

**MINUTES #150, FACULTY SENATE
MARCH 9, 1994**

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

President Couch called the meeting to order at 3:16 p.m. and recognized the following guests: Donald R. Haragan, Executive Vice President and Provost; Len Ainsworth, Vice Provost; Virginia Sowell, Associate Vice President; Patrick Day, Director of Multicultural Services; James E. Brink, SACS; Jan Kemp, Library, and representatives of the news media.

Steve Frazee, Agricultural Education and Mechanization, served as Parliamentarian.

I. CONSIDERATION OF THE MINUTES

Senator Miller noted that, the minutes of February 9, 1994 should reflect that the Graduate Council has received a few applications for recruitment money. The minutes of February 9, 1994 were approved with Senator Miller's correction.

II. REMARKS BY EXECUTIVE VICE PRESIDENT AND PROVOST HARAGAN

Advisors' Signature - The issue with respect to advisors' signatures will be addressed at the next Provost Council.

Legislative Update - The legislature has passed a bill which raises the standards for High School required courses. The changes will not be effective until 2005.

Dean Searches - The dean searches for Education and Engineering are proceeding.

III. REMARKS BY PATRICK DAY, DIRECTOR OF MULTICULTURAL SERVICES

Patrick Day, Director of Multicultural Services, described the goals and services provided by his office. The office has been in existence for three years.

The office focuses on student development, institutional changes, and information resources and referral service. The office is working to increase multicultural awareness of all students and is working with

minority students, particularly with respect to pre-professional interests. The office maintains a literature and video library, and provides referral services and support for job placement opportunities. The office has a strategic education plan with respect to the retention of minority students. Day frequently speaks at seminars on multiculturalism. The office sends students to participate at conferences on multicultural issues. Next year, the office will purchase a CDROM Ethnic Newsletter which provides access to ethnically-based newspapers throughout the country.

Day requested that faculty advise him of on-going scholarship and research on multicultural issues or diverse perspectives. He is interested in this type of research. He would like to increase relations with faculty and he requested faculty assistance with regard to minority retention and a multicultural course requirement. He noted that the course is not a panacea but noted that there are numerous ways to increase multicultural awareness.

Senator Jonish asked whether foreign students were being served by the Multicultural Service Center. Day noted that his office focuses on hispanics, black Americans, and native Americans, but he believes that women and foreign students fall within the concept of multiculturalism.

IV. REMARKS BY JAMES E. BRINK, DIRECTOR OF SACS STUDY

Professor Brink advised the faculty that the two-year SACS Self-Study has been completed and a copy is available at the Faculty Senate office. The report covers 450 areas/criteria that SACS asked TTU to study. The Committee made 138 recommendations such as advising, catalogs, faculty salaries, need for a master teachers category, investment strategy, campus safety, and the athletic program. He noted that the results were very positive.

A team of about 25 people will visit the campus from April 11 through April 14 and may interview some faculty. Brink explained that at the end of their visit they will hold exit interviews with the Committee and will make recommendations. The combination of the committee's recommendations and SACS suggestions will give TTU a clearer focus for the next few years.

Senator Sanchez asked if student diversity had been addressed. Professor Brink responded that the need to increase faculty diversity and to address diversity in the curriculum were addressed. Senator Jonish asked whether the report evaluated the impact of the last evaluation ten years ago. Brink responded that 90% of the recommendations made in 1984 were implemented. The current recommendations have been distributed to the appropriate people for implementation. The Committee plans to monitor the status of the recommendations.

V. REPORTS FROM UNIVERSITY COUNCILS AND COMMITTEES

Provost Council - Sue Couch (report available in Faculty Senate office) President Sue Couch noted that the Provost Council met on February 14, 1994. The Continuing Education distance learning initiatives were discussed at length. The Council also addressed the SACS visit and sunset review of centers and institutes.

Academic Council - Oliver Hensley (report available in Faculty Senate office). Vice President Hensley reported that the Academic Council discussed grade changes and notification to students of changed grades. The Council also discussed whether students should be able to participate in graduation if they have not completed all of their graduation requirements. The Council discussed faculty teaching portfolios.

Research Council - Fred Wagner (report distributed and on file in the Faculty Senate office) Senator Wagner reported that research awards had increased in February to almost \$1.5 million.

General Education Committee - Robert Marlett reported that Provost Haragan charged the General Education Committee with looking at the Senate's recommendation on multiculturalism. The Committee was charged to look at current courses and new courses and programs.

The Committee will look at each course to see if it will meet the multicultural requirement. He noted that the committee has not yet had an opportunity to review the Technology requirement.

