

## MINUTES OF FACULTY SENATE MEETING #109

The Faculty Senate met on Wednesday, October 11, 1989 at 3:30 p.m. in the Senate room of the University Center with President Julia Whitsitt presiding. Senators present were Andrews, Barr, Beckner, Brink, Burnett, Couch, Curry, Dometrius, Ervin, Finn, Fish, Hall, Harp, Hartwell, Hayes, Hildebrand, Howe, Hurst, Lee, Long, McClendon, Mann, Mehta, Nathan, O'Callaghan, Owens, Pearson, Peterson, Richardson, R. Smith, Strauss, Trost, Troyansky, Vann, Wagner, Westney, Williams and Wilson. Senators Hennessey, Hill, Kimmel, Peters, Piatt, Rinehart, J. Smith and Thompson were absent with reason.

### I. Introduction of Guests

President Whitsitt called the meeting to order at 3:32 p.m. and recognized the following guests: Robert Lawless, President; Don E. Cosby, Vice President for Fiscal Affairs; Thomas G. Newman, Associate Vice President for Computing and Information Technologies; Virginia Sowell, Associate Vice President for Academic Affairs; Wendell Tucker, Director, Personnel; Margaret Simon, Director, News and Publications; Jim Barlow, Lubbock Avalanche Journal; and Cortchie Welch, University Daily.

Professor ~~Kay~~<sup>Kary</sup> Mathis served as Parliamentarian for the meeting.

### II. Approval of Minutes of September 13, 1989 meeting

Senator Hayes moved approval of the minutes as circulated. With a second the minutes were approved.

### III. Remarks by Virginia Sowell, Associate Vice President

Sowell presented the registration report for Donald Haragan, Executive Vice President and Provost. She stated that the registrations of freshmen from high school is down 615 students, transfer registrations are up by 35, readmissions are down by 350 students and continuing students have increased by 3,406. The average SAT score for 1989 entering freshmen is 889, compared to 873 for fall, 1988. Although she emphasized that Texas Tech loses almost one-half of each freshman class before they graduate, nevertheless, retention efforts have helped the registration statistics.

### IV. Report and Discussion of Insurance Programs: Vice President Don Cosby and Director of Personnel Wendell Tucker

Cosby stated that the insurance negotiations are consuming more time each year. The Texas Tech University plan, which covers 5,000 employees, is being renewed with Equicor. We expect a seven to nine dollar increase for dependent coverage. The deductible was reduced from \$2,000 in 1988 to \$1,000 in 1989. We are still out of compliance with state regulations because we could not buy insurance for the amount of money we had. The state regulations reduce our flexibility; few areas are discretionary. Hospital costs have increased because hospitals are treating more indigents who are without insurance. Costs are passed to people who do pay.

Our insurance is a rated plan. In negotiations the insurance companies consider the demographics: male/female ratio, age, and utilization rate. The average age of Texas Tech employees is increasing. We have considered

a self-insurance, pre-existing conditions clauses, a mail-order drug plan, and a preferred provider plan (using a specific hospital). Faculty members should be cautious about adopting an alternative plan. Wendell Tucker is preparing a memorandum with specific questions to ask if a person is considering another plan.

Wendell Tucker added the following comments. Claims are increasing at Texas Tech. The formula used in setting premiums is Claims + Administrative Charges = Premiums, divided by Number of Employees Purchasing. Three percent of our increase is related to reducing the deductible to \$1,000. Texas Tech will have more dollar coverage than the University of Texas and Texas A&M, who are also out of compliance.

In response to questions Tucker added that allowing faculty to buy in at catastrophic level would increase administrative costs and increase claims costs. We can pay premiums with pre-tax dollars. Texas Tech can go to a tiered pricing system, but in the 55-60 year group the monthly costs would be \$600-700.

Both at the Health Sciences Center and in the remainder of Lubbock, medical charges are considered by Equicor to be in excess of the average charges.

