Biochemistry, HSC; Ernest Sullivan, Parliamentarian; Wendell Tucker, Personnel Office; Preston Lewis, University News & Publications; Pat Graves, Avalanche Journal; Alison Golightly, University Daily; and Roland Smith, past Chairman of the Tenure & Privilege Committee.

SUMMARY OF BUSINESS CONDUCTED

At its September 8, 1982 meeting, the Senate:

1. participated in a lengthy discussion of the proposed tenure policy;
2. heard a brief update on Institutional Self-Study;
3. heard Proposed Patent Policy recommendations and moved to endorse Professor Ayoub's recommendation concerning the policy;
4. was briefed by Lewis Hill, Chairman of the Benefits and Retirements Committee and Wendell Tucker, Director of Personnel on the group insurance policy;
5. heard a report from the Committee on Committees;
6. was notified of assignments related to Study Committees of the Faculty Senate.

I. Sowell called the meeting to order at 3:35 p.m. Members of the Senate introduced themselves and Sowell introduced guests. A motion was made to approve the minutes of May 12, 1982 meeting as they were distributed. The motion passed.

II. DISCUSSION OF TENURE POLICY

The Senate President prefaced the discussion of tenure policy with a statement on procedures to be followed. After reading from Section 9 and Section 7 of the Bylaws of the Faculty Senate, Sowell announced a special meeting of the Faculty Senate for 3:30 p.m. on September 23, 1982, in the University Center Theatre. The entire voting faculty of Texas Tech will be invited by letter to attend this special meeting to further discuss the proposed tenure policy and to allow general faculty input.

At the suggestion of Wilson, Vice-President Darling opened the discussion on the proposed tenure policy on a section-by-section basis. No comments were offered on the Foreword, or on Sections I, II, V, VII, VIII, and IX.

With respect to Section III, Newcomb expressed concern with the statement ending with

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"except under extraordinary circumstances" (pertaining to employment beyond seven years of a faculty member in any full time non-tenurable position). He felt that this was not in keeping with past policy and questioned what these "extraordinary circumstances" might be. Vice-President Darling explained that this would be determined by a 2/3 vote of the faculty in an academic unit, and then be forwarded through the Dean and to the Office of Academic Affairs. He cited as examples the practice of several departments (including the Department of English) of employing full time people who do not have terminal degrees in the particular discipline. He termed the situation of releasing these individuals after seven years as one in which "everybody loses," including the individual, the Department, the students, and the institution as a whole. Vice-President Darling noted that the point concerning "exceptional circumstances" was added by his office - at the request of the Council of Deans - with procedural clauses added by the Tenure and Privilege Committee.

Roland Smith added that the Tenure and Privilege Committee in effect "negotiated" the present wording in Section III, and that although he was personally not satisfied with the section, it did represent a compromise and an improvement over the previous version.

Newcomb questioned whether the example cited by Vice-President Darling was indeed extraordinary and expressed his feeling of "potential danger" associated with this section of the proposed policy. Additional comments and questions were offered by Sasser, Smith, and Zyla.

William Conroy expressed his concern over the "extraordinary circumstances" issue in Section III. He stated his belief that the "Council of Deans had the best of motives in mind in asking for this addition" but this provision "flaws an otherwise really excellent tenure proposal."

Other Senators raised questions of who determined whether a Department employed tenured or non-tenured personnel. Rude noted that in the late 1970's the English Department "for the most part was not allowed to make any tenurable appointments." Others joined in his observation that this set a bad precedent.

Initial discussion on Section IV centered on the probationary period for the rank of professor. Cochran expressed concern that the four-year period in the proposed tenure policy was excessive. Other Senators commented on current practice and proposed changes. Brink questioned the intent of Section IV. F, paragraph 2, Sentence No. 2 -- whether the Academic Vice President and the Chairman of the Tenure and Privilege Committee are to counsel together or independently with the faculty member. Vice-President Darling expressed his feeling that the language is flexible enough to allow for either situation. Brink further questioned the intent of a later sentence in the same paragraph, and suggested that "Any member" rather than "A member of the Review Committee can be challenged by the faculty member or by the administration.

The discussion on Section VI focused on the issue of financial exigency as it relates to termination procedure. Newcomb stated that the reference to University

Policy on Financial Exigency constituted an "incorporation by reference" of a lesser document and moreover is "not essential." He recommended that the policy should be changed to its original form (referring to a draft presented by the Tenure and Privilege Committee). Additional comment was offered by Elbow, who indicated that AAUP prefers to deal with financial exigency in a separate document, and Smith, who reported that the Tenure and Privilege Committee felt that the statement was needed as a result of the absence of a separate financial exigency policy.

In the discussion of Section X, Newcomb suggested that faculty members are "appointed" rather than "hired."

At the conclusion of the discussion, Dr. Conroy summarized the activities of the ad hoc Tenure Review Committee, and cited "two very good things" resulting from the January hearings: (1) A large number of faculty who cared, and spoke their minds, and (2) An Academic Vice President who also cares, listened and acted. Smith followed with a summary of the Tenure and Privilege Committee's activities over the summer. Responding to a question from Elbow, Vice-President Darling stated that the tenure policy would be submitted to the faculty for approval, after which it would go through the administration and to the Board of Regents.

