

MINUTES OF FACULTY SENATE MEETING #115

The Faculty Senate met on Wednesday, April 11, 1990 in the Senate Room of the University Center with President Julia Whitsitt presiding. Senators present were Andrews, Barr, Beckner, Brink, Burnett, Couch, Curry, Ervin, Finn, Fish, Harp, Hall, Hartwell, Hayes, Hildebrand, Howe, Hurst, Kimmel, Lee, Long, McClendon, Nathan, O'Callaghan, Owens, Pearson, Peters, Peterson, Richardson, Rinehart, J. Smith, R. Smith, Strauss, Tock, Trost, Troyansky, Vann, Wagner, Westney, Williams, and Wilson. Senators Dometrius, Hennessey, Hill, Mann, Mehta, Piatt, Tallent, 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: Donald R. Haragan, Executive Vice President and Provost; Virginia Sowell, Associate Vice President for Academic Affairs; Robert Sweazy, Vice Provost for Research; T. Jones and Clint Ramsey, Athletic Department; Steve Kauffman, News & Publications; Mary Ann Higdon, TTU Library; Nick Federspiel, Student Senate; Jim Barlow, *Lubbock Avalanche Journal* and Connie Swinney, *University Daily*.

Professor John Bliese served as Parliamentarian for the meeting.

II. Consideration of the minutes of the March 14, 1990 meeting.

Senator Brink submitted the following correction: Change Senator Sweazy to Vice Provost for Research Sweazy in VII D.

With no further additions or corrections minutes were approved.

III. Reports from Faculty Senate Standing and Ad Hoc Committees

A. Senator Andrews moved that the Committee on Committees report distributed at door be approved as written. Motion passed.

B. Senator Fish moved the approval of the Budget Study Committee report as circulated with the agenda. This report concerned a Faculty Senate position statement. Motion passed.

C. Senator Richardson moved the approval of the Faculty Status and Welfare report as distributed at the door. (Attached) Senator Strauss moved to re-committ the report to the committee for re-consideration. With a second, motion passed.

D. Study Committee B - Senator Hildebrand moved the approval of the report as attached to the agenda. He consented to consideration of the report in three parts.

Part I. Senator Westney proposed a friendly amendment that the chairperson's line state that the change is noted and does not constitute approval or disapproval. Hildebrand accepted amendment. Part I passed.

Part II. Motion passed.

Part III. Motion passed.

E. Ad Hoc Committee on State of Teaching. Senator Howe thanked the Senate for participation in the study. He stated that the report will be submitted next fall.

IV. Reports on Councils

A. Provost Council

President Whitsitt's report was attached to the agenda. Several senators offered objections to Item 3.

B. Academic Council

Vice President Elect Harp reported for this council. Two issues were addressed: (1) No special rewards were proposed for faculty in writing intensive courses. There are techniques for managing an additional grading effort. (2) Faculty should be reminded that the campus mail is for university business only.

C. Gloria Lyerla Library Memorial Fund

Senator Harp stated that the review board for the research travel grant from the library reported 11 applications in the spring. Two were awarded. The next awards will be granted in spring, 1991. Applications are due February 15, 1991.

D. The Development, Operations, and Research Councils either have not met or had only routine business to discuss.

E. Graduate Council

Senator Troyansky reported for this council. Business included admission of graduate students, doctoral candidacy, and acceptance to graduate faculty. One issue addressed was how to consider technical reports that are not refereed publications. Another issue was how to assess the role of project managers in comparison to that of principal investigators of research projects.

F. Student Association

Senator Brink complimented the Association for the way in which they conducted business. The Association voted on appropriations for various student groups. They also considered the difficulties of students who work in meeting final exams at times other than the class hours for the courses.

G. Task Force on Comprehensive Writing

Senator Westney reported that the task force met as a committee with the deans. Response from the Faculty Senate has been helpful. Individual faculty members may be reluctant to teach these courses since this may reduce time available for research. Teaching these courses adequately will involve several paper revisions with students. Possibilities mentioned were the released time for faculty members to re-design courses according to the intensive writing guidelines and using consultants from

the English department. It was noted that our model is still predominantly lecture; even the the course evaluation forms reflect this. Private universities have found it easier to institute intensive writing courses than large public universities. The original plan was to begin with intensive writing courses in the fall semester, but this may not be possible.

V. Old Business

No old business was introduced.

VI. New Business

A. Annual Report from Athletic Department on academic progress of student-athletes. (Attached to Agenda)

President Whitsitt thanked Athletic Director T. Jones and Assistant Athletic Director Clint Ramsey for submitting their report in writing. Senator Owens asked for analysis by gender in part IV B of the report. Senator Hartwell expressed appreciation for the cooperation of the directors in submitting reports to the Faculty Senate.