#### V. Reports on Councils

President Whitsitt announced that Senator Mehta would give his report on Committees early since he needed to leave. Mehta presented a slate of nominees to fill university council and committee vacancies. The Senate approved the slate which will be forwarded to the appropriate administrative officer. The Senate voted approval of Bill Piatt to serve as Faculty Senate representative on the University Intellectual Property Rights Committee and Penny Vann to serve as its representative on the Undergraduate Student Retention Committee. Rosslyn Smith will represent the Senate on the University Affirmative Action Committee.

Senator Wagner reported on the Operations Council meeting of October 10, 1989. The council covered four agenda items. Vice-President Cosby made the same report on university insurance programs that he presented to the Faculty Senate. Associate Dean of Engineering Monty Davenport presented the Engineering Services bid for the electronic repair contract. Don Garnett reported on the status of TASP mentoring. Gail Wolfe reported on changes in priorities in campus parking. The Teaching and Research Assistant permits were converted into "hunting licenses" for a limited number of spaces. Security for outlying parking lots was increased. Ramsey stated that due to low utilization of faculty parking spaces these permits, also, may be considered for conversion to area parking. The Academic, Provost, Research, and Development Council reports were distributed in printed form.

#### VI Reports from Faculty Senate Standing Committees

President Whitsitt announced the formation of the ad hoc committee to study the state of teaching at Texas Tech University. Committee members are John Howe, History, Chair; Robert Gades, Education; Shelby Hildebrand, Mathematics; Samina Khan, Merchandising, Environmental Design and Consumer Economics; Leslie Thompson, Animal Science; Thomas Trost Electrical Engineering; Charles Wade, Business Administration-Finance; and Virginia Sowell, Associate Vice President is an ex officio member.

Senator Fish requested that the Faculty Senate members complete the survey of possible budget study items and return to the committee at the end of the meeting.

Senator Fish presented the written report from the Budget Study Committee. This is the third consecutive annual report on faculty salaries using an identical format. (see attachment)

President Whitsitt announced that she referred Provost Haragan's request that classes receive at least one test before the pass/fail deadline to Faculty Senate Study Committee C.

President Whitsitt announced that persons wishing to forward comments on teacher evaluation should refer them to the Teacher Evaluation Task Force , chaired by Dean Bess Haley.

#### VII. New Business

Associate Vice President Sowell presented a request that the Faculty Senate designate a mace-bearer for each commencement ceremony. President Whitsitt requested that Faculty Status and Welfare Committee, chaired by C. Reed Richardson, recommend a procedure.

#### VIII. Old Business

The following was inadvertently omitted from the 1988-89 Annual Report of the Faculty Senate: Committee C -- Reported on suspension and reinstatement policies, comparing student athletes and students who are not athletes.

#### IX. Announcements

President Whitsitt congratulated Senator Wilson on receiving her honor as outstanding advisor in the College of Arts and Sciences.

President Whitsitt requested that Faculty Senate members attend the student retention seminar at 2:00 p.m. in Academic Affairs conference room on Thursday, October 12. Senators were also requested to attend the student retention workshop on Thursday from 3 to 5 p.m. in H 1-11.

The meeting adjourned at 4:45 p.m.

Respectfully submitted

Betty Wagner  
Secretary 1989-90

NOTE: Issues that have come before the Senate have been referred to committees as listed below. These Faculty Senate committees welcome suggestions and comments from all members of the Faculty.

new faculty development initiatives -- Faculty Status & Welfare

choice of faculty member to carry the mace at commencement --  
Faculty Status & Welfare  
C. Reed Richardson, Chair  
Animal Science

guidelines for writing intensive courses -- Academic Programs  
John McGlone, Chair  
Animal Science

librarian's request for representation on the Faculty Senate  
Study Committee A  
Sue Couch, Chair  
Home Economics-Education

reducing add/drop chaos  
Study Committee B  
Shelby Hildebrand, Convener

Provost's request that classes be given tests before the drop date  
Study Committee C  
Jim Brink, Convener

student evaluation of faculty -- Joint Administration - Faculty  
Task Force  
Elizabeth Haley, Dean of  
College of Home Economics,  
Chair