

MINUTES FACULTY SENATE MEETING #63

October 10, 1984

SUMMARY OF BUSINESS CONDUCTED:

1. Guests were recognized,
2. Minutes of the September 28, 1984 general faculty meeting were approved.
3. Heard reports from Senate Standing Committees. Committee B recommended that President Cavazos make periodic reports to the Faculty Senate on progress being made concerning the "24 issues." The words "swear" and "so help me God" can be deleted from the Employee's Affidavit that we were all requested to sign.
4. Letter from Dr. Lauro F. Cavazos concerning the mail ballot of confidence/no confidence vote was read to Faculty Senate. He was "greatly disappointed that the Senate took such precipitous action without any direct formal or informal communications with him...."
5. 83.1% of the faculty eligible to vote cast their ballots concerning confidence/no confidence in the President. 81.1% if the voting faculty expressed no confidence in the President.
6. The Faculty Senate will ask Dr. Lauro F. Cavazos to meet with the Faculty Senate at its 14 November 1984 meeting or on an earlier date of his choice to discuss means to restore faculty confidence in his presidency.
7. Motions were passed concerning university committee assignments and proposed amendments to the Grievance Policy. Duties were assigned to Committees C and D, respectively.
8. A motion passed to establish a Faculty Senate Tenure and Privilege Committee.
9. Two University Committees (Academic Publications and Minority Affairs) have been reconstituted and the Tenure and Privilege Committee has been replaced with the Tenure Advisory Committee.
10. William Mayer-Oakes reported on Council of Faculty Governance Organizations meeting and moved to authorize Faculty Senate officers to "share useful information concerning the faculty's viewpoint." Motion passed.
11. Means to inform faculty were discuss.
12. Briggs Twyman, Senator from Arts & Sciences, has resigned because of the conditions attached to an internal development leave in the Department of History.

The Faculty Senate met on Wednesday, October 10, 1984, at 3:30 p.m. in the Senate Room of the University Center with Evelyn Davis, President, presiding. Senators present were Adamcik, Anderson, Blair, Bloomer, Burnett, Coulter, Cravens, Curry, E. Davis, K. Davis, Dixon, Eissinger, Ford, Freeman, Gettel, Goss, Gott, Havens, Higdon, Kehoe, Khan, Lee, McKown, Mayer-Oakes, Mehta, Newcomb, Oberhelman, Owens, Richardson, Rude, Sasser, Shine, Sparkman, Strauss, Sullivan, Teske, Thornhill, Welton, Whitsitt, Wicker, Williams, Wilson and Wright.

Senators Dvoracek and Gipson were absent because of University business. Senators Ayoub, Steele, Stockton and Vallabhan were also absent.

Vernon McGuire, Associate Professor, Speech Communications, served as Parliamentarian.

Guests included, Preston Lewis and Robert Cates, University News and Publications; Paul Cline, Jr., Avalanche Journal; Laura Tetreault and Kirsten Kling, University Daily; C. Len Ainsworth and C. Eddie Palmer, Office of Academic Affairs; Allison Bennett and Spencer Hayes, Student Association; Professors James E. Brink, Allen Kuethe and Jacquelin Collins, History; Harold Luce, Music; Donald Dietz, Norwood Andrews and Edward George, Classical & Romance Languages; Neale Pearson, Political Science; a representative from the Health Sciences Center, Carlton, J. Whitehead, Chairman of the Faculty Senate Elections Committee; Eric Summers, Channel 13; Jim Green, Channel 11; and Barbara Williams, Channel 28.

#### I. CONSIDERATION OF THE MINUTES OF THE SEPTEMBER 28, 1984 GENERAL FACULTY MEETING

Senator Margaret Wilson moved to accept the minutes of the September 28, 1984 meeting as distributed. The motion passed.

#### II. REPORT FROM THE COMMITTEES CONCERNING RESPONSES FROM DR. DARLING ON THE "24 ISSUES"

Committee A - Report was given by Elizabeth Sasser. All of the Committee's necessary work has been completed. Frank Bloomer was elected chairperson in his absence, but accepted the position. The committee now awaits further assignment and will be glad to meet with the President.

Committee B - Report was given by Joe Adamcik. The committee met on September 26 and elected a chairperson. They noted the appreciation and positive tone of the letter from Dr. Darling. Adamcik said that the Faculty Senate should be used as a channel of progress to the faculty for all "24 issues." President Cavazos should make periodic reports to the Faculty Senate on progress being made concerning the "24 issues." This committee has not sought a meeting with the President, but would meet with him at his request.

Committee C - Report was given by Monty Strauss. Due to the positive response from Dr. Darling concerning the committee's work, they did not see a need to meet.

