

MINUTES #137, FACULTY SENATE
November 11, 1992

The Faculty Senate met on Wednesday, November 11, 1992, at 3:15 p.m. in the Senate Room of the University Center with Benjamin H. Newcomb, President presiding. Senators present were Aranha, Bliese, Bradley, Burnett, Cismaru, Couch, Coulter, Curzer, Daghistany, Dunn, Dunne, Dvoracek, Elbow, Fedler, Freeman, Goebel, Green, Haigler, Henry, Hensley, Higdon, Hopkins, Huffman, Kiecker, D. Mason, J. Mason, Meek, Miller, Mitra, Morrow, Perl, Reynolds, Roy, Shroyer, Stoune, Trost, Troub, Urban, Wagner, Weber, Zanglein, and Zartman. Senators Benson and Dragga were absent because of University business. Senators Jonish, Payne and Strawderman were absent with cause. Senator Davis was absent.

I. INTRODUCTION OF GUESTS

President Newcomb called the meeting to order at 3:20 and welcomed the following guests: Donald R. Haragan, Executive Vice President and Provost; Len Ainsworth, Vice Provost; Robert M. Sweazy, Vice Provost for Research; Denise Jackson, Office of Development; Steve Kauffman, News and Publications; Mary Ann Higdon, Library; Gina Augustini, Avalanche Journal; and other news media.

Professor Clarke E. Cochran, Political Science, served as Parliamentarian.

II. CONSIDERATION OF MINUTES

Minutes of 14 October 1992 meeting were approved.

III. ANNOUNCEMENTS

Sue Couch was nominated to represent the Faculty Senate on the president's committee to study the TTU fee structure.

CoFGO--Benjamin H. Newcomb (report distributed to Senators and on file in Senate office.)

Senator Newcomb noted that the message that higher education was deserving was not getting through. All Texas universities are facing funding problems. The only suggestion from this meeting was that universities act locally to improve their individual situations. CoFGO will consider broader issues relating to the downsizing of higher education at its February meeting.

IV. REPORTS FROM UNIVERSITY COUNCILS

Provost's Council-- Benjamin Newcomb (report distributed to Senators and on file in the Senate office.)

Academic Council--M. Catherine Miller (report distributed to Senators and on file in Senate office.)

Senator Weber expressed concern about the proposal to require a minimum GPA of 2.5 for students entering the General Studies program; he was concerned about what major students lacking a 2.5 GPA could pursue. It was pointed out that the General Studies program was originally conceived to serve the needs of non-traditional students. It was

intended to allow those who were self-motivated to create an individualized, interdisciplinary major not as a catch-all for undecided students. The program had grown dramatically over the last years, and the minimum GPA was proposed in an effort to limit its size and to return the program to its original purpose.

Graduate Council--M. Catherine Miller (report distributed to Senators and on file in Senate office.)

Strategic Planning Task Force--Benjamin H. Newcomb

The provost discussed with the Task Force the matter of having elected faculty representation on the college strategic planning committees. One reason noted for having such representation was that if faculty must be released as a result of reduced funding and program adjustment, elected faculty would be participating in the decision on such releases.

Various procedures were suggested by members of the Task Force. Some advocated little faculty participation at the collegiate level. The Provost volunteered to compile a draft procedure from the suggestions voiced, and present it to the Task Force at its next meeting.

Research Council--Fred P. Wagner, Jr. (report distributed to Senators and on file in Senate office.)

The Research Council passed a resolution to modify TTU's Intellectual Property Policy (OP 51.20, vol. I. Section 7, p. 9.) Language that would allow TTU to recover the indirect costs associated with research will be inserted. Senator Hensley expressed concern that this modification of the OP could be detrimental. Vice President Sweazy pointed out that the proposed change applied only when an investigator had asked for a waiver or lowering of indirect costs. If such a waiver were given, the university should later be able to recoup its costs. The policy would not apply to grants from corporations that had policies against paying indirect costs or that placed caps on indirect costs. The policy would not affect the distribution of royalties among co-investigators (TTU considers this issue to be between the investigators themselves). Sweazy noted that the use of university funds to absorb indirect costs took money away from other areas of the university. Further discussion and questions will be directed to the Intellectual Property committee, which must still consider the proposed changes. Since the Faculty Senate had approved the original policy, it is anticipated that any amendment would then come to the Senate for its formal approval.

