

**MINUTES #146, FACULTY SENATE**  
**November 10, 1993**

The Faculty Senate met on Wednesday, November 10, 1993, at 3:15 p.m. in the Senate Room of the University Center with Sue Couch, president, presiding. Senators present were Aranha, Barr, Bliese, Bradley, Burnett, Cardenas-Garcia, Ceniza, Curzer, Davis, Dragga, Dunham, Dunn, Dvoracek, Gregory, Haigler, Hensley, Hidgon, Hopkins, Kiecker, Marlett, D. Mason, Miller, R. Morrow, T. Morrow, Oberhelman, Payne, Pearson, Perl, Sanchez, Schoenecke, Sorenson, Strawderman, Troub, Urban, Wagner, Weber, Westfall and Zanglein. Senators Endsley, Heintz, Huffman, J. Mason, Shroyer, and Zartman were absent because of University business. Senators Jonish, Khan and Roy were absent with prior notification. Senators Cravens and McGlone were absent.

President Couch called the meeting to order at 3:20 p.m. and recognized the following guests: Len Ainsworth, Vice Provost; Steve Kauffman, News and Publications; David Proctor, Library; Krista Vasquez, TV Channel 13; Megan Clark, University Daily; and Melissa Sharp, Lubbock Avalanche Journal.

**I. CONSIDERATION OF THE MINUTES**

The minutes of the October 13, 1993 meeting were approved as distributed.

**II. REMARKS FROM VICE PROVOST AINSWORTH**

United Way - Vice Provost Ainsworth thanked the faculty for donations to the 1993 United Way Campaign.

Faculty Status of Librarians/Archivists - no new development

Productivity Task Force - Provost Haragan has appointed a productivity task force to study ways to enhance faculty productivity. Six of the 13 members are Faculty Senators.

Expansion of Museum - The expansion of the TTU Museum has been approved by the Coordinating Board.

Student Immunization Policy - Vice Provost Ainsworth reminded Faculty Senators that anyone born after January 1, 1957 should check with a physician as to their immunizations. Faculty members are not required to be immunized but it is recommended. Starting in the Spring Semester, students will be required to give proof of immunization.

Fresh Start Legislation - No new developments

"I" grade - An "I" grade is given only when conditions beyond the control of the student prevent the student from completing the course. Under present policy, the "I" must be converted to an "F" after one year. A proposal has been made to make the conversion discretionary, not mandatory.

Applicant Tracking System - Vice Provost Ainsworth reported that the administration will be looking at applicant tracking systems used to track female and minority faculty applicants.

**III. REMARKS FROM GARY BELL, DIRECTOR OF HONORS PROGRAM**

Gary Bell, director of the TTU Honors Program was hired to revive the Honors Program. The Honors Program is designed to encourage stellar academic performance, promote innovation in the classroom, and provide incentives for average students to excel. Director Bell would like to raise the standards of the Honors Program, improve the quality of students, and make the program more competitive and challenging. The system of contracting will be reinstituted: Students will contract with professors to do extra work at higher level courses. This will expand the program.

Director Bell sought cooperation from the Faculty Senate and encouraged faculty to offer more honors courses and to identify honors students. Currently, only 37 students have been identified as honors students.

Senator Pearson asked if financial incentives were available for faculty who offer honors courses. Director Bell opposes a financial reward. The reward is intrinsic: smaller classes and better students. However, if any department chooses to participate in the program, the department will get \$300, or as much as \$1500 where there is a demonstrable strain on the department for teaching the course.

President Couch thanked Director Bell for his remarks and suggested that the issue of contracting might be referred to the Academic Programs Committee.

#### **IV. REPORTS FROM COUNCILS AND COMMITTEES**

Provost's Council-- Sue Couch (report distributed and on file in Faculty Senate office) Items discussed at the Provost's Council included telephone registration and the productivity task force.

Academic Council--Oliver Hensley (report on file in Faculty Senate office) Telephone registration will begin in Spring 1995. It will cost approximately \$200 - 300,000 to establish the system. Other items discussed included official class standing and transfer credits.

Graduate Council--M. Catherine Miller (report on file in Senate office) The Graduate Council is evaluating the proposal that dissertation chairpersons (or co-chairs) be members of that department. The proposal will be discussed further as it may create potential problems.

Research Council--Fred P. Wagner, Jr. (report distributed and on file in Senate office) \$23,000 has been set aside for travel necessary to secure research contracts. The Office of Research Services has information on how to request these funds. Awards received under the ATP/ARP funding was low: \$1.9 million for 20 awards.

Development Council--Richard Zartman (report distributed and on file in Senate office) As of December 31, 1992, TTU had \$75 million in endowments, placing Tech 175th in the nation and last in the Southwest Conference.

