

**MINUTES #149, FACULTY SENATE
FEBRUARY 9, 1994**

The Faculty Senate met on. Wednesday, February 9, 1994, at 3:15 p.m. in the Senate Room of the University Center with Sue Couch, president, presiding. Senators present were Aranah, Barr, Bliese, Bradley, Burnett, Cardenas-Garcia, Ceniza, Cravens, Curzer, Dragga, Dunham, Dunn, Dvoracek, Endsley, Gregory, Haigler, Heintz, Hensley, Higdon, Hopkins, Huffman, Jonish, Khan, D. Mason, J. Mason, McGlone, Miller, R. Morrow, T. Morrow, Oberhelman, Payne, Perl, Sanchez, Schoenecke, Strawderman, Urban, Wagner, Weber, Westfall, Zanglein and Zartman. Senators Khan, Pearson, Shroyer and Troub were absent because of University business. Senators Davis, Marlett and Sorenson were absent. Senator Kiecker is on leave from the University for the semester. Senator Roy was absent with prior notice.

President Couch called the meeting to order at 3:15 p.m. and recognized the following guests: Donald R. Haragan, Executive Vice President and Provost; Len Ainsworth, Vice Provost; Robert M. Sweazy, Vice Provost for Research; Gwendolyn T. Sorell, Coordinator of Women's Studies; Jeannine McHaney, Associate Athletic Director; Alice Kolb, Office of Development; Jan Kemp, Library; Eric D. Sanchez, Student Association; Steve Kauffman, News & Publications; and Dorothy Gentry, Lubbock Avalanche Journal.

David Lawyer, Agricultural Education and Communications and Steve Frazee, Agricultural Education and Mechanization, served as Parliamentarians.

I. CONSIDERATION OF THE MINUTES

The minutes of the January 19, 1994 minutes were approved as distributed.

II. REMARKS BY EXECUTIVE VICE PRESIDENT AND PROVOST HARAGAN

Dean Searches - Candidates for the Dean of Engineering position have been invited to campus. A short list of candidates for the Dean of Education will be ready within a few weeks.

Budget - Provost Haragan reminded the faculty of the budget cuts necessitated by the failure to fund the 3% increase for the second year of the biennium and the 130 hour cap on doctoral hours. He noted that TTU may lose as much as \$3 million. Of this amount, \$600,000 will be offset by reductions in salaries, primarily resulting from attrition of faculty.

III. REMARKS OF GWEN SORELL, COORDINATOR, WOMEN'S STUDIES PROGRAM

Gwen Sorell, Coordinator of the Women's Studies Program, summarized the results of an analysis of 23 exit interviews of WOMEN who resigned

from faculty positions. The interviews were conducted over a seven year period.

Dr. Sorell noted that although the study is not comprehensive and subject to controls, certain themes recur.

Seventeen of the 23 women interviewed stated that sexual and gender harassment was characteristic during the time they worked at TTU. While several women complained of overt sexual advances, most complained of subtle discrimination. Twelve women complained of lack of adequate feedback with respect to research and teaching. Several women stated that they had been given inaccurate information on tenure.

Teaching evaluations were criticized because they emphasized weaknesses and deemphasized strengths. Twelve women complained of teaching and service overloads, including multiple new course preparations and larger classes. Ten women complained that they received little research support. Some reported that they had been misled at hire about equipment and assistance. Eight women complained of salary inequities; 8 complained of the Lubbock community; and 7 complained of the discouraging stories about TTU female faculty.

Five complained of violation of University policy with regard to performance evaluation. Four complained of departmental intimidation and several complained of trivialization of women's research, active interference with teaching, and insensitivity of the administration to women's issues.

Dr. Sorell observed that "If these types of experiences are common to women, it is not surprising that the percentage of women at TTU is the same now as it was in 1970."

In response to a question, Dr. Sorell indicated that control groups were not used because of lack of funds. She stressed that the exit interviews were completely done by volunteers and that the Women's Studies Council has no resources.

Senator Jonish advised Dr. Sorell that Arts & Sciences conducts exit interviews and Senator Haigler noted that it would be interesting to survey the women who stay.

Senator Zanglein asked Provost Haragan the status of the Sexual Harassment Committee. Provost Haragan stated that he was in the process of reducing the size of the committee and redefining its charge.

IV. REPORT FROM UNIVERSITY COUNCILS AND COMMITTEES

Academic Council - Oliver Hensley - With respect to advisor's signatures, the Academic Council has agreed to defer the issue until the telephone registration system has been implemented.

Graduate Council - M. Catherine Miller - The Health Sciences Center has proposed that the signature page of dissertations only include the chair and dean. The proposal has been greeted with great hostility.

The Graduate School still has money available for recruitment. In fact, no applications have been received so far.

The library has travel grants. Applications are due March 1.

Research Council - Fred Wagner - (report distributed and on file in Faculty Senate office)

The Research Council voted to support a proposal recommending that faculty be encouraged to adopt the model "Authorization to Publish" or a similar form and use this form in dealing with publishers of scholarly articles.

V. REPORTS FROM COMMITTEES OF THE FACULTY SENATE

Faculty Performance Study Committee - James E. Jonish - (Report distributed and on file in the Faculty Senate office). Senator Jonish reported on the meeting he attended of the American Association for Higher Education Faculty Roles and Rewards Conference. He noted that nationwide, accountability for higher education is externally driven by taxpayers, legislatures, and potentially students and their parents. More than 50% of states are engaging in or have in place indicators of effectiveness in order to evaluate the accountability of state institutions of higher education. Although most institutions regard themselves as multipurpose universities as to their basic mission, teaching workload is the primary measure used by administrators to review performance.

Tradeoffs need to be recognized in multipurpose universities that expanding teaching responsibilities will come at the expense of research and service. Most states use outcome measures such as retention, graduation and enrollment rates, and time to complete degree.

Senator Zanglein suggested that in light of Dr. Sorell's report on the exit interview survey, and in light of the Faculty Senate's interest in productivity, the Senate might look at the issue of disparate expectations of women's performance, in terms of quality and type of work compared to expectations held for male faculty members. President Sue Couch suggested that the Faculty Senate should send a representative to next year's AAHE meeting on Faculty Roles. Provost Haragan agreed to provide financial support for a representative to attend the next meeting.

Nominations Committee - Candace Haigler - Senator Haigler reported that 2 nominees for president have been identified, and 1 nominee each for vice president and secretary.

Environmental Impact Study Committee - John Bliese - (report distributed and on file in the Faculty Senate office).

Senator Bliese noted that according to the Recycling and Solid Waste Reduction Program, each department must ensure that at least 5% of consumables purchased in FY 1994 are recycled products. For 1995, the amount will increase to 8%.

VI. OLD BUSINESS

High Riders Incident - President Couch informed the Senate that she wrote to the Dean of Students, Michael Shonrock, asking him to respond to the questions asked by the Senators.

Technology Requirement - President Couch reported that she asked Senator Marlett to take the Faculty Senate's concerns regarding the technology requirement to the General Education Committee and ask the Committee to report back to the Senate on the proposed multiculturalism requirement.

She reported that the Student Senate passed a resolution that the Technology and Applied Science requirement not be eliminated from the General Education requirements.

VII. NEW BUSINESS

No new business

VIII. ADJOURNMENT

There being no further business, the meeting was adjourned at 4:15 p.m.

Respectfully submitted,

Jayne Zanglein, secretary
1993-94