

## MINUTES OF FACULTY SENATE MEETING 72

The Faculty Senate met October 9, 1985, in the Mesa Room of the University Center, with President Margaret Wilson presiding. Senators present were Aycock, Blair, Brink, Burnett, Carlile, Collins, Cravens, Davis, Dixon, Dvoracek, Ford, Gades, Goss, Havens, Higdon, Keho, Khan, Lawrence, McLaughlin, Mann, Minifie, Oberhelman, Pearson, Platten, Rude, Scott, Shine, M. Smith, R. Smith, Sparkman, Stockton, Strauss, Sullivan, Tereshkovich, Whitsitt and Williams.

Senators absent because of University business or illness were Eissinger, Owens, Skoog, Steele, Wicker and Wright. Senator Whitehead was on jury duty.

Other Senators absent were Curry, Gipson, Hartwell, Teske, and Vallabhan.

### I. Introduction of Guests.

After calling the meeting to order at 3:40 p.m., Wilson recognized the following guests: Elizabeth Haley, Dean of the College of Home Economics and chairperson of the search committee for a vice president for academic affairs and research; John Walkup, College of Engineering, member of the VPAAR search committee; Donald Haragan, Interim Vice President for Academic Affairs and Research; Preston Lewis, News and Publications; Charles Brunt, Avalanche Journal; and Chip May and Kirsten Kling, University Daily.

### II. Approval of Minutes of Meeting 71, September 11, 1985.

The minutes were approved after two amendments.

### III. Report of the President.

Wilson met with President Cavazos on September 23 at his invitation. Characterizing the meeting as "positive," she reported that Cavazos will co-sponsor the Senate investigation of registration and enrollment procedures and will appoint administrators to serve on the study committee. "Only time will tell," Wilson concluded, whether the faculty and administration can in fact work together with mutual respect and trust this year.

Wilson attended the Conference of Faculty Governance Organizations meeting in Austin October 4-5. She learned that all state-supported schools in Texas are grappling with such problems as financial exigency, general education and other curriculum changes, merit salary, Proposition 2 fund allocations, and "publish or perish."

Among the speakers at the meeting were Wayne Roberts of the Legislative Budget Board, who urged faculty members to attend and speak out at the LBB hearings on their campuses, Sandy Hicks of Texas A & I University, who reported on the faculty's successful challenging of a declaration of financial exigency, and Wilhelmina Delco of the House committee on higher education who requested that faculty members not take action regarding the recent changes in sick leave policy until the new policy is reviewed by the Attorney General. Delco, who is a member of the select committee on higher education, predicted that the committee probably will find that "all of the fat has been cut" from higher education in Texas. She also expects that the select committee will recommend that institutions in Texas be consolidated but not eliminated, and that the role of each institution will be more clearly and specifically defined.

IV. Report of Interim Vice President for Academic Affairs and Research.

Interim Vice President Haragan stated that his goal is for administration to provide an atmosphere in which faculty and students can excel, and to administer in a "supportive, not directive" manner. His specific objectives include restoring confidence between faculty and administration through improved communication, working within the system for constructive change, increasing the influence of the office of academic affairs in the overall decision-making process of the University, strengthening "academic quality control" at the faculty level, and assessing academic needs in terms of available resources, with faculty participating fully in deciding on any necessary redistributions of resources.

Haragan asked for the Senate's patience and cooperation, citing a number of positive signs of a new atmosphere among the higher administration: he has an "open door" to the President, who has been "willing to listen" and to discuss the "hard issues we would all like to see addressed"; the 5-year review implementation plan distributed recently has been postponed pending review by a faculty committee; the Faculty Senate will be represented on the Academic Council (by Vice President Havens) and on the Search Committee for a VPAAR (by President Wilson); and the President will address the faculty on November 14, and will be available after the formal meeting to talk informally with faculty members.

Haragan said that the recent controversy over proposed changes in University computer equipment and use policies is the result of "misinformation." No decision has been made nor will be made until he is confident that a new plan, probably involving both upgrading the present IBM system and adding other appropriate equipment, will provide something better for all interested parties.

The proposed sick leave policy has, Haragan said, been removed from the agenda of this month's Board of Regents meeting pending the Attorney General's opinion.

Haragan has implemented the recommendation that new faculty orientation be conducted, and asked for comments on this year's program. He concurs with the recommendation that faculty members receiving terminal contracts be notified "as early as possible" and hopes to define that time period more precisely. He also favors in principle the recommendation that department chairpersons and probationary faculty members keep written memoranda of their discussions of the faculty member's progress toward tenure, but wants time to develop clear, fair procedures in consultation with legal counsel.