#### **V. REPORTS FROM STANDING COMMITTEES OF THE FACULTY SENATE**

Academic Programs Committee--Howard Curzer (report distributed to Senators and on file in Faculty Senate office) The Academic Programs Committee recommended that the physical education requirement be eliminated from the General Education requirements for three reasons: 1) PE requirements are rare among universities. Of the 22 universities surveyed by the Committee only 4 have PE requirements; 2) Tech should only require those courses that are absolutely central to a college education; PE courses are not central to a college education; 3) HPE&R reports that classes are overcrowded due to the PE requirements; by eliminating the PE requirement class size will be reduced and quality will be improved. No tenure or tenure track position will be affected by the elimination of PE, although it would result in a 19% reduction in the number of full time positions held by graduate students. The committee also found that the elimination of the PE requirement would not be a threat to the health and longevity of the student body. A motion was made and seconded to eliminate the two hour PE requirement. Considerable discussion followed. Senator Danny Mason inquired as to the original charge of the committee and asked how the committee got distracted from that charge. President Couch clarified that the original charge related to adding a multicultural requirement. Although at the March 10, 1993 Faculty Senate meeting, the committee recommended that a multicultural requirement be added, they noted that the general education requirements were already heavy and suggested eliminating several requirements including PE. Senator Weber noted that the committee overstepped its original charge. President Couch stated that the General Education Committee had voted to recommend deletion of PE prior to Senate discussion of the multicultural requirement. See excerpt from minutes of General Education Committee, March 5, 1993, attached.

Senators Mason and Weber objected to the motion. Senator Morrow made a motion to table. The motion failed. She then asked for the opportunity to present HPE&R's views on the motion. Hearing no objection, Senator Weber proceeded to discuss the committee's report line by line.

Senator Weber noted that a recent survey of 1151 universities reported that two-thirds of the universities surveyed require PE because of its health and fitness benefits. The base of the general education triangle is health. He noted that business people want three things from their employees: 1) communication skills, 2) computer skills, and 3) a high level of personal health. Weber noted that the committee had recommended that all three of these requirements be eliminated. He asked whether students had been surveyed with respect to the elimination of PE. Weber also criticized the universities selected for comparison by the committee as not being representative. He noted that the philosophy of the university is to develop the whole person - physically, emotionally, intellectually, and socially.

Senator Curzer responded that students had not been surveyed. He noted that he had read the Trembol-Hensley survey of 1151 universities. The report included all types of universities and found that a "higher percentage of small institutions require PE than large ones." He also

noted that the Lovell report and the Moore report give higher numbers than the Trembol-Hensley report. He stated that he is concerned about the students' wishes: by deleting general education requirements, students will have more flexibility to choose courses that interest them.

A vote was taken on the motion to eliminate the PE requirement. The motion passed.

Environmental Impact Study Committee--John Bliese (report distributed and on file in the Senate office) The Recycling Committee recently approved a campus wide paper recycling program. Costs of the program total approximately \$8,000, a small amount of which will be offset by the sale of recycled paper and reduction of landfill fees. In response to a question, Senator Bliese reported that costs include the truck, driver wages, and added workload.

Study Committee A--David Payne, chair, reported that a proposal to the library related to reducing library costs for research publications has been stymied. The committee is waiting for additional information on the allocation of a library user fee.

**VI. CoFGO Meeting**--Sue Couch (report distributed and on file in the Senate office) President Couch distributed the report presented to CoFGO by TTU and also distributed a report on the CoFGO meeting. Items of concern to faculty senates in Texas include: faculty workload policies, faculty evaluations and reward systems, evaluation of administrators, increase in administrative costs, faculty input (or lack of input) in budget and policy decisions, sexual harassment issues, athletics funding, and graduation rates of athletes. She noted that Texas A & M is considering a 6-hour multicultural requirement. UTAustin recently conducted a survey of faculty perceptions of their involvement in university governance. Some Senates have regular meetings in the Summer. Some have a President-Elect who is elected one year prior to assuming the office of the President. The Faculty Senate might wish to consider the election of a President-Elect or President Emeritus. Senators at other campuses have sponsored events such as distinguished faculty lectures, staff appreciation day, student recognition day, and faculty coffee with the president.

**VII. OLD BUSINESS** - none

**VIII. NEW BUSINESS**

Proposal to Establish a Faculty Senate Productivity Committee--Oliver Hensley and Jayne Zanglein (proposal distributed and on file in Faculty Senate office) Vice President Hensley recommended that the Faculty Senate form a Faculty Performance Study Committee with the charge of investigating faculty productivity issues and preparing recommendations for establishing Faculty Senate guidelines for measuring faculty performance at Texas Tech University.