Committee D - Report was given by William Mayer-Oakes. The committee met and elected Mary Owens as chairperson. Since Dr. Darling's letter was positive concerning the committee's work, there was not need to discuss the issues further.

Academic Programs - Paul Dixon was elected chairperson. No further response was needed concerning Dr. Darling's letter to the committee.

Faculty Status & Welfare - Margaret Wilson handed out a written report concerning the legality of the "Employee's Affidavit" which many Tech faculty have been required to sign again. The State may condition employment on execution of an oath to preserve and protect the U. S. and the State Constitution and laws, but you do not have to swear "so help me God." Pat Campbell, TTU General Counsel, agrees that you or any other faculty member may execute the oath by deleting the word "swear" and the concluding statement, "So help me God."

Faculty Status & Welfare Committee Report continued.....

The Faculty Status and Welfare Committee recommends the adoption of the following resolution:

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 1 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 obligations and options concerning the Employee's Affidavit be included in the Faculty Handbook."

The motion carried without opposition.

III. PRESIDENT EVELYN DAVIS READ THE FOLLOWING LETTER FROM DR. LAURO F. CAVAZOS  
CONCERNING THE MAIL BALLOT OF CONFIDENCE/NO CONFIDENCE VOTE:

Dr. Evelyn Davis, President  
The Faculty Senate  
CAMPUS

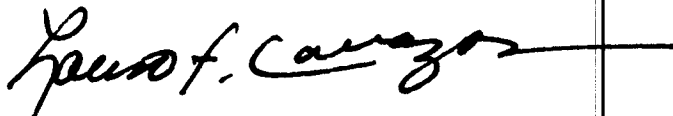
Dear Dr. Davis:

I have been informed through various informal sources that the Faculty Senate is organizing a vote of the faculty to determine if there is a general feeling of no confidence in the president. Also, I am under the impression that the Senate required an "emergency session" to respond to the request for such a vote and that the request was made by some of the faculty, not "the faculty" as is being loosely reported.

I am greatly disappointed that the Senate took such precipitous action without any direct formal or informal communication with me--as a matter of courtesy if for no other reason. The appeal for more communication that I have heard stressed so often has been overlooked in this instance.

Please convey my sentiments on this incident to the Senate.

Sincerely,



Lauro F. Cavazos, Ph.D.  
President

IV. REPORT OF CONFIDENCE/NO CONFIDENCE VOTE IN PRESIDENT

Carlton J. Whitehead, Chairperson of the Faculty Senate Elections Committee, summarized the election results as follows:

12.2%	<u>82</u>	I have confidence in Dr. Lauro F. Cavazos as President of Texas Tech University
81.1%	<u>546</u>	I do not have confidence in Dr. Lauro F. Cavazos as President of Texas Tech University
6.2%	<u>42</u>	I abstain
.5%		3 defective ballots
		673 total votes cast
		810 total ballots mailed
		83.1 % of faculty eligible to vote cast their ballots

Dr. C. Len Ainsworth, Associate Vice President for Academic Affairs was present when the ballots were counted. The results were certified by the Faculty Senate Elections Committee.

V. DAVID LEON HIGDON PRESENTED THE FOLLOWING MOTION:

Whereas 546 or 81.1 percent of the faculty voting have expressed no confidence in Lauro F. Cavazos as President,

I move that the Faculty Senate recommend that President Lauro F. Cavazos meet with the Faculty Senate at its 14 November 1984 meeting or earlier date of his choice to discuss means to restore faculty confidence in his presidency.

The motion carried without opposition.

VI. BENJAMIN NEWCOMB PRESENTED THE FOLLOWING MOTION CONCERNING UNIVERSITY COMMITTEE ASSIGNMENTS THAT WAS PASSED AT SEPTEMBER 28 GENERAL FACULTY MEETING.

"I move that this body request the Faculty Senate to make a determination as to what university committee assignments the faculty now ought to honor or bother with, now that faculty advice and consultation has been boldly rejected by management and regents."

The motion carried without opposition and was assigned to Committee C.

VII. BENJAMIN NEWCOMB MADE A MOTION CONCERNING PROPOSED AMENDMENTS TO THE GRIEVANCE POLICY

"Whereas, the Grievance Policy of Texas Tech is, as shown by accompanying documents, to be in conflict with Texas State Law:

It is moved that the Faculty Senate direct an appropriate Senate committee to report to the Senate, at its November meeting, proposed amendments to the Grievance Policy after conferring with the Office of Academic Affairs and Legal Counsel concerning this matter.

The motion carried without opposition and was assigned to Committee D.

