

Minutes
The Faculty Senate
Meeting #47
January 12, 1983

The Faculty Senate met on Wednesday, January 12, 1983, in the Senate Room of the University Center with Virginia M. Sowell, President, presiding. Senators present were Adamcik, Brink, Bubany, Burkhardt, Cepica, Chonko, Clements, Cochran, Coulter, Cummings, Davis, Denham, Elbow, Freeman, Graves, Hickerson, Hill, Horridge, Hudson, Kehol, McKown, McLaughlin, Mayer-Oakes, Mehta, Nelson, Newcomb, Owens, Pearson, Richardson, Sasser, Sosebee, Tan, Urban, Wilson and Zyla. Senators Benson, Berlin and Williams were absent because of University business. Senator Gettel was absent because of personal reasons and Senator Maynard was ill. Senators Ayoub, Bloomer, Malloy, Mogan, Rude and Welton were also absent.

Guests included John R. Darling, Vice President for Academic Affairs; Eadn Cockings, Professor of Anesthesiology and Chairman of the Benefits and Retirement Committee; Wendell Tucker, Director of Personnel; Fredric J. Wehmeyer, Associate Vice President for Administrative Services; Preston Lewis, University News and Publications; Pat Graves, Avalanche Journal; and Alison Golightly, The University Daily.

SUMMARY OF BUSINESS CONDUCTED

At its January 12, 1983 meeting, the Senate:

1. approved two resolutions;
 - a. to change the name and charge of the Parking Violations Appeals Committee
 - b. that holders of reserved faculty-staff parking permits be allowed to park in any 24-hour space during after-hours and weekends,
2. heard a report on TIAA-CREF Pension Benefits,
3. discussed the proposed Faculty Grievance Procedures,
4. heard information from Vice President Darling concerning Legislative Budget matters and summer school financing,
5. heard a report on the meeting of the various study committee chairmen with President Cavazos, Vice-President Darling and Senate President Sowell,
6. approved Committee on Committee's nominations,
7. selected by secret ballot two members of the Special Hearing Panel for the Tenure and Privilege Committee to serve as the Senate's representatives on the hearing panel.

Sowell called the meeting to order at 3:40 p.m. and introduced the guests and Professor Vernon McGuire who has consented to serve as Faculty Senate Parliamentarian for the remainder of the academic year.

I. CONSIDERATION OF THE MINUTES OF THE DECEMBER 8, 1982, MEETING

Wilson moved approval of the minutes as distributed. The motion passed.

II. REPORT ON FACULTY PARKING

Fredric J. Wehmeyer, Associate Vice President for Administrative Services and representing the Office of Finance and Administration, reported that he, Elbow, Pearson, and representatives from the Office of Traffic and Parking and the University Police met on January 11, 1983. Their discussion focused on problems of reserved 24-hour parking spaces. As a result of that discussion a proposal was made to expand the availability of 24-hour spaces. Towing of parking violators is now limited because of manpower problems.

Another matter discussed was the need for a committee similar to the old Parking and Traffic Committee which would enable members of the University community to participate in the planning and policy making for campus parking and related matters. This concern resulted in the proposal that the present Parking Violations Appeals Committee's charge be expanded to deal with these matters.

Elbow spoke in favor of and moved Senate approval of the following two resolutions which were submitted in the form of a request from the Faculty Senate to Vice President Payne:

WHEREAS: There is no formal procedure by which members of the University community may participate in planning and policy making for on campus parking and related matters;

BE IT RESOLVED that the name and charge of the Parking Violation Appeals Committee be changed as follows:

The name of the committee shall be Parking Violation Appeals and Parking Policy Advisory Committee.

The committee charge shall be expanded to include: and provide advice on policies related to parking on University property.

Gary S. Elbow

Neale J. Pearson

WHEREAS: Current parking policy restricts use of 24-hour reserved parking spaces to holders of reserved parking stickers in an assigned lot only;

BE IT RESOLVED that after-hours and weekend parking in 24-hour reserved spaces be open to holders of any Texas Tech University reserved faculty-staff parking sticker regardless of the lot to which the reserved parking space is assigned.

