

Minutes

The Faculty Senate, Meeting # 51

May 11, 1983

The Faculty Senate met on Wednesday, May 11, 1983, in the Senate Room of the University Center with Virginia M. Sowell, President, presiding. Senators present were Adamcik, Berlin, Bloomer, Brink, Burkhardt, Cepica, Clements, Cochran, Coulter, Cummings, Davis, Denham, Freeman, Gettel, Hickerson, Hill, Horridge, Keho, McKown, McLaughlin, Mayer-Oakes, Maynard, Nelson, Newcomb, Oberhelman, Owens, Pearson, Richardson, Rude, Sasser, Sosebee, Tan, Urban, Williams, and Zyla. Senators Chonko and Wilson were absent on University business. Senators Ayoub, Benson, Bubany, Graves, Hudson, Malloy, Mogan, Mehta, and Welton were absent. Senator Elbow is on leave from the University.

Guests included John R. Darling, Vice President for Academic Affairs; Bill Hale, Director Administrative Information Systems; Gene W. Medley, Director of Admissions and Records; C. Don Wickard, Registrar; Preston Lewis, University News and Publications; and Pat Graves, The Avalanche Journal. New Senators attending were Monty Strauss, Henry Wright, Jim Goss, John Wunder, Bill Sparkman, Gene Teske, and C.V.G. Vallabhan.

SUMMARY OF BUSINESS CONDUCTED

At its May 11, 1983, meeting the Faculty Senate:

1. endorsed the Committee on Committees' nominees to fill various vacancies on University Committees and Councils and approved that committee's nominees to fill vacancies on Faculty Senate Standing Study Committees,
2. discussed with John R. Darling, Vice President for Academic Affairs
  - a. Tenure and Promotion Procedures
    - moved to ask the Tenure and Privilege Committee to study the administration's procedures for granting tenure and promotion,
  - b. Faculty Emeritus Appointments
    - voted to defer action on a pending motion concerning the matter until the first meeting in the Fall,
  - c. Faculty Insurance - Summer Payments
    - instructed the Faculty Senate President to request Vice President Payne to make the option of paying 12 months' insurance premiums from the 9 months' salary available to faculty who wish to do so,
3. heard a report on computer registration and the student information system,
4. heard a report from the chairman of the External Research Study Committee,
5. instructed the president of the Faculty Senate to appoint a committee to investigate "dead week" policies,
6. moved to request that the President assure that due dates for final grades not be earlier than those set in the official University Calendar,
7. heard reports from the chairmen of Faculty Senate Standing Study Committees - A, B, C, D, Academic Affairs, and Budget Study,
8. heard a report on the Conference of Faculty Governance Organizations in San Angelo on April 21-22,

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Summary of Business Conducted continued.....

9. endorsed a procedure for electing Grievance Panel members in the Fall,
10. moved to allow both the alternates and the regular members of the present Grievance Panel to serve during the summer months, if needed, and
11. approved a resolution asking Vice President Darling to consult with the Faculty Senate Budget Study Committee concerning standards and procedures before decisions about the allocation of raise money are made.

Sowell called the meeting to order at 3:35 p.m. and recognized guests and the recently elected Senators who were present.

I. CONSIDERATION OF THE MINUTES OF THE APRIL 13, 1983 MEETING

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

II. REPORT OF THE COMMITTEE ON COMMITTEES

Richardson, Chairman, submitted the committee's nominees to fill vacancies on the Energy Usage Committee, Special Hearing Panel for Tenure and Privilege, University Discipline Appeals Committee, Radiation and Laser Safety Committee, Academic Publications Committee, Warm-Blooded Animal Committee, and Protection of Human Subjects Committee. The Senate endorsed the committee's nominees which will be forwarded to the appropriate administrative officials for action. The Senate approved the Committee on Committee's slate of nominees to fill vacancies on Faculty Senate Standing Study Committees.

III. DISCUSSION OF SENATE CONCERNS

Vice President Darling expressed appreciation to Dr. Sowell for her administrative efforts on behalf of the Faculty Senate and apologized for being unable to attend the last three Senate meetings. Tenure and Promotion Procedures, Faculty Emeritus Appointments and Faculty Insurance - Summer Payments were concerns that were discussed with Darling.