VIII. JAMES EISSINGER MADE A MOTION CONCERNING A FACULTY SENATE TENURE AND PRIVILEGE COMMITTEE

"This is a motion to study the feasibility of establishing a Faculty Senate Tenure and Privilege Committee. The study group assigned this task should return to the Senate with a recommendation for appropriate action including, if necessary, a written charge for the committee.

Such a Faculty Senate Tenure and Privilege Committee might:

- (1) Receive complaints from any Texas Tech faculty member on alleged violations of academic freedom, academic due process and tenure procedures;
- (2) Investigate and document such complaints; and
- (3) Take such action as might be considered appropriate.

Confidentiality of the complainants should be assured."

The major reason for establishing this committee would be for documentation. Eissinger's motion carried without opposition.

IX. ELIZABETH SASSER MOVED THAT A FACULTY SENATE STANDING COMMITTEE INVESTIGATE AND ANALYZE ANY CHANGES IN UNIVERSITY COMMITTEES which might be detrimental to faculty responsibilities and governance; and this committee shall report and make recommendations to the Faculty Senate as soon as possible."

This motion was presented for the following reasons:

- 1) the Academic Publications Committee has been reconstituted and given a different charge.
- 2) the Tenure and Privilege Committee was abolished and replaced with the Tenure Advisory Committee, which will have newly elected members.
- 3) the Minority Affairs Committee has been reconstituted.

Jim Goss, member of the Minority Affairs Committee, mentioned 1) there was a new set of specifications for this committee, 2) his term of appointment had been reduced to 1 year, and 3) his status was changed to ex-officio.

David Leon Higdon mentioned that he was out of town for 1 week, and upon his arrival back to town he was no longer a member of two committees -- Academic Publications and Tenure and Privilege.

Sasser's motion carried without opposition.

X. WILLIAM MAYER-OAKES PRESENTED A REPORT ON THE COUNCIL OF FACULTY GOVERNANCE ORGANIZATIONS MEETING

The Fall meeting of COFGO (Council of Faculty Governance Organizations) was held at Austin on Oct. 5,6. Both President Davis and Senator Mayer-Oakes attended as official TTU delegates. Three major events are reported here: a useful report on "Excellence in Higher Education", the subject of last spring's meeting, was presented, a copy is available in the Senate office; a panel discussion on tenure was presented -- both Davis and Mayer-Oakes spoke on the current tenure context at TTU; a resolution regarding the recent TTU Regents action on tenure was presented by an ad hoc group of COFGO representatives (not including TTU reps). The resolution was adopted and is attached (to these minutes).

XI. WILLIAM MAYER-OAKES PRESENTED THE FOLLOWING MOTION:

"I move 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.

XII. HOW CAN THE FACULTY BE INFORMED??

Wayne Ford asked the question. Joe Adamcik said that the Senate Minutes were boring to read, at least they have been in the past. He suggested highlighting major points. The Senate Secretary took note.

Don Dietz, non-Senate member from Classical and Romance Languages, suggested that we have a "Day of Information" during which a portion of class time could be used to discuss university matters. Murray Coulter and Joe Adamcik spoke against using class time for this purpose. John Blair mentioned the possibility of giving information at a specific location. This is something that the Student Senate could set up and invite speakers if they chose to do so.

XIII. MURRAY HAVENS PRESENTED THE FOLLOWING MOTION:

"Whereas President Cavazos has consistently declined to meet with designate faculty representatives and other leading members of the faculty to discuss outstanding university problems, and

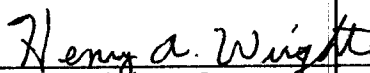
Whereas President Cavazos has criticized the failure of the Faculty Senate and its leaders to consult with him prior to conducting a ballot of the entire voting faculty concerning its confidence in President Cavazos, a ballot requested by vote of those present at a meeting of the general faculty,

Be it resolved that the President of the Senate is instructed to communicate to President Cavazos by letter the Senate's surprise that the only issue on which he is apparently willing to undertake consultation with the faculty is the matter of the faculty's confidence in him, but that the Senate remains willing to discuss outstanding issues and problems with President Cavazos at its next regular meeting or at a special meeting to be called at a time convenient to President Cavazos prior to the next regularly scheduled meeting of the Senate.

Several faculty (Shine, Adamcik, Strauss, Ford) spoke against the motion since the motion by Higdon did the same thing in a nicer way, and we would like for the President to talk to the Faculty Senate members and discuss things in an amicable way.

The above motion did not pass.

The meeting adjourned at 4:50 p.m.

  
Henry A. Wright, Secretary  
Faculty Senate  
10/12/84