

ANNUAL REPORT OF THE FACULTY SENATE

1984-85

During the 1984-85 academic year, the Faculty Senate met in nine regularly scheduled sessions and one special session (meetings #61-70). Two general faculty meetings were also called and convened in September, 1984 concerning the new proposed tenure policy.

SENATE VISITORS

At the September meeting, Dr. Richard L. Peterson, Briscoe Professor, Business Administration, reported on the summer activities regarding tenure policy development. Dr. Eugene E. Payne, Vice President for Finance and Administration, gave a report on "Financial State of the University"; on January 16, 1985, a "Budget Report" in March, 1985, and an "Overview of Multicampus University Systems in Texas" on May 8, 1985. Dr. John R. Darling, Vice President for Academic Affairs and Research, gave a report on a Financial Exigency Plan dated 3/20/84.

AD HOC COMMITTEES OF THE FACULTY SENATE

At the January meeting the ad hoc Committee on University Status and Progress mentioned a variety of activities that this committee would look at. A number of details are given in the minutes of May 8, 1985. The ad hoc Committee on Community Relations was established in November 1984 to build better relations between Texas Tech and the local community. In April and May Dr. Wendell Aycock, Chairman of the ad hoc Committee for Developing Financial Exigency Policy and Procedures, gave a report of the committee's deliberations of the 3/20/84 Financial Exigency draft. They will recommend a final draft in December 1985.

SENATE STANDING COMMITTEES

The following committees reported to the Senate during 1984-85:

1. Committee A - This committee recommended changes in the structure of the Faculty Senate Elections Committee.
2. Committee B - In October this committee recommended that President Cavazos should make periodic reports to the Faculty Senate on progress being made concerning the "24 issues." They recommended that Dr. Cavazos develop a comprehensive system for evaluating administrators. The Committee requested the Tech administration to reveal costs for administering a TTU university system.
3. Committee C - In November the committee responded to the charge as to which committees faculty should honor assignment. Because of Board Policy that faculty have responsibility to participate in Committees ..., Committee C recommended that this matter should be left for individuals to decide. Committee C recommended that the Faculty Senate Elections Committee proceed with the election of a Hearing Panel.
4. Committee D - This committee revised operating procedure 32.05 to permit a person to have legal counsel when presenting their grievance and to permit the University to have its general counsel present as well. This committee also recommended against the Faculty Senate participation in developing procedures for implementation of the new tenure policy since it was not adopted

by the faculty. The received the Campus Admissions and Retention Committee's report. This committee recommended that the whole registration process be re-evaluated with faculty input. They also outlined a procedure for surveying the faculty concerning the computerized registration system.

5. Academic Programs - This committee met with Dr. Darling to discuss issues relating to "dead week" and the scheduling of classes. Later this committee made several recommendations to the Faculty Senate concerning (1) student absence records, (2) grade report deadlines, (3) "dead day", and (4) the University Calendar.
6. Budget Study - No report, but planned to look into various matters, including the history of faculty salaries.
7. Faculty Status and Welfare - In October this committee questioned the legality of "Employee's Affidavit" and recommended revisions. In response to their recommendations Dr. Len Ainsworth stated that faculty may delete the words "swear" and "so help me God" from the Employee's Affidavit if that is their choice. This committee made recommendations concerning the procedure for development of a Financial Exigency Policy (ultimately, ad hoc Committee for Developing Financial Exigency Policy and Procedures was appointed).
8. Committee on Committees - This committee submitted a slate of nominees at the November meeting to fill vacancies on various university committees. The committee mentioned that the Academic Publications Committee was replaced by Texas Tech Press Editorial Committee. The Minority Affairs Committee was re-structured. The University Tenure and Privilege Committee was deleted following adoption of the new Tenure Policy. This committee submitted a list of nominations for Faculty Senate Tenure and Privilege Committee at our January meeting.

Number of nominees in March, 1985 fell far short of number to fill vacancies on various University Councils and Committees. At the May meeting this committee gave a final report on nominations for University Councils and Committees.
9. Faculty Senate Tenure and Privilege (new) - The formation of this committee was recommended to the Faculty Senate in October to document faculty members complaints concerning alleged violations of academic freedom, academic due process and tenure procedures. Structure and charge for this committee was finalized in May, 1985.
10. Executive Committee - This committee reported on activities with Faculty Governance Organizations concerning our new tenure policy. They also reported on three meetings with Dr. Cavazos. They reported on ad hoc committees appointed by TTU Board of Regents to learn concerns, discuss issues, and exchange ideas regarding campus matters of particular interest to the faculty, students and administration. They received letters of support concerning the tenure crisis at TTU from over half of the state universities in Texas. A member of this committee met with Bob Youde, Coordinator of Higher Education for the Governor, and Senator John T. Montford regarding the continued leadership crisis at TTU while attending the COFGO Conference. Committee members reported on their meeting with the Board of Regents ad hoc committee.