The Research Council also proposed to study the question of charging research projects with the cost of disposing of hazardous wastes. These costs would probably be included in the purchase costs of such materials. Suggestions and concerns about this should be directed to the Research Council.

Student Senate--Leon Higdon

The Student Senate meeting discussed the U Can Share food drive and passed four resolutions recognizing distinguished alumni.

V. REPORTS FROM STANDING COMMITTEES OF FACULTY SENATE

Study Committee C--Sunanda Mitra (report distributed to Senators and on file in Senate office.)

This committee considered the classification of research associates. The committee reviewed current policy and contacted personnel director Jay Hodges, who assured the committee that no action was being taken to change the current status of research associates. President Lawless did appear to desire such a new policy. However, the issue is complex, and Study Committee C did not feel it had the expertise to develop such a classification policy. Instead it recommended the formation of an ad hoc committee to re-evaluate the status of research associates; this committee should include Kathleen Harris, Jay Hodges, representatives of the Faculty Senate, and other faculty who currently employ research associates. This recommendation was accepted by the Senate for submission to the Provost.

Study Committee C also considered the possibility of a Faculty Senate environmental impact study. It recommended formation of a Senate ad hoc committee to investigate the issue. This recommendation was adopted by the Senate. The Committee on Committees is charged with appointing such a committee, which should include a minimum of five members. If possible the ad hoc committee on environmental impact should include John Bliese, who originally raised the issue, and other volunteers with an interest in this issue.

VI. OLD BUSINESS

Senator Newcomb pointed out that Vice President Haragan had responded to Senate concerns over parking in a letter of 26 October 1992, which had been circulated with the Senate agenda. Haragan reported that no car was towed unless a complaint was received from a faculty member. He recommended that after 3:30 p.m. faculty with such complaints simply park in other slots. So far it does not appear that students have filled all slots; if this occurs some further action might need to be taken.

VII. NEW BUSINESS

Teaching, Research, and Attacks on Higher Education:

In a memo of 19 October 1992, Provost Haragan requested that the Senate consider the impact of the current calls for educational reform. In particular, he asked the Senate to consider if tenure and promotion qualifications should be changed as a result of the renewed emphasis on undergraduate education and if it would be in TTU's interest to hire "special faculty for teaching and research." At the Senate meeting, Haragan noted that he was not really suggesting that anything be changed, but was concerned with the ongoing criticism of higher education. Critics continue to assert that faculty are not doing their jobs, that they are overpaid, and that research does not serve the nation's interests, which lie instead with better teaching. Such criticism will not simply fade away but needs to be addressed. Haragan wanted to understand how these issues were being discussed in various academic disciplines and wanted help in arriving at an answer to such criticisms. Among the questions that needed consideration were many involving hiring policies. For example, should TTU have separate

teaching and research faculties? Should the old balance of teaching/research/service be met by each individual faculty member or should balance be sought rather at the department level, with some individuals emphasizing teaching and others research? If this second option were to be followed, what modification of tenure and promotion policies might be needed? He noted that he had a copy of a study considering the balance of teaching and research that he would make available.

Senator Elbow moved that the Senate accept Haragan's request and initiate such a study. He noted that this was an opportunity for the Senate to act in anticipation of a problem, in a proactive rather than in a reactive manner. Senator Newcomb noted that recent Senate reports on teaching and research should be utilized in this study. Vice Provost Ainsworth pointed out that the ongoing national faculty survey that was being taken for the self-study committee might also be of use. The resolution to take up the questions raised by Haragan was adopted. The issue will be sent to the Faculty Status and Welfare Committee, with the goal that a report be ready for consideration at the March meeting.