B. Conference of Faculty Governance Organizations (COFGO)
Vice President Peterson reported for this organization. In the roundup most universities reported positive relationships with the administration of their universities. Issues considered were sexual harassment policies, racial harassment policies, evaluation of deans, evaluation of all administrators, and smoking policies. It was stated that only faculty should award honorary degrees. The open budget process was considered, whereby faculty would be able to hear presentations of budget to the regents by the deans. The theme of conference was faculty participation in financial decisions. Speakers predicted lower priority for higher education. An effort will be made to get faculty salaries in line with the top ten states. Although most presidents of universities state that faculty salaries are top priority, later statements tend to discount this assertion. Formula funding will be an issue in the next legislature. Faculties should establish a standing Budget Committee. Future COFGO meetings will coincide with Coordinating Board meetings. COFGO stressed the importance of personal letters to legislators.

VII. Remarks by Executive Vice President and Provost Donald Haragan

A. President Bush will not be the speaker at our commencement. Mr. Ed Whitaker, Chairman of Southwestern Bell, has agreed to give commencement address. He is a graduate of Texas Tech.

B. Our insurance health plan is in compliance, but losing money. Although Equicor is our insurer, when we lose money premiums increase. Vice President Don Cosby met with Benefits and Retirement Committee and reached decision to hold open meetings for faculty and staff.

C. There has been realistic concern that the 3 percent salary raises could be taken away. This is not likely to happen. There will be no administrative raises this year. Adjustments will be made for staff.

D. A meeting has been held with the Health Sciences Center on shared services to institute savings. This procedure is not always beneficial.

E. Staff awards will be made April 12 at 3:00. Faculty members are urged to attend.

VIII. Announcements

A. The next meeting of the Agenda Committee is Tuesday, April 24 at 3:30 p.m.

B. The next meeting of the Faculty Senate is Wednesday, May 2, 3:30 p.m.

C. Final reports of all committees are due at the May meeting.

The meeting adjourned at 5:10 p.m.

Respectfully submitted,

A handwritten signature in cursive script that reads "Betty Wagner".

Betty Wagner
Secretary 1989-90

FACULTY STATUS AND WELFARE COMMITTEE

APRIL 9, 1990

John Howe, Panze B. Kimmel, Daniel Nathan, C. Reed
Richardson (Chair), Mary Tallent, W. Penny Vann and Margaret
E. Wilson

This committee was charged with studying a proposed addition to the Texas Tech University Affirmative Action Hiring Policy For Tenure Faculty Positions, as approved by the Texas Tech Affirmative Action Committee. Goals of the Texas Tech Affirmative Action Committee are meritorious, but we had difficulty with the proposed addition as written. After lengthy discussion and serious consideration, we decided in lieu of acceptance of the proposed addition recommended by the Affirmative Action Committee to bring to the Senate for consideration the following set of alternative additions. We leave to the Senate's judgement as to how to proceed with these alternatives.

1. A college which has a tenure track faculty position available is expected to make a legitimate offer to a well qualified minority or female. This expectation will apply so long as that college has an underrepresentation of minorities or females as determined by the University's Affirmative Action Plan. The aim of the academic unit must be to hire the best qualified candidate, and among the factors identifying the best qualified candidate is the greater breadth a candidate brings to the unit by the possession of an underrepresented gender or minority background.

A college may be excused from this policy if and when it establishes, in writing, to the satisfaction of the Executive Vice President and Provost of the University, that there are no well qualified minority or female candidates for the position in question.

2. For minorities or females who accept faculty positions under stipulations of Section 1, relocation assistance can be provided from a special fund established for this purpose.
3. Funding toward additional faculty positions will be provided to academic units that successfully reduce the underrepresentation cited in Section 1.

Proposed Addition To The
Texas Tech University Affirmative Action Hiring
Policy For Tenure Faculty Positions

1. A college which has a tenure track faculty position available must first make a legitimate offer to a qualified minority or female. This requirement will apply so long as that college has an underrepresentation as determined by the University's Affirmative Action Plan.

Each college has the responsibility to define the academic qualifications for each faculty position to be filled.

A college may be excused from the requirement of this section if and when it establishes, in writing, to the satisfaction of the Executive Vice President and Provost of the University, that there are no qualified minority or female candidates for the position in question.

2. For minorities who accept faculty positions under stipulations of Section 1, relocation assistance will be provided from a special fund established for this purpose.
3. Additional faculty funding will be provided to colleges that are successful in hiring and retaining qualified minority or female tenure track faculty.

Approved by the Texas Tech Affirmative Action Committee
April 5, 1990.