General Faculty Meeting - Two general faculty meetings were called - one on September 19, 1984 and one on September 28, 1984. At the September 19 meeting four faculty spoke on tenure as follows:

Dr. James Brink - Addressed matters about the proposed tenure policy and focused on section X.

Dr. Benjamin Newcomb - Addressed AAUP's role in upholding academic freedom and due process.

Dr. Richard L. Peterson - Gave a summary of activities of the Deans' Faculty Advisory Committee during the summer of 1984.

Dr. Henry A. Wright - Presented 10 Reasonable Requests for changes in the September 5, 1984 tenure policy draft.

At the September 28 meeting, the Board of Regents adopted the new tenure policy with minor modifications. The following persons spoke at the second general faculty meeting:

Dr. William Mayer-Oakes - Gave a chronology of steps by the administration that created the current unhealthy atmosphere.

Dr. Jacquelin Collins - Gave a talk concerning resignation of the Tenure and Privilege Committee in 1981.

Dr. Henry Shine - Read the resolution concerning a faculty vote of confidence in Dr. Lauro F. Cavazos as President of Texas Tech University.

RESOLUTIONS APPROVED AND OTHER ACTIONS TAKEN

1. Results of the Faculty vote on the September 5, 1984 tenure policy
53 approve 524 disapprove 19 abstain

2. Confidence in Dr. Cavazos

"Resolved, that the Faculty Senate conduct a mail ballot of the voting Faculty as to whether the Faculty have confidence in Dr. Lauro F. Cavazos as President of Texas Tech University, and to publicize the ballot results, and to convey them to the Texas Tech Board of Regents."

Results of vote:

82 have confidence
546 do not have confidence
42 abstain

3. Ballot for Dr. Darling

"Be it resolved that the President of the Faculty Senate write the Dean of the College of Business Administration to ask him to review his faculty to determine if any additional persons should be added to the list he furnished the Faculty Senate office of those eligible to vote."

4. Cavazos and Faculty Senate

Following several invitations for Dr. Cavazos to talk to members of the Faculty Senate, he never accepted an invitation to attend a meeting. Ultimately the Board of Regents instructed him not to attend a Faculty Senate Meeting.

5. Employee's Affidavits

"Resolved, That the President of the Faculty Senate request the Vice President for Academic Affairs and Research to include an addendum to all Employee's Affidavits noting how paragraph one may be legally altered if a faculty member objects, for any reason, to the statement in its original form; and that, as soon as feasible, a statement explaining faculty members objections and options concerning the Employee's Affidavit be included in the Faculty Handbook."

6. Sharing Useful Information

William Mayer-Oakes "moved that the Faculty Senate authorize the officers of the Faculty Senate to share useful information concerning the Faculty's viewpoint on the adopted tenure policy and the leadership crisis at Texas Tech University with the Coordinating Board, Governor of Texas, legislative representatives, faculty, governance organizations, and other relevant parties." The motion carried without opposition.

7. Evaluation of Administrators

"Resolved by the Faculty Senate of Texas Tech University that the President be requested to initiate studies leading to the development of a comprehensive system for evaluating, on a regular basis, the performance of administrators, and be it further

Resolved that the Faculty Senate expresses readiness to aid in providing input to such a study."

8. Special Edition of Insight

A Special Edition of Insight was published by Texas Tech that included all discussion by the Board of Regents on October 18, 1984 concerning the faculty's rejection of the new tenure policy and the vote of no confidence in Dr. Lauro Cavazos as President of Texas Tech University. The faculty was not permitted to respond to the statements by the Board in a later edition of Insight, but they did respond in a special addition of Academe that was distributed to the faculty.

9. Special Motion Concerning TTU President meeting with Faculty Senate

Havens moved "that the Faculty Senate officers continue meeting with the President of TTU by mutual agreement so long as such meetings produce beneficial results. Such meetings are not to substitute for the President's responsibilities in Section 4, Article IV of the Constitution of the Faculty Senate at Texas Tech." The motion carried.

10. Recognition of Marla Erwin

"Resolved that Texas Tech University Faculty Senate commend Marla Erwin for her insight and thank her for her work that past year.

Further information about any of the business reported herein may be obtained by consulting the minutes for 1984-85 on file in the Faculty Senate office.

Henry A. Wright
Henry A. Wright, Secretary
Faculty Senate (1984-85)