

MINUTES #143, FACULTY SENATE
May 5, 1993

The Faculty Senate met on Wednesday, May 5, 1993, at 3:15 p.m. in the Senate Room of the University Center with Benjamin H. Newcomb presiding. Senators present were Benson, Bradley, Burnett, Couch, Coulter, Curzer, Daghistany, Dragga, Dunn, Dvoracek, Fedler, Hensley, Higdon, Hopkins, Huffman, D. Mason, Meek, Miller, Payne, Trost, Troub, Urban, Wagner, Weber, Zanglein and Zartman. Senators Aranha, Dunne, Elbow, Freeman, Goebel, Green, Haigler, Jonish, Kiecker, J. Mason, Mitra, Perl, Roy, Shroyer, Stoune, and Strawderman were absent because of University business. Senators Bliese, Cismaru and Morrow were absent with notification.

President Newcomb called the meeting to order at 3:23 p.m. and recognized the following guests: Donald R. Haragan, Executive Vice President and Provost; Len Ainsworth, Vice Provost; Virginia Sowell, Associate Vice President; James E. Brink, Director, SACS; Denise Jackson, Office of Development; David Proctor and Mary Ann Higdon, Library; Steve Huffman, News and Publications; and Sandra Pulley, University Daily. Also present were Harley D. Oberhelman, Caryl Heintz, Verna Sanchez, Kenneth W. Davis, Neale Pearson, Jaime F. Cardenas, Alwyn Barr and Terry Morrow all senators-elect.

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

I. CONSIDERATION OF THE MINUTES

Senator Weber requested that the capitalization in the resolution congratulating the women's basketball team be corrected to read "National Basketball Championship." This request was accepted and the minutes were approved.

II. INTRODUCTION OF NEW SENATORS

Senator Newcomb introduced to the body those newly elected senators who were present.

III. REPORT ON SACS SELF-STUDY

Professor James E. Brink, chair of the SACS self-study committee reported on its progress. Both TTU and HSC are being reviewed, and a steering committee has coordinated the work of nine parallel committees at each institution; students have been included on each committee. Committee reports will be finished by the first of June, then a penultimate report will be published in the early fall. This report will be available in the Senate office, the library, and dean's offices for faculty review, comment, and suggestions. A final draft will be completed in the late fall for submission to SACS. A SACS on site team chaired by E. Roger Sayer of the University of Alabama will be on campus April 11-14, 1994. Brink reported that he hoped for "a clean bill of health," but expects to receive some queries that will need responses. All committees and the Faculty Senate will be informed of the outcome of this work; all committee recommendations and the responses to them will be published.

On inquiry, Professor Brink noted that the survey of TTU faculty done by UCLA had been received by the SACS committee. It indicated that faculty morale around the country was low and that morale at TTU was lower than

that of comparison groups. This data has not yet been completely analyzed, but when it is, it will be made available at the Senate office.

IV. REMARKS OF PROVOST HARAGAN

Provost Haragan addressed a number of matters that the Senate had forwarded to his office.

Senate advisory role in preparation of budget: Haragan stated that the Senate could have a representative in the initial budget hearings or that the information could be provided the Senate Budget Study Committee. He has asked Don Cosby and Len Ainsworth to meet with the Senate Budget Study committee to "establish some interchange" on the budget process. On participation at the college level, he noted that each college worked differently and that this issue would have to be taken up separately with each dean.

Due date for grades: Haragan accepted the Senate's recommendation that grades for both fall and spring semesters be due on the Monday following commencement.

On the Fees Committee: Provost Haragan explained that there was no one committee that dealt with fees because there were so many different fees. Tuition is controlled at the state level; fees (some of which function virtually as tuition) are controlled locally. To be legal, incidental fees must be auditable and must go to specific uses; laboratory fees and the computer access fee in place at TTU and most Texas institutions are examples of this. Some universities are charging course fees (ranging from \$6 to \$400) in addition to tuition in an effort to raise revenues. TTU has considered but rejected this option for the time being. A library fee is in place at the University of Houston, but has been rejected at Texas A & M where university attorneys felt such a fee was not legal since library monies were included in general revenue appropriations. Some have discussed charging or designating part of the computer access fee to the library to pay for library automation.

State budget issues: Funding bills for higher education are still in conference committee and are still unsettled. The legislature may act on the budget despite the failure of the Robin Hood school financing bill; a number of legislators have suggested putting aside money for schools and continuing with the rest of the appropriation bill. Depending on the compromises made in conference, TTU may take a small cut or a large hit.

Service Plus: Service Plus has trained approximately 4000 people across the campus. While faculty has so far been exempt, the Service Plus committee is considering meeting with a small group of faculty (the composition of which is unknown at this point) to decide how faculty might be included in its training program. Haragan deemed the program successful. The only problem had been that some had incorrectly deemed Service Plus a criticism of their performance. Students, he noted, were students, but they were "our customers as well" and we should learn to deal with people effectively and change things that aren't working well.

New university committees: Haragan will notify the Senate of the appointment of any new committee involving academic or curricular issues.