Hensley noted that nationally, faculty increasingly are coming under attack by the media and public who view faculty as a leisure class who work less than 10 hours a week and whose careers degenerate into intellectual boredom. Several institutional offices and state agencies are looking into productivity at TTU. The Texas Coordinating Board for Higher Education interviewed administrators on the University campus last summer and evaluated faculty productivity in one department. The Coordinating Board also evaluated performance in one department each at three other universities. The report did not take into account total workload, which would include advising, counseling, and tutoring students; research or other scholarly activities; and service to the discipline, institution and community. President Lawless has indicated that one of his goals is to improve faculty productivity with the intent of using achieved cost-savings to increase faculty salaries. The TTU Research Council has investigated the relationship between faculty research and teaching productivity and Provost Haragan recently formed the faculty productivity task force.

Vice President Hensley stated that the Faculty Senate must control the parameters of the study and ensure that the discussion involve not just productivity, but quality. The Faculty Senate needs to form its own Productivity Committee, not leave it to a committee appointed by the administration.

A motion was made and seconded to establish a Faculty Senate Faculty Performance Study committee.

Senator Haigler stated that productivity is one of the most important issues facing faculty. However, she noted that the Faculty Productivity Task Force includes six competent faculty senators. She noted that the chair of that task force, John Burns, wants to generate a report based on the input of the entire faculty. The charge given the task force is very broad and will not tie the hands of the task force. Senator Haigler offered a friendly amendment to the motion: the six faculty senators who have been appointed to the task force will serve as liaisons to the Faculty Senate. Vice President Hensley rejected the friendly amendment.

Senator Perl informed the Senate that he is on the task force and asked if the motion could be deferred until the Senate can determine if a problem exists. Hensley stated that it is imperative that the Faculty Senate have an on-going role so as to control the issue.

Senator Curzer suggested a possible friendly amendment: to establish a committee to evaluate administrative costs and productivity. He noted that built-in redundancy is appropriate. Senator Haigler expressed bemusement at the idea that Senators would want a redundant committee. She advocated that the Senators trust their colleagues to represent the Senate on the task force. Hensley responded that the Senators' participation on the University task force does not relieve the Faculty Senate from its duty to study the issue.

Senator Miller wondered what happened to Strategic Planning. She observed that University committees sometimes disappear and therefore a Faculty Senate Committee is appropriate.

Senator Zanglein expressed her support for the motion. She said that the administration set the parameters of any University-appointed committee. The administration also had rejected Faculty Senators who had volunteered to work on the committee. A Faculty Senate committee would allow more flexibility and would ensure that all interested persons would be heard on the issue.

In response to a question, Senator Hensley said that volunteers would be appropriate.

John Burns, chair of the Productivity Task Force was recognized and given permission to speak. He said that he wants faculty input and that he would be willing to give progress reports to the Faculty Senate. He is not adverse to a separate committee. Provost Haragan has requested a report by May, if possible. Burns will meet with Lawless to get his input. Burns believes that as teaching loads increase, quality and research decrease. In response to a question from Senator Sorenson, Burns noted that he had selected task force members with whom he had worked previously on committees and who had taken committee work seriously. Some task force members were appointed because of their management background.

A vote was taken on the motion to establish a Faculty Senate Faculty Committee on Productivity. The motion passed.

Proposal to Invite Robert Sweazy to Address ARP/ATP Funding -- Senator Dunn said that he read an article about how TTU only received 3% of ARP/ATP funding for the State. He suggested that the Senate invite Robert Sweazy, Vice Provost of Research, to discuss this issue. A motion was made and seconded to invite Robert Sweazy to address the Senate on research funding. The motion passed unanimously.

Proposal to invite Bob Bockrath to appoint a representative to serve as liaison -- The Faculty Senate officers proposed that the Senate invite Bob Bockrath, Director of Intercollegiate Athletics to appoint a representative to serve as a liaison to the Senate. A motion to invite Bob Bockrath to appoint a liaison to the Senate was made and seconded. The motion passed unanimously.

## **IX. ANNOUNCEMENTS**

### President Lawless to Address Faculty Senate

President Couch reported that President Lawless will attend the December 8, 1993 meeting to discuss his goals for the University.

### Graduate Assistant

President Couch reported that Jo Wilson, a graduate assistant, has been hired to assist the Faculty Senate Committees.

**X. ADJOURNMENT**

There being no further business, the meeting was adjourned at 5:13 p.m.

Respectfully submitted,

Jayne Zanglein  
Secretary 1993-94