Resolution on Racist Activities:

The Senate adopted the following resolution:

The Faculty Senate, in an effort to enhance understanding of diverse cultures and to deter racially motivated acts, offers to the administration of ITU the following recommendations:

- 1) The Office of Student Affairs should be commended for developing a program that will rise the consciousness of student groups concerning pluralism and multiculturalism in American society, with a view to ensuring that student organizations not only treat diverse peoples with respect, but also encourage those diverse groups to join their organizations.
- 2) The deans of the Colleges, who recognize in their joint statement that the curriculum may not be adequate to make evident the unacceptability of such actions, are encouraged to direct their colleges to consider what curricular additions--new or revamped courses--might be more effective in presenting the importance of the acceptance of pluralism and multiculturalism. The Senate commends Dean Elizabeth Haley and the College of Human Sciences for implementing its "Embracing Diversity" seminars and a course, Development in Cross-Cultural Perspectives.
- 3) The office of the Provost is encouraged to continue promoting more vigorously, with appropriate financing, the goal of increasing the number of minority faculty and high-ranking staff.

The original proposal from the agenda committee contained two other provisions that were not adopted. A statement calling for punishment of organizations engaging in racist practices was dropped with no discussion when concern was raised that it might violate recent interpretations of the First Amendment. On the other hand, the proposal that the university develop a curriculum requirement in multiculturalism and pluralism provoked a great deal of debate. The original motion stated the following:

The office of Provost is requested to ask the General Education Committee to develop an appropriate course requirement as an

additional part of the current requirement designated "C. Understanding Societies and Cultures," which will particularly encourage student understanding of faculty and pluralism in today's world.

Many at the meeting were concerned that there were already too many General Education requirements and that this addition would be burdensome to the students unless something else were dropped. Some wondered who would teach such a course and suggested that no course could change behavior. A few doubted the need for the proposed requirement, suggesting that the "lack of intelligence" of a small group of students did not mean everyone needed a course. Others felt the need for more careful consideration of the proposal. As a result, the proposal to modify the GE requirements was rejected. However, many felt that change was necessary and that priority needed to be given to multiculturalism and pluralism. As a result it was decided to send the proposal to change the GE requirements to a Senate committee for further study.

The third point of the resolution as adopted also provoked some discussion concerning TTU's current support and funding of affirmative action. Vice President Haragan noted that TTU's current policies require that when a minority is in the top group of those being considered for a faculty position, that person must be offered the job. He felt that the lack of money was a serious problem in recruiting minority faculty: minority faculty were in demand and often could command higher salaries than TTU could offer. While some senators felt the University was doing all that was possible to hire minority faculty, others did not, noting that affirmative action guidelines could be evaded and that the money problem was a "diversion." New faculty (including white men) were often hired at differentially high salary levels when the position was given priority. This was especially true when hiring in fields such as banking. If the TTU's administration placed a real priority on hiring minority faculty, it would pay what was necessary.

3% Raise:

Senator Dunne asked Provost Haragan to comment on reports in the University Daily that state employees might receive a 3% raise. Haragan noted that such a raise would be across the board effective 1 December 1992, and would include college faculty, but that it was not then a "done deal."

College PREP program:

The Coordinating Board staff has recommended a new college prep program for high school students; some 18 1/2 hours of high school courses would be required for admission to college. The impact of these proposed changes on TTU will be referred to committee for study.

Optional Retirement:

Senator Coulter reported that the staff of the Sunset Advisory Committee had recommended the abolishment of the Optional Retirement system. Currently the states' college presidents have come out in opposition to this proposal, and he requested that the Faculty Senate go on record as opposing this staff recommendation.

The Senate resolved that the Sunset Advisory Committee be advised that the Texas Tech Faculty Senate opposed any effort to eliminate the

Optional Retirement System. This resolution was passed unanimously with no dissent.

VIII. ADJOURNMENT

The Senate adjourned at 5:15 p.m.

Respectfully submitted,

M. Catherine Miller

M. Catherine Miller
Secretary 1992-93

ANNOUNCEMENT:

Items for the Senate agenda should be submitted before
AGENDA COMMITTEE meetings on November 30, 1992 and January 11, 1993.