Recommendation for creating a "high level steering committee": Haragan reported that he had discussed this recommendation with President Lawless; he expected to create such a committee to discuss issues such as mission and purpose in the Fall.

Commencement: Provost Haragan urged faculty to attend commencement and explained that lack of a commencement speaker was a result of a shortage of funds to pay for a speaker of national reputation.

Faculty Club: Provost Haragan noted that faculty club membership and use had been declining over the last four years. While the administration had given financial support to the club during this period, it could not continue to do so. Haragan suggested alternatives such as a smaller faculty lounge without food service and asked for faculty suggestions.

V. ANNOUNCEMENTS

Senator Newcomb drew the Senate's attention to the letter (included with the agenda) from former regent Gulley supporting the Senate's resolutions on the academic standards expected of athletes.

VI. REPORTS FROM UNIVERSITY COUNCILS AND COMMITTEES;

Provost Council--M. Catherine Miller (on file in the Senate office) President Lawless attended a part of the Provost Council meeting where he discussed the state budget situation and the capital campaign. J. Brunjes reported on Service Plus. (This report was summarized by Provost Haragan in his remarks above.) The report's emphasis on the success of Service Plus provoked some discussion from the deans. A number of the deans pointed out that the problems that really needed to be corrected were systemic, centering on "hot spots" such as the financial aid office, the bursar's office, and registration. These problems could only be solved with more staff and better computer systems. Another urged the committee to move slowly and to involve faculty members in planning any expansion of the program to the entire faculty. There was also a discussion of the SACS self-study and of the survey on faculty morale. Lawless commented that he did not understand why faculty morale should be lower at TTU than at other Texas campuses since TTU faculty had gotten a larger raise than most and since TTU's administrative costs were lower than those of other campuses. Provost Haragan expanded on this report to note that President Lawless did understand why faculty morale was low but that he had worked to get salaries up and continued to make salaries a number one priority.

Academic Council--Candace Haigler (report distributed to senators and on file in Senate office)

Noting that the Academic Council had not discussed the proposed Academic Bankruptcy Policy, Senator Curzer inquired about the status of this recommendation. Haragan responded that the proposal would be taken up in the fall after the grade replacement policy was in place. The impact of academic bankruptcy on grade replacement would be adjusted at that point.

Senator Dunn disagreed with the Academic Council's suggestion that advisors' signatures might be done away with. Haragan suggested that the departments and programs could probably retain this requirement as registration procedures were modernized, but that many students could read the catalog and did not need advising at all stages of their enrollment.

Development Council--Richard E. Zartman (distributed to senators and on file in Senate office) The Development Council will meet in July and Senator Zartman will attend that meeting.

University Library Committee--Senator Curzer, who serves on the Library Committee, introduced its proposed resolution. The following resolution was adopted by the Senate with no dissent.

Whereas the library is woefully underfunded to the extent that the teaching and research mission of Texas Tech is

being adversely affected, and
Whereas there may be reasonably large sources of extramural funding which do not presently support the teaching and research mission of Tech and which could be diverted to the library,

We resolve 1) that the budget committee list all such sources and critically examine them to see which of them should be diverted to support the teaching and research mission of Tech, and in particular, which of them should be diverted to support the library; and 2) that there should be a student user fee designated to support the library.

By budget committee, the resolution was understood to mean the Faculty Senate Budget Study Committee.

Senator Payne moved that a significant portion of the computer access fee be used to support the library. Provost Haragan noted that if the money generated from this fee were simply diverted to the library, other essential computing services would be cut; to prevent this the fee would have to be increased. Senator Coulter moved to table Payne's motion for lack of adequate information. This motion was tabled. Senator Curzer pointed out that in adopting the resolution proposing a student user fee the senate had already endorsed a possible increase in the computer access fee. Senator Newcomb agreed that the resolution allowed this since it had only determined that the increased funds come from student fees.

There was a brief discussion of some suggestions included with the Library Committee's proposed resolution. Senator Trost disagreed with the idea that the faculty alone would determine cuts in journals; librarians, he felt, should have some say. Curzer pointed out that these suggestions were just ideas that had been thrown out during a brainstorming session.

VII. REPORTS FROM AD HOC AND STANDING COMMITTEES OF THE FACULTY SENATE

Committee on Committees

The committee recommended committee assignments for next year. Senator Newcomb noted that new assignments were given with attention to balancing factors such as experience, college, and gender. The report was approved.

Budget Study Committee-- Murray w. Coulter (abridged report distributed to senators and complete report on file in Senate office)

The Budget Study Committee undertook three studies, one comparing faculty salaries at TTU with those in Texas and the nation, a second assessing the representation and salaries of female and minority faculty, and a third looking at administrative costs.

