

MINUTES OF FACULTY SENATE MEETING 78

The Faculty Senate met on April 9, 1986 in the Senate Room of the University Center, with Margaret E. Wilson, president, presiding. Senators present were Aycock, Blair, Brink, Burnett, Carlile, Collins, Cravens, Curry, Dixon, Dvoracek, Eissinger, Ford, Goss, Hartwell, Havens, Higdon, Keho, Khan, Koepe, McLaughlin, Minifie, Newcomb, Platten, Randolph, Shine, M. Smith, R. Smith, Sparkman, Strauss, Tereshkovich, Whitsitt, Wicker, Williams and Wright. Senators absent because of University business or illness were Davis, Lawrence, Oberhelman, Owens, Scott, Skoog, Steele, Stockton, Teske, and Whitehead. Senators Gades, Gipson, Mann, Rude and Vallabhan were absent. Senators Pearson and Sullivan are on leave from the University.

I. Introduction of Guests

After calling the meeting to order at 3:40 p.m., Wilson recognized the following guests: C. Len Ainsworth, Associate Vice President for Academic Affairs and Research; Preston Lewis, News and Publications; and David Cortes, University Daily.

II. Approval of Minutes of Meeting 77, March 12, 1986, and of Special Meeting, April 2, 1986

The minutes of meeting 77 were approved after the correction of one typographical error. The minutes of the special meeting of April 2, 1986 were approved after the addition of Senator Wicker's name to the list of those Senators absent because of University business.

III. Report of Senate Vice President Havens

Havens reported that the administrators on the Academic Council still have some unresolved differences about academic computing, and that a consultant will be brought in should those differences not be worked out soon.

The Academic Council also discussed the effects of energy conservation efforts, which will result in the shutting down of some entire buildings this summer, as well as a reduction in total hours of cooling. Obviously these measures will inconvenience faculty and students, but Vice President Haragan will do what he can to minimize inconvenience and to permit decisions to be made at the college level.

Two University search committees are currently working, Havens reported, one to seek a Dean of the College of Arts and Sciences and the other to seek a Director of the Museum.

IV. Reports of Standing Committees

At Wilson's request, R. Smith moved that an item D, report of Academic Programs Committee, be added to this division of the published agenda. The motion was seconded and carried without opposition.

A. Report of Committee on Committees

Chairperson Minifie, after asking Senators to remove Strauss's name from the slate of the Library Committee and replace it with that of Donald Durland (also of Arts & Sciences), and after striking Jeff Stuyt's name from the University Discipline Appeals Committee, moved adoption of the slates of nominees. The motion carried without opposition.

B. Report of Study Committee B

Chairperson Sparkman moved adoption of recommended changes to the proposed grade appeals policy forwarded to the Senate By VPAAR Haragan. Most of the changes were minor corrections for consistency and clarity. The Senate discussed the issue of who should hear and rule on grade appeals from graduate students appealing grades in undergraduate courses. M. Smith moved an amendment to state that such an appeal "is to be processed by the college or school in whose catalog the course is listed." The amendment was seconded and carried. The report was adopted as amended.

C. Report of Study Committee D

Dvoracek, speaking on behalf of this egalitarian committee which refuses to elect a chairperson, moved adoption of a recommended sick leave policy (see attachment). He noted that the committee believes that this policy should be an interim measure only, pending an improved policy from the legislature. After two friendly amendments to correct minor problems with language, the report was adopted without opposition.

D. Report of Academic Programs Committee

Chairperson Carlile moved adoption of a report on pass-fail grading policies that he characterized as a "compromise," in which the committee sought to accommodate both those who favor a narrower range of pass-fail options and those who favor the current range or even a wider range. The committee report leaves most decisions on this matter to be made at the department level.

Collins objected to the current system and to the entire notion that students may take any non-elective courses pass-fail. He moved that the Senate recommend that the pass-fail option be used only for elective courses, not for general degree requirements or for courses in the major or minor.

The motion was seconded.

M. Smith, pointing out that the College of Engineering prohibits taking any of its freshman or sophomore level courses pass-fail, and noting that he did not want to lower his college's standards, moved to amend the motion by adding "unless further restricted by the college or school." The amendment was seconded.

Several Senators strongly supported the motion, stating that the current policy detracts from academic standards.

The amendment passed without opposition.

The motion carried. Carlile withdrew the committee report from consideration.

Koepe raised the issue of the grade of D being considered passing, and proposed that many problems would be solved if a C were required to pass a pass-fail course. Curry noted that should the standard be raised, the option might have to be called satisfactory-unsatisfactory, since D is a passing grade. After discussion, McLaughlin moved to send the problem of grade standards and names to the Academic Programs Committee for study. The motion was seconded and carried.