Newcomb expressed concern over the role of the Office of Academic Affairs in the Tenure and Promotion Procedures and over the possibility of its substitution of judgment where it has no expertise to make such judgments. Darling said that the process goes through six decision points - at the department level, the department chair, the college committee, the dean, office of academic affairs, and the office of Vice President for Research and Dean of Graduate School - before going to the President and the Board of Regents.

Newcomb, Brink, Burkhardt, Mayer-Oakes, Gettel, Berlin, and Darling participated in a lengthy discussion. Darling, speaking in reference to the past two years, said that tenure and promotion are not necessarily linked - faculty may become tenured without promotion and faculty may be promoted without being tenured.

Newcomb moved that the Faculty Senate ask the Tenure and Privilege Committee to study the administration's procedures for granting promotion and tenure. The motion passed with one vote against and no abstentions.

Mayer-Oakes observed that actions in the academic affairs office over the past two years have been encouraging with respect to its reaction to faculty concerns such as the one just discussed. Zyla further expressed thanks to Darling for his willingness to discuss these matters of concern with the Senate.

Faculty emeritus appointments were discussed. In a resolution passed by the Faculty Senate at its April 13, 1983 meeting the request was made that the Board of Regents Policy concerning emeritus appointments be amended by substituting the word "shall" for the word "may" in the second and third sentences of the existing policy. Darling said that he agrees with President Cavazos' decision that the policy should remain in its present form. This gives the Board of Regents the opportunity to review each individual in relationship to the assignment of emeritus status, rather than making this an automatic designation based upon years of service.

Brink said that the present policy has been changed from the policy for appointment to emeritus status as it is printed in the Faculty Handbook (1976-77) and that this change was made without the knowledge of the Faculty Senate and the general faculty. Brink said the present policy should be revised (changed back to the way it was in the 1976-77 Handbook) and moved the Senate endorse the following resolution:

WHEREAS, the Faculty Senate Committee on Faculty Status and Welfare and the Faculty Senate as a whole have expressed objection to the present policy regarding the bestowal of Faculty Emeritus status and,

WHEREAS, this present policy represents a change in former policy and was not the result of consultation with the Faculty and,

WHEREAS, Vice President Darling's letter to the Senate of 3 May 1983 and the President's concurrence with Vice President Darling's decision to maintain the present policy over the objections of the Senate is unacceptable,

THEREFORE BE IT RESOLVED that, according to the Constitution of the Faculty Senate of Texas Tech University, Article VI, Section 4, The Faculty Senate hereby requests that President Cavazos meet with the Senate for discussion of the matter at the earliest possible time.

Adamcik spoke against the resolution, saying that the Senate is making more of this matter than is necessary because neither form makes the emeritus status automatic.

Newcomb said that the President should be made aware that the Senate considers this an important policy matter.

After more discussion, Darling proposed that he be given time to consider the issue further and report to the Senate in the Fall. Coulter moved to defer action on Brink's resolution to the first meeting of the Faculty Senate in the Fall of 1983. The motion passed by a vote of 22 to 5.

Darling said that he had talked with Eugene E. Payne, Vice President for Finance and Administration, about a procedure whereby faculty can pay insurance premiums for 12 months from their 9 months' salary. He suggested that the Faculty Senate contact Payne's office concerning this matter.

Newcomb moved that the President of the Faculty Senate be instructed to write to Payne indicating that the Senate believes it would be desirable and expedient for faculty to have the option of paying their insurance premiums for 12 months from their 9 months' salary. The motion passed unanimously.

#### IV. DISCUSSION OF COMPUTER REGISTRATION AND THE STUDENT INFORMATION SYSTEM

Gene Medley, Director of Admissions and Records, said that through May 10 a total of 13,867 students registered. The computer registration system operated very smoothly with fewer problems than had been anticipated. It is intended that each department will have a computer terminal, but when these will become available is not known.

#### V. EXTERNAL RESEARCH STUDY COMMITTEE

Clements, Chairman, reported for the committee, outlining principles for administration of University-based research as follows:

Research and creative activity conducted at Texas Tech University is expected to provide a quality education for the students; advance knowledge and culture; preserve, synthesize, and disseminate information; and promote the public interest. To contribute to these goals a faculty member must have the freedom to -

- a) choose the area and topics of creative activity;
- b) initiate and conduct creative activity;
- c) seek the necessary resources to carry out the activity and to exercise control over those resources;
- d) disseminate the results of the activity in appropriate media.