Gary S. Elbow

Neale J. Pearson

Report on Faculty Parking continued.....

The motion to forward the resolutions to Vice President Payne passed unanimously.

Zyla cited particular parking problems on campus between Boston and Flint Avenues.

III. REPORT OF FACULTY BENEFITS AND RETIREMENT COMMITTEE ON TIAA-CREF PENSION BENEFITS

Eaon Cocking, M. D., Chairman of the Benefits and Retirement Committee, referred to an article "Competition for TIAA-CREF Pensions: Some Colleges Offering Mutual Funds" (a copy of this article is on file in the Faculty Senate Office) in his report to the Senate on the activities of his committee. He related some of the advantages and disadvantages of the state retirement plan and some of the history of optional retirement plans, stating that historical background is essential to understanding the position of a carrier in regard to the optional retirement plan and the tax-sheltered annuity plan. He indicated that a broad range of options is available to the TTU faculty. The carriers of these plans must be registered with the insurance board of the State of Texas and the State provides a guarantee that should any of those companies go bankrupt the pension plan is protected.

As prescribed by the Board of Regents, the Benefits and Retirement Committee operates under specific guidelines in terms of choosing these carriers to submit to the Board of Regents for approval. At present there are six carriers, although seven are allowed. Cockings indicated that these six provide a broad range of plans and options. Changes in carriers are permitted once a year.

Choosing a carrier is a complex matter. Considerations include the expense factors, interest rates, historical factors and annuity rate factors. Service factors such as whether people are available locally are very important. Commitment factors also are considered. In making a decision as to which carriers to submit to the Board of Regents through the Vice President for Finance, the committee presently considers a survey of submitted proposals by the carriers, a survey published annually by TACT, and a summary of the Coordinating Board report on the optional retirement participation by carriers of the last three years of all colleges in the state of Texas. Once the committee has forwarded its recommendations to the Vice President of Finance for consideration by the Board of Regents and the decision has been made whether or not to take the recommendations of the committee and a complete group of seven carriers is chosen, it is the intent of the committee that if another carrier wishes to become a carrier on the Tech campus, that carrier must prove that its product is better than those presently authorized.

Cockings concluded by saying it is never too early to consider what is going to happen to you economically upon retirement.

In response to questions from the floor, Cockings said, "Yes" the committee is contemplating deleting one carrier. He feels that seven is a reasonable number of carriers, and that Tech's current carriers are in the "top 10" of the 30 carriers used in Texas.

IV. REPORT OF THE FACULTY STATUS AND WELFARE COMMITTEE ON PROPOSED GRIEVANCE PROCEDURES

Sowell reminded Senators that according to the Senate Bylaws, a substantive issue

Report of the Faculty Status and Welfare Committee on Proposed Grievance Procedures
continued.....

must be introduced at one meeting and can be discussed, but cannot be voted on until the next meeting.

Charles Bubany, Chairman of the Faculty Status and Welfare Committee, opened the discussion of the Faculty Grievance Procedures draft. In his opinion the policy is a good compromise developed to investigate, get to the heart of the matter and resolve disputes. The proposed new procedures should not make this process more difficult and the establishment of time limits should assure timely resolutions.

Newcomb suggested a general discussion of the proposed policy to be followed by a discussion on an item-by-item basis. He remarked that the current policy was developed 3 or 4 years ago and questioned the rationale for a change in the grievance policy at this time. He asked if faculty had been dissatisfied with the current grievance policy.

Bubany answered that the Administration's experience with the current policy prompted the desire for a change. He cited, as an example, that the President becomes involved in a grievance too early under the current policy.