V. Old Business

A. Report of Associate Vice President Ainsworth on Grade Posting

Ainsworth said that instructors may post grades by random, unique numbers assigned to students, but not by name, alphabetical order, or social security numbers in alphabetical order. Instructors may also post the grades of students who grant permission to do so in writing, if there is no coercion to grant permission. Grades may be mailed to students in envelopes or on cards supplied by them. Instructors should not report grades on the telephone to students unless they can be positively identified, and should not discuss grades with parents on the telephone.

B. Report of President Wilson on Library Copiers

Beset with complaints about the photocopying machines in the Library, Wilson once again met with Stewart Dyess at the Library, who reported that he has five bids from competitors for the copying contract, and is therefore in a position to apply pressure to the current contract holder for better service. Anyone receiving poor-quality copies or having other problems with the copying service at the library should send the poor copies with the date and an explanatory note to Dyess.

VI. New Business

A. Tenure Task Force

Aycock, an elected Senate member of the Tenure Task Force, reported that at its first meeting Senator Eissinger was named chair and that he then named the following sub-committees: Committee #1 (two-tier faculty-term contracts) - Dr. Gary Elbow, Chair, Dean Dudley Thompson, Dean Sam E. Curl and Dr. Wendell Aycock; Committee #2 (grounds for termination) - Dr. Monty Strauss, Chair, Dean Clyde Hendrick, Dr. Judith Fischer, and Dean Mason H. Somerville; Committee #3 (procedures) - Dr. Jacquelin Collins, Chair, Dr. Julian Biggers, Dean Carl H. Stem, and Dean Richard E. Ishler; Committee #4 (academic freedom) - Dr. Elizabeth Sasser, Chair, Dr. Richard (Chip) Peterson, and Dean W. Frank Newton; Committee #5 (performance evaluation) - Dr. Kary Mathis, Chair, Dean Elizabeth G. Haley, Dean Joe R. Goodin, and Dr. Marion Hagler.

The Task Force will try to adhere to the following schedule: April 12 - Task Force Meeting - rough draft of proposed recommendations; April 16 - Task Force Meeting - review the draft; April 18 - distribute draft to faculty and Regents for comment; April 23 - Faculty Senate discussion and forum for oral presentations and questions; April 26 - Task Force Meeting - write final draft of recommendations; April 30 - Special Faculty Senate Meeting for discussion and recommendation; May 7 - Faculty referendum conducted by the University Elections Committee; May 16 - Consideration by the Board of Regents.

All faculty members are urged to plan to attend the open forum on proposed changes in the policy scheduled for April 23, hour and place to be named later.

Aycock stressed that all of the Task Force's meetings will be open, and all working documents will be made available to the faculty at the reference desk at the library and at the Faculty Senate Office. The Task Force wants to receive any written or oral suggestions from faculty members, and hopes that everyone will participate in this process.

Strauss, in keeping with the Task Force schedule, moved that "a special meeting of the Faculty Senate be called for 3:30 p.m. on Wednesday, April 30 to discuss and vote on the proposed changes in the tenure policy. Furthermore, if for some reason the time constraints dictate, the officers of the Faculty Senate (otherwise known as the Agenda Committee) are authorized to substitute another date or time for this one, so long as Senators are provided with at least 72 hours notice. Furthermore, given the importance of the issues to be considered, so long as the members are given copies of the document at least 72 hours in advance the provisions in the bylaws prohibiting voting on issues without sufficient notice are suspended on this topic."

The motion was seconded and carried without opposition.

B. Letter from University President Cavazos

Wilson read a letter from President Cavazos expressing his regret that a schedule conflict will prevent him from attending the Faculty Senate meeting on May 7 and stating that he would like to attend a Senate meeting early in the fall of 1986 if the new Senate officers wish him to do so.

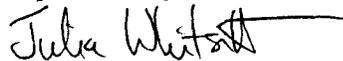
VII. Other Business

Wilson recognized the following honors recently won by Senators: David Koeppel has been appointed to the State Seed and Plant Board. Ernest Sullivan received an AMOCO Outstanding Teaching Award. Marvin Dvoracek received a President's Excellence in Teaching Award representing the College of Engineering. Jim Eissinger received a President's Excellence in Teaching Award representing the School of Law. Jerry Skoog received a President's Academic Achievement Award given for distinguished teaching, research, and service. At the Faculty Honors Convocation our Honorary Professors were recognized including Senators Higdon, Shine and Wright. The Faculty Senate Officers for 1986-87 were also recognized.

XI. Adjournment

No other business coming before the Senate, Wilson declared the meeting adjourned at 5:20 p.m.