The salary survey indicated that TTU average salaries are below average for all comparable groups. Using the salary figures in the 1992-93 budget, the average salaries for all ranks compare as follows: all Ph.D. granting institutions--\$52,450; national average--\$46,270; all Texas public universities--\$37,924; TTU--\$36,186. From 1991/92 to 1992/93 budgeted figures, the average salary for the top three ranks at TTU increased by 1.2%, while the average increase for all Texas public universities was 2.2%. The rate of inflation was 2.9%. Subsequent to the publication of the 1992-93 budget, TTU was granted a 2% increase for merit raises and all state employees received a statutory 3% increase. These increases reverse the salary erosion of the earlier year, but since the increases were relatively uniform and statewide, they did not improve relative salaries. In general faculty salaries in Texas are low

(9th among the 10 most populous states). TTU is the fourth largest university in Texas, but ranks 6th in average salary and last of any major Ph.D. granting institution in the state. This relationship is consistent for all academic ranks.

In examining gender and ethnic equity, the committee looked at the graduate faculty in an effort to control factors such as job description and productivity that legitimately influence salary levels. Administrators, endowed chairs, and Horn professors were excluded. The group studied numbered 587 assistant, associate, and full professors. Of these, 118 were female, 87% of whom were in the colleges of Arts & Sciences, Human Sciences, and Education, 12 were Hispanic, and 3 Black. One college had no women, Hispanics, or Blacks in these ranks. In general the higher the rank, the lower the proportion of women, Blacks and Hispanics. Since 1988-89 when a similar study was done, the number of female faculty has increased, mostly at the assistant professor level; the percentage of women has increases as well, but at the top ranks this is the result of a decrease in the number of male faculty, not an increase in the number of females. The examination of salaries showed a salary gap between women and white men that increases with rank, from less than 5% for assistant professors to 15% for full professors. The gap varies by college, with the greatest difference being in Arts & Sciences. Since 1988-89, the salary gap has narrowed for assistant professors and widened for associates and fulls. The study also summarized salary by race and ethnicity, but showed no generalizable pattern because of the small number of minority faculty. The committee recommended that this comparative study be repeated on a regular basis and that procedures be implemented to compare TTU with other institutions, to record job and salary offers and the responses to them, and to find other ways to make "like" comparisons.

The budget study committee compared administrative costs at TTU with those in three categories of universities--all those in Texas, those in the 10 most populous states, and those in a nationwide survey. These studies compare the funds expended on instruction and research as a percent of total E & G over the period FY85-FY89. Figures for TTU were included for FY90-FY92 though no comparison figures were available. In addition, an adjusted figure was provided for TTU that removed all non-teaching and non-research expenditures from the instructional portion of the budget; this calculation (which lowers spending on instruction) may provide a more accurate measure of the administrative cost, but it cannot be compared with other institutions. Overhead was also calculated separately according to the nationally comparable formula. Without considering the adjusted figure, the committee found that TTU allocated a lower percentage of total expenditures on instruction and a lower percentage on research than is average in Texas, in the 10 surveyed states, and in the nation. The 5-year averages for spending on instruction and research were as follows: Texas--55.2%; 10-state--53.7%; nation--53%; TTU--46.9%. Since 1985, TTU has increased the percentage spent on instruction and research, but it still lags behind the proportion spent in all other surveys; in even the best years figures for TTU are below the average comparison data.

Study Committee B--Robert Weber

This committee's assignment to consider the role of senators on university committees could not be completed due to the time spent considering the proposed resolution on athletics. This charge will be taken up next year. Senator Weber requested that the committee's amended report on athletics be removed from the table and accepted by the Senate as presented. He suggested that this did not require any indication of agreement but would recognize the committee's hard work.

On suggestion from Senator Newcomb the motion was modified to state that the Senate receive the report. The motion passed with some dissent.

VIII. NEW BUSINESS

Senator Newcomb moved that the Senate officers be authorized to discuss with the Student Association the seeking of additional funding, including additional fees, to support the library. This motion was approved with no dissent.

Professor Neale Pearson, representing the Texas Tech Legal Action Association which was established in 1985-86 to defend academic freedom and tenure at Texas Tech, presented Robert Sterken with a scholarship given for the best essay on academic freedom. Sterken is a graduate student in the field of political science.

IX. REMARKS OF OUTGOING PRESIDENT NEWCOMB

President Newcomb expressed thanks to Grace Frazier, who produced and mailed all senate materials, to Clarke Cochran, who served as parliamentarian, to the other officers, and to the Senate's committees and their chairpersons, and to the senators themselves for their hard work and attention to Senate tasks. He asked retiring senators to stand and be recognized. President Newcomb commented that he felt more optimistic than he had last May when first taking office. Noting the need for continued preparedness and vigilance, Newcomb felt that the Faculty Senate's insistence on elected faculty participation had assured that faculty will have a role in future decision making. He also noted the adoption of the Resolution on Academic and Artistic Freedom which has since become provost's policy and hopefully would become university policy. TTU, Newcomb felt, had a degree of shared governance; the Senate had open communication with the administration and had made its points clearly.

X. REMARKS OF INCOMING PRESIDENT SUE COUCH

Senator Couch expressed her appreciation at being given the opportunity to serve the faculty. Noting that she looked forward to working with the faculty, with Provost Haragan, and with the university, Senator Couch hoped to continue to strengthen the role of the faculty in governance of the university.

XI. ADJOURNMENT

The Senate adjourned at 5:01 p.m.

Respectfully submitted,

M. Catherine Miller

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Secretary 1992/93