A faculty member exercising this freedom must assume responsibility for -

- a) maintaining professional integrity within and external to the University;
- b) honoring stated obligations to the University and external supporting agencies.

No faculty member's freedom shall be abridged unless it is shown through due process that the faculty member has failed to meet his concurrent responsibilities.

Additional guidelines which have been suggested are:

- a) faculty members should be notified immediately if there is a problem, and in most cases the problem could be resolved at this level;
- b) if agreement cannot be reached, the next step could be to form an advisory panel to aid in working out a solution;
- c) at this point the administration would make a decision, and
- d) if at this point the faculty member is still unhappy the grievance procedure would be activated.

Clements said in the fall a final form of procedures will be presented for consideration.

## VI. FINAL EXAM PROCEDURES

### "Dead Week"

Keho observed that the only thing dead about "dead week" is that the faculty is not allowed to give tests. He recommended a real dead week - restricting all "fun" activities, committee meetings, recitals, awards and etc. Keho moved that the President of the Faculty Senate assign an ad hoc committee the task of determining an appropriate policy for dead week.

Mayer-Oakes spoke against giving students a week in which to cram for exams.

Keho's motion passed.

### Schedule for Reporting Grades

Adamcik moved that the Faculty Senate request that the President assure that the due date for grades not be earlier than that set in the official University Calendar and that the date be set with consideration of the time required to grade examinations and calculate grades. The motion passed.

## VII. REPORT OF FACULTY SENATE STANDING STUDY COMMITTEES

Committee A - Cora McKown, Chairman

Committee B - Evelyn Davis, Chairman

Committee C - Benjamin H. Newcomb, Chairman

Committee D - Clarke E. Cochran, Chairman

Academic Affairs - Alice Denham, Chairman

Budget Study Committee - Billy G. Freeman, Chairman

The above-listed Senate committees reported on their activities for the 1982-83 academic year. Copies of their reports will be placed on file in the Faculty Senate office and will be available to anyone upon request.

In addition to reporting on the work of his committee, Freeman, Chairman, Budget Study Committee, discussed pending legislation on salary increases and suggested that Texas Tech faculty members express their views on matters of interest to them by writing to their legislative representatives. Freeman distributed a list of addresses of legislative representatives.

## VIII. REPORT OF CONFERENCE OF FACULTY GOVERNANCE ORGANIZATIONS IN SAN ANGELO

Coulter reported that four members of the Faculty Senate attended the conference at Angelo State University on April 21-22. The primary purpose of this conference was to familiarize participants with the Coordinating Board activities and with Coordinating Board Staff procedures.

## IX. NEW BUSINESS

Cochran moved that the Senate endorse the following procedure for the election of Faculty Grievance Panel members:

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New Business continued.....

1. Nominations will be solicited from each college, including the School of Law, for 2 members and an alternate.
2. From the top six nominees from each school, two regular members (one for a two-year term, and one for a one-year term) and an alternate will be selected on the basis of majority votes.
3. Further elections will be conducted in the spring along with regular Faculty Senate elections. The initial elections will be held in September, 1983.
4. The presently constituted Grievance Panel will continue to serve until new members are elected.

The motion to approve the procedure passed.

Newcomb moved to have the alternates as well as members of the present grievance panel serve in the interim if needed. Newcomb's motion passed.

Hill moved the Senate endorse the following resolution:

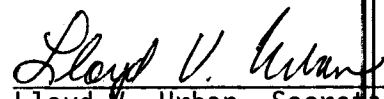
WHEREAS, the members of the faculty of Texas Tech University have strong interest in the standards and procedures which are used to allocate funds for salary increases,

THEREFORE BE IT RESOLVED: that the Faculty Senate of Texas Tech University go on record as respectfully requesting Academic Vice President Darling to consult with the Budget Study Committee concerning these standards and procedures before decisions about the allocation of raise money are made.

Hill's motion passed.

Sowell read a letter from Margaret Wilson, Chairman of the Tenure and Privilege Committee. Wilson said that President Cavazos has asked the Tenure and Privilege Committee to recommence work on the Financial Exigency Policy and that the first order of business for this committee in the Fall will be to finish its work on this policy.

The meeting adjourned at 5:40 p.m.

  
Lloyd V. Urban, Secretary  
Faculty Senate