Respectfully submitted,



Julia Whitsitt, Secretary

May 5 minutes/2

by its de facto suggestion that much of the academic work of the institution can be accomplished by faculty members not tenured or on the tenure track.

4. The Task Force recommends that this policy be ratified by the faculty and adopted by the Board of Regents.

Eissinger then moved that the Senate endorse the policy. His motion was seconded.

Discussion centered almost entirely on Section IIIC, with R. Smith and Newcomb agreeing with Aycock's objections. Newcomb stated that appointees under section IIIC should be protected by the procedure of the Tenure Policy itself, not the Grievance Procedure. Smith maintained that as a matter of professional ethics, those teaching classes at whatever level should be tenured or tenure-track. Eissinger, Collins, Strauss, and Newton all noted that the document is a compromise whose provisions must be accepted by administrators and regents as well as faculty.

Strauss reminded Senators that they have the power to monitor the proposed special appointments, and the responsibility to point out and seek to remedy abuses. He urged the Senate to do so.

Smith moved to amend the motion to endorse the policy by adding, "with the proviso that we are strongly opposed to the use of appointments in category IIIC for positions where normal faculty appointments are appropriate." The amendment was seconded and carried.

Eissinger stressed again that the entire tenure policy is a matter of delicately balanced compromise among faculty, administrators, and regents, and that the Aycock statement is included in the Task Force minutes to warn of potential problems from the start.

The senate passed the motion as amended without opposition.

Wilson commended the Task Force for its hard and productive work. Applause followed. Aycock especially commended Chairperson Eissinger, and Wilson commended VPAAR Haragan. Amid applause Wilson declared the meeting adjourned at 4:35.

Respectfully submitted,



Julia Whitsitt, Secretary

BOARD OF REGENTS

PROPOSED POLICY

FACULTY SICK LEAVE

(1) For the purpose of sick leave, a regular faculty member is defined as an employee with academic rank, paid to teach in full or part from line item faculty salaries at least 50 percent time for at least four and one-half months per year, excluding students employed in positions which require student status as a condition of employment.

(2) A regular faculty member with a twelve month appointment shall be subject to the sick leave policy for regular staff employees (OP 70.01, Section 3).

A regular faculty member with an appointment of less than twelve months shall be subject to the following policy:

- a. A regular faculty member with an appointment of less than twelve months ~~may~~ (shall) be granted reasonable leave due to the illness ~~at the discretion of the~~ (by the) department chairperson, who is responsible for insuring that the absent faculty member's responsibilities are being met by reassignment of other faculty on a short-term basis.
- b. The absence of a faculty member because of illness shall be reported to the department chairperson when the faculty member is not ~~present during normal working hours~~ (able to fulfill his/her regular assignments/responsibilities).
- c. Any sick leave in excess of two weeks must be approved in accordance with the policy for sick leave exceptions (per OP 70.01, Section 4).

(3) (All regular) Faculty members who have attained sick leave prior to September 1, 1985, have a vested right in the accumulated sick leave; however, it becomes active only upon transferring to a position in which sick leave accrues.

(4) One-half accumulated sick leave, not to exceed 336 hours, is paid to the estate of a state employee upon death. This is also a vested right which (all regular) faculty members with accumulated sick leave retain.

NOTE: Recommended changes from Committee D are those words or phrases appearing in parenthesis () with original text to be removed marked out.



Texas Tech University

The Faculty Senate
3-G Holden Hall
Lubbock, Texas 79409 / (806) 742-3656

April 16, 1986

TO: Members of Texas Tech Faculty

FROM: Margaret E. "Peg" Wilson, President
Faculty Senate

SUBJECT: Meeting to consider proposed changes in tenure policy

The Tenure Policy Task Force met for the first time on Tuesday, April 8, 1986. Chair, James R. Eissinger, School of Law, and the Task Force approved a tentative schedule for accomplishing the assignment to study and make recommendations for amending the current tenure policy. The schedule and the committees can be found in the enclosed minutes of the 9 April 1986 Faculty Senate meeting.

In keeping with the tentative schedule, the Faculty Senate invites all faculty members of Texas Tech University to convene for the purpose of oral presentations, discussion, and questions. The meeting will be held on Wednesday, April 23, 1986, 3:30-5:30 p.m., in Business Administration 202.

Copies of the working papers of the Task Force can be perused at the reference desk of the Library and at the Faculty Senate Office. Faculty members are urged to participate in this process for bringing changes in the tenure policy by studying the working papers, attending the open meeting, and/or contacting Task Force members with suggestions.

NOTE TO FACULTY SENATORS:

There will be a called meeting of the Faculty Senate on Wednesday, April 30, 1986, 3:30 - 5:30 p.m., in the UC Senate Room.