

MINUTES OF FACULTY SENATE MEETING 71

The Faculty Senate met at 3:30 p.m. Wednesday, September 11, 1985, in the Senate Room of the University Center, with President Margaret Wilson presiding. Senators present were Aycock, Blair, Brink, Burnett, Collins, Cravens, Curry, Davis, Dvoracek, Eissinger, Ford, Gades, Goss, Hartwell, Havens, Higdon, Keho, McLaughlin, Mann, Minifie, Newcomb, Oberhelman, Owens, Pearson, Platten, Rude, Scott, Shine, Skoog, M. Smith, R. Smith, Sparkman, Steele, Strauss, Sullivan, Tereshkovich, Teske, Vallabhan, Whitehead, Whitsitt, Wicker, Williams, and Wright. Senators absent because of University business were Dixon, Khan and Stockton. Other Senators absent were Carlile, Freeman, Gipson and Lawrence.

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

Guests recognized by Wilson included Virginia Sowell, Assistant Vice President for Academic Affairs and Research; Clyde Hendrick, Dean of the Graduate School; Eric Bolen, Associate Dean of the Graduate School; Preston Lewis, University News and Publications; Kirsten Kling, Chip May, and Candy Mathers, University Daily; Colonel C. J. Horn, Department of Navel Science.

I. Introductions of Senate Officers and Senators.

Wilson introduced Senate officers Murray Havens, Political Science, Vice-President, and Julia Whitsitt, English, Secretary. She also introduced Vernon McGuire, Speech Communications, Parliamentarian, and Grace Frazier, Faculty Senate office secretary.

Wilson then introduced all Senators.

II. Consideration of Minutes of Meeting 70, May 8, 1985.

Hearing no additions or corrections to the minutes as circulated, Wilson declared them approved.

III. Report of the President

Wilson said that although the past two years have been traumatic for everyone at Texas Tech University, the Faculty Senate has served in a professional manner during those difficult times. She then outlined the following five goals for the coming year:

1. To have the Senate recognized by the University Administration as the legitimate body representing the faculty. She reminded Senators that by virtue of their election they represent a constituency in their colleges or the faculty at large, not just themselves.

2. To have the "so-called tenure policy" reconsidered.

3. To bring "sanity to the chaos which begins with a student's admission and ends with final grade rolls." The many problems in the registration system have been approached piecemeal by committees in the past, but need a thorough, comprehensive study.

4. To have the Senate serve as an avenue of communication, letting the public know that the Texas Tech faculty continues to be dedicated to excellent research and teaching, and is not just a "thorn in the higher administration's side." Senators should take the lead in seeing that their colleagues' accomplishments are publicized.

5. To complete and have approved by the faculty and administration a financial exigency policy.

She repeated her determination that the Senate should not retreat from the principled stands it has taken in the past, but must also be ready to take up new issues.

She asked the Senators' cooperation in keeping papers to be mailed to an absolute minimum since the Senate budget is very tight, in getting agenda items to the agenda committee before 1:30 on stated committee meeting days, and in identifying themselves before making motions on the floor.

IV. Reports of Ad Hoc Committees.

A. Financial Exigency Committee. Chairperson Aycock reported that a draft financial exigency policy is nearly completed. The committee will meet with President Cavazos and Interim VPAAR Haragan in October, and will plan to propose a policy to the Senate in December.

B. University Status and Progress Committee. Chairperson Sullivan reported that, "unsurprisingly," the committee's survey of faculty morale found that morale is low across the campus. (See attachment 1 for survey results.)

Sullivan further reported that the committee is trying to develop a profile of the entire university, including faculty vacancies and the replacement of regular faculty by temporary faculty, student enrollment and SAT scores, and faculty salaries. Texas Tech is, in the committee's judgment, declining in each of these areas, but reliable data are almost impossible to gather. No office, it seems, maintains up-to-date records of who in fact is or is not on the faculty, and students' SAT scores have not routinely been entered into computer records. During discussion it was pointed out that "trends" showing decline can appear clearly even when data can never be absolute.

Several senators suggested ways of obtaining needed information.

Pearson moved that this ad hoc committee be continued for the 1985-86 academic year or until it completes its charge. The motion was seconded and carried without opposition.

C. Campus and Community Relations Committee. Chairperson Collins said that the committee had nothing substantive to add to its May 1985 report.

McLaughlin moved that this ad hoc committee be continued for the 1985-86 academic year or until it completes its charge. The motion was seconded and carried.

V. Old Business.

A. Recommendations of the Tenure and Privilege Committee. Wilson read a letter from VPAAR John Darling accepting two recommendations sent to him last May. All new faculty members are given an orientation packet including copies of the University catalog, faculty handbook, and student handbook, and will be invited to an orientation meeting later this fall, in which an officer of the Faculty Senate will be invited to participate. He also instructed all deans to remind chairpersons that probationary faculty members who may receive terminal contracts

should be given notice of that fact as early as possible. Wilson asked Assistant Vice President Sowell to remind Interim Vice President Haragan of Darling's acceptance of this recommendation.

Darling's letter said that he was "reviewing" the recommendation that probationary faculty members and their chairpersons retain written memoranda of their discussions of the faculty member's status. Wilson asked Sowell to see that this review is continued and a decision made.

During discussion it was discovered that new faculty are receiving copies of the old tenure policy in their orientation packets. Sowell said this was occurring because the new policy has not been implemented.

B. Recommendations of Committee D. Wilson reported that Committee D's recommendation that the faculty be surveyed regarding registration and advisement has not been implemented. She suggested rescinding that recommendation and instead authorizing a committee to make a thorough study of the entire admission, advising, registration, and grade reporting process.

