

Minutes of Special Faculty Senate Meeting

The Faculty Senate met Monday, May 5, 1986 in the Mesa Room of the University Center at the call of President Margaret Wilson to discuss and vote on the tenure policy developed by the Tenure Task Force. Senators present were Aycock, Blair, Brink, Burnett, Collins, Cravens, Davis, Eissinger, Ford, Gades, Goss, Hartwell, Havens, Higdon, Keho, Khan, Lawrence, McLaughlin, Newcomb, Platten, Rude, Scott, Skoog, Smith, Sparkman, Steele, Strauss, Tereshkovich, Whitsitt, Wicker, and Wright. Senators absent because of University business were Stockton and Williams. Other Senators absent were Carlile, Curry, Dixon, Dvoracek, Gipson, Koeppe, Mann, Minifie, Oberhelman, Owens, Randolph, Shine, Teske, Vallabhan, and Whitehead. Senator M. Smith was on jury duty. Senators Pearson and Sullivan are on leave from the University.

Guests at the meeting were Donald R. Haragan, Vice President for Academic Affairs and Research; Virginia M. Sowell, Assistant Vice President for Academic Affairs and Research; Joe R. Goodin, Interim Dean, Arts & Sciences; Clyde Hendrick, Dean Graduate School, Eric C. Bolen, Associate Dean, Graduate School; Frank Newton, Dean, School of Law; Preston Lewis, News & Publications, and Professors Murray Coulter and William Mayer-Oakes.

After calling the meeting to order at 3:30 p.m., Wilson recognized Eissinger, chairperson of the Tenure Task Force, who distributed copies of the Task Force's final draft to Senators. Eissinger then pointed out the changes that had been made after the open forums of May 1, most of which incorporated faculty suggestions. The most significant changes include eliminating Section IIC and rewording the new item C to read, "to assist the university by encouraging sound standards for the original selection of faculty"; changing the heading in section III to read "Types of Appointment" and the heading of section IIIC to read "Special full-time appointments which do not acquire tenure are"; clarifying the role of the Tenure Advisory Committee mediator in section VIIB and having that mediator report to the President of the University instead of the Vice President for Academic Affairs and Research; and moving the middle paragraph of section X to become the last sentence of that section.

Eissinger then summarized the statements of the Task Force to be included in that body's minutes:

1. The Task Force intends that in the case of dismissal of a faculty member covered under section IIIC the burden of proof shall be on the University, and notes that the Faculty Grievance Procedure will need to be amended to become workable in such cases.
2. The Task Force recommends that the number of appointments made under section IIIC, and whether those appointments go to women and/or members of minority groups, be monitored by the departments, colleges, and schools involved, with annual written reports made to the Vice President for Academic Affairs and Research.
3. The Task Force urges that faculty, administrators, and regents be cognizant of and try to avoid the problems likely to be raised by section IIIC. Aycock's outline of those potential dangers, included in full in the Task Force's minutes, cites the fact that this section creates a "new class of teachers, the 'semi-tenured,'" who may, first of all, feel themselves discriminated against by an "elite" tenured class. Departments hiring a large porportion of semi-tenured members may find research and/or committee work suffering, since those two areas will probably continue to be the responsibility of tenured and tenure-track faculty only. Departments may also find that they are hiring more Texas Tech graduates, since few semi-tenured positions would be filled by normal national search procedures, and may find that such appointments become a "back door" to tenure. Finally, Aycock stresses that such a system undermines the concept and importance of tenure,