During the discussion that followed these remarks, Haragan clarified his sense of the "Tenure Implementation Committee" he is forming, stating that its members will be chosen by him from nominees submitted by each dean, the Faculty Senate, and the Horn professors. Its charge will be "very open" and will in fact permit suggestions that some aspects of the tenure policy, such as the five-year review, be implemented outside of the tenure policy. The committee will be free to offer recommendations on the tenure policy as a whole, and, Haragan assured the Senate, the President will listen to committee suggestions.

V. Report of Committee on Committees.

Chairperson Minifie asked Senators to remove Shelby K. Hildebrand from the slate of nominees for the Convocations Committee and replace him with Mary Helen Kant of Agriculture, and to add Connie Steele of Home Economics to the slate of nominees for the Tenure Implementation Committee. These changes in the printed list having been made, Minifie moved adoption of the slates.

Sullivan moved division of the question, with the Tenure Implementation Committee slate being considered apart from the Convocations Committee, Academic Affairs Information Systems Committee, Honors and Awards Council, and Athletic Council slates. The motion carried.

Collins moved that only the previous nominees for Athletic Council (Carl Andersen, Home Economics; Monty Strauss, Arts and Sciences; Margaret Wilson, Arts and Sciences) be sent to the President. The motion failed.

The motion to approve the four slates carried.

Sullivan urged that no nominees be forwarded for the Tenure Implementation Committee because by participating in that committee we would abandon our constituents, who overwhelmingly disapproved of the tenure policy last year, and would place in jeopardy possible legal claims of breach of contract should a faculty member be dismissed under the policy. Discussion followed, focussing finally on the question of "implementation" as opposed to "study" of the policy. Collins moved to table the approval of the slate pending VPAAR Haragan's reconsideration of the name of the committee. The motion carried.

VPAAR Haragan announced that he wished to change the name of the committee to "Tenure Study Committee." Newcomb moved to remove the motion to approve the slate from the table. The motion was seconded and carried.

Sullivan moved the addition of Senator Collins to the slate. The motion was seconded and carried without opposition.

The motion to forward the slate of nominees for the Tenure Study Committee carried.

#### VI. Report of Financial Exigency Committee.

Chairman Aycock reported that the draft financial exigency policy is currently under review by interested members of the administration. After incorporating their comments, the committee plans to offer a draft to the Faculty Senate in December.

#### VI. Old Business.

A. Report on recommendations of Senate Tenure and Privilege Committee. See item IV above.

B. Report on recommendations from Academic Programs Committee. VPAAR Haragan, in a letter to the Senate, declines to implement the recommendation that space for reporting student absences be included on final grade rolls, because final grades are sent only to students (not parents) if students are over 18, and students already know whether excessive absence has jeopardized their standing before final grade time. He also cited logistical problems and printing costs as reasons for his decision.

Haragan concurs with the recommendation that grade reporting dates not be changed after they have been published, and will try to avoid such changes in the future.

Haragan will ask the Senate Academic Programs Committee to review and offer suggestions on the 1987-88 academic calendar, the earliest one still able to be changed.

C. Report on ad hoc committee on Enrollment.

Wilson has asked all deans to nominate faculty members for this committee. When she has received their lists, the Senate Executive Committee will name the committee.

VIII. New Business.

A. Report of VPAAR Search Committee.

Wilson reported that, as the Senate recommended in September, she has been named a member of this committee.

Chairperson Haley distributed a handout detailing the committee's schedule and procedures. She noted that 28 applications have been received, and thanked all those who nominated candidates. She stressed that the committee hopes to have the finalists meet informally with faculty members during their campus visits in January and February, and wants written, signed comments from all who meet with the candidates.

During discussion it was suggested that the merging of the two vice presidential offices (Academic Affairs and Research and Graduate Study) is still opposed by many faculty members, and Haley agreed to raise this issue with President Cavazos.

B. Academic Council representative.

Wilson reported that VPAAR Haragan requested that a member of the Faculty Senate be appointed to sit on the Academic Council, and that she had named Senate Vice President Havens to do so.

IX. Other Business.

Wilson, noting that Vice President for Finance and Administration Payne had stated, in the University Daily, Friday, October 4, that "several hundred faculty members on campus" would earn more than President Cavazos were his salary limited to funds provided by the state, reported the following:

Taking the average state salary for University Presidents, \$57,000, as a base, 90 faculty members with no administrative titles earn that much or more in state salary.

21 additional faculty members holding endowed chairs or other comparable positions also earn that much.

50 additional faculty members with administrative titles also earn that much.

Thus, the highest possible number of faculty with salaries at that level is 161, according to the budget published by Vice President Payne's office.

President Cavazos, Vice President Payne, and the University Daily will be apprised of the results of this research, and the administration will be asked to be more careful in future public statements to avoid giving false and misleading impressions of faculty salary levels.

President Wilson declared the meeting adjourned at 5:40 p.m.

Respectfully submitted,

*Julia Whitsitt*

Julia Whitsitt, Secretary