Darling cited elements of the current policy which he feels are a disservice to the faculty. First, the current policy has no time frame for a response from the administration. Second, it is to the advantage of everyone concerned to handle a grievance as close to its origin as possible. Third, the existing policy is adversarial -- lawyers talking to lawyers. It is desirable to resolve grievances without upper administration and legal involvement.

After a general discussion of the grievance policy, the draft was discussed section by section as follows:

Section I., Grievance Initiation - In item B.3, the suggestion was made by Adamcik to add the words "if possible" to the end of the second sentence. The first two sentences then would read, "At the department level, if either the administrator or the aggrieved elects, the grievance shall be heard with the assistance of an advisory committee. The administrator chooses the advisory committee which must have at least three members chosen from the department if possible."

Section II., Administrative Decision Appeals - There were no suggested changes.

Section III., Grievance Committee Hearing - Newcomb moved to amend item B., page 4, with the second full sentence to read "The aggrieved will present his or her own case and may be advised by a counselor of his or her choice, and has the right to present whatever evidence, written or oral, he or she considers relevant or material to the grievance."

Brink spoke against the amendment. Vice President Darling expressed his opposition to the amendment, and said that if the amendment is passed he will want to "pull the document back."

There was some discussion at this point. Adamcik pointed out that legal counsel may

Report of the Faculty Status and Welfare Committee on Proposed Grievance Procedures continued.....

be obtained at any time -- a counselor does not have to be physically present at the hearing to be beneficial to the grievant. Cochran spoke to reinforce opposition to Newcomb's amendment.

Sowell reiterated that a vote could not be taken until the next Senate meeting.

Section IV., Faculty Grievance Panel - No discussion or opposition.

V. DISCUSSION OF LEGISLATIVE BUDGET MATTERS AND SUMMER SCHOOL FINANCING

A summary of the LBB recommendations has been put on file in the Senate Office by Vice President Darling. He said that the general feeling among the administration is that Tech fared very well with the LBB, although Tech certainly did not get everything that was requested or everything that is needed.

Summer, 1983 Budget Allocations is on file in the Senate Office and information contained in this material should answer questions concerning the budget for summer school. Darling does not anticipate a 1983 Summer School program smaller than that of 1982.

VI. REPORT OF MEETING OF VARIOUS STUDY COMMITTEE CHAIRMEN WITH PRESIDENT CAVAZOS AND VICE PRESIDENT DARLING ON JANUARY 12, 1982 at 2:00 P.M.

Sowell will have a written report to attach to the agenda of the next Senate meeting. She reported that all the study committees are functioning. A timetable has been set for study committees to have reports in the Senate Office by May 1, and those reports will be attached to the agenda of the May Senate meeting. The administration will study the reports during the summer and have further recommendations in the fall.

VII. COMMITTEE ON COMMITTEES

Reed Richardson, Chairman, moved Senate approval of Alice Denham, Ben Newcomb, and Dan Benson to serve as a nominating committee to nominate candidates for election as Senate officers for the academic year 1983-84. The motion passed.

Richardson moved approval of Mary Owens to serve on Study Committee B to replace Tom Bacon who has resigned. The motion passed.

VIII. NEW BUSINESS

Sowell explained the need for the Senate to select two persons from the panel of ten persons on the Special Hearing Panel for the Tenure and Privilege Committee to serve as the Senate's representatives when that panel convenes. The vote was by secret ballot. Professor Wilson, Chairman of the Tenure and Privilege Committee, and Sowell will tally the votes and give the information to the Academic Vice President.

Brink expressed concern with item 4 in the Summary of Academic Council minutes as reported in the Agenda for meeting #47, feeling that since some colleges do not become as involved as others in generating external funds, such level of activity should not

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New Business continued.

determine salary distribution to colleges. Vice President Darling responded that some colleges are not pursuing external funds that are available, and furthermore such activity would be "a" factor, not "the" factor in salary distribution. Data concerning external funds being generated within the University are available in the Senate Office.

The meeting adjourned at 5:35 p.m.



Lloyd V. Urban, Secretary
Faculty Senate