Collins moved that the Committee D recommendation as reported in the minutes of meeting 70 (May 8) be rescinded, and that Wilson be authorized to appoint an ad hoc committee.

Charge for proposed committee

The committee is charged with an in-depth investigation of the processes and policies affecting both faculty and students regarding student enrollment. This will include, but not be limited to, the following: (1) admission policies and procedures; (2) advising; (3) registration, including pre-registration, freshman and transfer orientation sessions, registration at times other than those regularly scheduled, and late registration; (4) fee payment; (5) add-drop; (6) calendar dates; (7) class rolls; (8) grade reports; and (9) computer capacity.

The purpose of the investigation will be to determine the problems which exist with the present system, both university-wide and by colleges, and to make recommendations for solutions. The committee will liaison with the Office of Academic Affairs, the Office of Student Affairs, the Dean of Students Office, the Admissions Office, the Registrar's Office, and the Bursar's Office.

The committee will be appointed by the Executive Committee in consultation with the VPAAR and VP&A. Committee members need not be Faculty Senate members. Tentatively, the committee will be composed of one person from each college and the Graduate School who is closely involved with at least one facet of the enrollment process. The committee will develop its own procedures, which may include a survey.

The motion was seconded and carried without opposition.

C. Recommendations of the Academic Programs Committee. Wilson reported that the request for the inclusion of space for recording student absences on grade rolls has been sent to Interim VPAAR Haragan, who has not yet had time to act on it. The proposal to include one or more "dead days" before final examinations has been sent to the President of the Student Association for action by the Student Senate, as per the committee's recommendation. The Student Senate has not yet acted on the proposal.

D. Recommendation on the Elections Committee. As recommended by the Faculty Senate, Interim VPAAR Haragan has approved the Elections Committee as a University committee, and has included it with its charge in the list of University committees.

VI. New Business

A. Changes in criteria for service on the graduate faculty. Dean Hendrick reported that the changes were not "major," but were a "tightening up" of procedures. The maximum term of probationary membership has been increased to six years, to correspond with the normal probationary period before tenure is granted. The graduate council, not individual departments, now must approve non-members of the graduate faculty to teach graduate courses.

B. Faculty sick leave policy. Sowell reported that vested sick leave for faculty on contracts of less than 12 months has been discontinued. Each university in Texas will develop its own sick leave policy. As of now, Texas Tech is returning to its informal policy of making arrangements within individual departments to cover the classes and other commitments of ill faculty members, and reporting such illness formally through the chairperson to the dean, VPAAR, and president if a faculty member must be absent for more than two weeks. Several Senators expressed concern that, if formalized, such a policy could invite arbitrary and capricious actions by administrators. Sowell stated that her office will not make the policy formal without seeking advice from the faculty.

Sowell also reported that any sick leave accrued by a faculty member before September 1, 1985, is a vested interest and will become applicable if the faculty member should change to a 12 month contract. One-half of accrued sick leave (but no more than 336 hours) also is paid to the estate upon the death of a faculty member.

C. VPAAR search committee. The 12-person committee appointed by President Cavazos to see a new Vice President for Academic Affairs and Research, chaired by Dean Elizabeth Haley, includes no member of the Faculty Senate. After discussion, Newcomb moved that the Senate remind President Cavazos, through the President of the Senate, that the President of the Senate served on the previous search committee for a Vice President of Academic Affairs, and recommend that the President of the Faculty Senate be appointed to serve on the current search committee for a VPAAR. The motion was seconded and carried without opposition.

D. AAUP report. This report will be discussed at the October meeting.

E. Date of January meeting. Newcomb moved that the January Faculty Senate meeting be scheduled for January 22. The motion was seconded and carried without opposition.

F. Senate Committees. Wilson directed the Academic Affairs committee to convene as soon as possible, because its chairperson will be invited to serve on the General Education committee.

Wilson reported that President Cavazos has not decided whom to appoint to the Athletic Council, and instructed the Committee on Committees to name three additional candidates.

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G. Letter regarding Faculty Senate Tenure and Privilege Committee. Wilson read a letter received from a probationary faculty member commending the Tenure and Privilege committee for its fair-minded and efficacious handling of a case brought before it.

The meeting adjourned at 5:32.

Respectfully submitted,

Julia Whitsitt
Julia Whitsitt, Secretary

Texas Tech University Status and Progress Committee

Survey of Faculty Morale May 1985 498/1,100 Responses

1. Have you resigned from the Texas Tech faculty or do you definitely intend to resign since the adoption of the new tenure policy and before September 1, 1985?

Yes 40 No 458

2. If the answer to question 1 is no, will you resign if you receive a competitive offer from another institution before September 1, 1985?

Yes 210 No 223

3. Are you actively pursuing negotiations with one or more academic institutions or other employers?

Yes 150 No 236

4. If you expect to remain at Texas Tech for the 1985-86 academic year, do you expect to be actively seeking alternative employment during the next three academic years?

Yes 285 No 164

5. Are you more likely or less likely to seek alternative employment as a result of the adoption of the new tenure policy?

More likely 293 Less likely 15 No difference 171

6. What proportion of the membership of your department (full-time, tenured or tenure-track) would you expect to leave Texas Tech between now and September 1, 1988?

None 45 Less than 1/4 239 1/4 to 1/2 171 More 28

7. How would you characterize the current morale of the Texas Tech faculty?

Excellent 6 Good 39 Fair 125 Poor 234

8. How would you characterize your personal morale as a faculty member at this time?

Excellent 53 Good 74 Fair 170 Poor 203

9. How would you characterize the impact of the adoption of the new tenure policy on faculty morale at Texas Tech?

Highly Beneficial 2 Beneficial 9 Little or No Impact 56
Damaging 169 Seriously Damaging 261