### III. INSTITUTIONAL SELF-STUDY

Vice-President Darling gave a brief update on Tech's participation in the Southern Association of Colleges and Schools Institutional Self-Study. Professor Robert Rouse, Department of Economics, will serve as Tech's director of that study, and progress reports on the study will be forthcoming.

### IV. PATENT POLICY PROPOSAL

Clements outlined briefly the Proposed Patent Policy, saying that the proposed policy allows the University to retain patent rights of patent ideas unless the faculty member developing the idea used no university facilities in working on the project, and if it is not related directly to the faculty member's work at Texas Tech. The policy proposes to grant 35% of the net royalties from the patent to the individual owner of the patent and the remaining 65% of the royalties would be given to Texas Tech University. In summary, Clements said that he felt the policy is basically a good one.

Ayoub expressed a feeling that some part of the 65% royalty which goes to the University to support research should be directed to the unit developing the invention rather than to a general research fund. Senators Sasser, Clements, Elbow and Newcomb discussed the matter briefly, each citing specific situations.

Elbow moved that the Senate convey to Vice-President Jones its endorsement of Professor Ayoub's suggestion that some part of the 65% of the patent proceeds go to the department from which the patent originated. The motion passed.

### V. GROUP INSURANCE POLICY

Lewis Hill, Chairman of the Benefits and Retirement Committee, reported on the rebidding process of Tech's group insurance in past years and stated that during 1981-82 it became evident that the University was facing a substantial rate increase from

Blue Cross/Blue Shield Insurance Company. The Board of Regents accepted the Benefit and Retirement Committee's recommendation that the group insurance contract be rebid. A professional consultant was retained to assist in the rebidding of the contract. Bids were received from five companies, three of which were competitive. Lowest bidder was Blue Cross/Blue Shield, but based on three factors (cost, quality of service and financial stability) the committee recommended the contract be awarded to the Equitable Life Assurance Society. In early October faculty will receive by mail a packet including the coverage certificate, identification cards and blank claims forms. The insurance became effective for Tech faculty and other personnel on September 1. If claim forms are needed prior to the mailout, the personnel office can provide them. Equitable Life Assurance Society has a local office and a local representative will be on the Tech Campus on a regularly-scheduled basis.

Wendell Tucker, Personnel Director, commented that Blue Cross/Blue Shield's bid was lower only in the consideration of the initial premiums. He indicated that Equitable submitted the lowest bid on retention charges, and Equitable pays 12% interest to the group on a positive cash flow, which Blue Cross does not pay. It is believed that the lower retention charges, plus the positive cash flow will result in Equitable being the lowest bidder over time.

#### VI. REPORT FROM THE COMMITTEE ON COMMITTEES

Professor Horridge presented a slate of nominees to fill vacancies on three committees (Academic Affairs and Information Systems Committee, Faculty Status & Welfare Committee, and the Athletic Council) and moved that the Faculty Senate endorse this slate of names and forward it to the appropriate administrative officers. The Senate approved the slate as it was presented.

#### VII. ISSUES ASSIGNED TO STUDY COMMITTEES

Sowell assigned to various Study Committees of the Faculty Senate for study and recommendations issues raised by Dr. Cavazos last spring as a part of the University Self-Study. Those committee assignments are:

##### Committee A

- (12) Grading & Reporting Standards
- (14) Teacher Evaluation Procedures
- (15) Change & Improvement in Teaching

##### Committee B

- (21) Improvement of Research Atmosphere
- (22) Increase of External Research Funding
- (23) Increase of Endowments for Academic Support

##### Committee C

- (9) Computer Usage by Students
- (10) Increased Use of the Computer  
in Programs & Courses

##### Committee D

- (1) Undergraduate Student Recruitment
- (5) Academic Program Counseling
- (6) Career Counseling & Planning

##### Academic Programs Committee

- (7) General Education Requirements
- (8) Curriculum & Course Analysis & Review
- (11) New Academic Programs Development

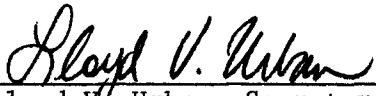
Sowell announced the resignation of John L. Kice, representative from the College of Arts & Sciences and noted that an election for his replacement would be held as soon as possible.

VIII. OTHER BUSINESS AND ANNOUNCEMENTS

Referring to an item under "Miscellaneous," Brink reported on his continuing efforts to secure improved photocopying service. Brink related that Clyde Westbrook, Assistant Vice-President for Budget and Fiscal Operations, has reported a continuing interest on the part of the University administration in photocopying throughout the entire University and as yet they have not selected an outside firm to evaluate the copying services on campus. There have been reports of improved services. Brink feels there is still improvement to be made in copying services on campus, and he will pursue the matter further.

Vice-President Darling noted that there are three Dean searches underway on campus. He invited representatives of the Faculty Senate to participate in some element of the interviewing process of the potential candidates. Should representatives of the Faculty Senate wish to participate, the desire to do so should be communicated to the chairmen of these three search committees.

The meeting adjourned at 5:15 p.m.

  
Lloyd V. Urban, Secretary  
Faculty Senate