Senator Miller asked if courses will be "flagged" that will meet the multiculturalism requirement. Senator Marlett responded that the Committee is charged with looking across the board at all resources, not just looking at a single course that would meet the requirement. He noted that the committee plans to be flexible in order to meet the diverse needs of students. The Committee has been charged with determining the courses and experiences (for example, foreign travel) and suggesting a method of implementation. The Committee is also looking at ways to increase faculty multiculturalism. The Committee plans to identify a menu of courses and experiences that students can select from.

VI. REPORTS FROM COMMITTEES OF THE FACULTY SENATE

Faculty Performance Study Committee - Oliver Hensley and Jayne Zanglein. Vice President Hensley advised the senators that three subcommittees have been established: Instruction (Chair, Senator Westfall); Research (Chair, Senator Heinz) and Administration (Chair, Senator Hensley). Each committee member has been provided a resource book in excess of 500 pages which includes TTU policies, policies from other universities, and literature on productivity and performance.

Senator Zanglein reported that each subcommittee is in the process of drafting a report including basic premises, potential measures of productivity and quality, and recommendations. The Committee plans to distribute a written report to the senators in advance of the May meeting.

Committee on Committees - James Jonish (report distributed and on file in Faculty Senate office). Senator Jonish reported that a full slate of candidates had been received for all committees except Conventions. A motion was made and seconded to accept the slate of nominees for committee positions. The motion passed.

Nomination Committee - Candace Haigler (report distributed and on file in the Faculty Senate office)

Two nominations have been made for the office of president: Alwyn Barr and Oliver Hensley. Two nominations have been received for the vice president position: Lynn Huffman and John McGlone, and two nominations have been made for secretary: James Gregory and Harley Oberhelman.

President Couch asked for nominations from the floor. No additional nominations were received.

A motion was made and seconded to approve the slate of nominations. The motion passed.

The election will be held at the April 13 Faculty Senate meeting.

Budget Study Committee - Jerry Dunn (report distributed to Senators and on file at the Faculty Senate office)

The Budget Study Committee examined the problem of changes to State or research funds due to the requirement to pay the "cost of Accrued Vacation Time" when an employee leaves a department or research project. A Vacation Leave Pool, similar to the Sick Leave Pool, has been established, effective September 1994. The pool will be funded by a percent of salary fee charge to be included as a part of indirect salary costs.

The Committee also met with Library Director Dale Cluff to discuss library funding needs and potential sources of funds. Library funding increased in FY '94 by \$450,000. The Law School library funding has increased by \$100,000 this year.

The application for membership to the Association of Research Libraries is continuing.

In response to the Committee's request Director Cluff listed possible sources of funding: student library fee, grant proposals, increase in rate of overhead return, and capital campaign requests.

Senate Study Committee A - David Payne

Senator Payne met with Mike Feitz, president of Student Senate. Feitz supports a student library fee and is pursuing this.

CoFGO - Sue Couch (report distributed and on file in the Faculty Senate office)

President Couch reported that she attended a meeting of the Council on Faculty Governance Organizations. The focus of the meeting was on strengthening faculty leadership by improving the effectiveness of Faculty Senates. Faculty Senates at Texas universities have implemented innovative programs including teaching workshops,

establishing a new core curriculum, establishing a Teaching Council, and voting to end "professional athletics." Primary concerns include faculty salaries, salary equity, shortage of full time faculty, follow-up of Senate recommendations to administration, program reviews, and budget cuts.

VII. OLD BUSINESS

There was no old business to come before the Senate.

VIII. NEW BUSINESS

High Riders Incident

Senator Burnett advised the Faculty Senate of negative publicity resulting from Faculty Senate discussion of the High Riders incident.

Senator Miller asked the status of the Senate's request to the Dean of Students. President Couch stated that Dean Shonrock will respond at the next Faculty Senate meeting.

Grade Replacement Policy - Jerry Dunn

Senator Dunn reminded the Senators that under the grade replacement policy, if a student received four consecutive Fs in the same course, the last F will replace all prior Fs. Len Ainsworth explained that the intent of the rule was to allow a student who mastered a course to replace the lower grade with a higher grade.

President Couch read from the minutes of December 1992 which states:

"A student may choose to replace an existing grade with the grade earned in the repeated course. Only the higher grade will be factored into the student's GPA."

Vice Provost Ainsworth stated that this was an unanticipated result and the administration will look at filling in the gaps.

Provost Haragan also noted that because the recommendation did not set a limit on the number of times the course can be repeated unsuccessfully, there is a potential for abuse.

Senator Dunn requested that the Faculty Senate investigate this potential for abuse.

IX. ANNOUNCEMENTS

President Couch reported that Gary Bell, director of the Honor's Program wrote to advise the Faculty Senate that, in his opinion, the Texas Tech administration has a firm commitment to the Honors program, and that Honors program is being expanded and revitalized and is "every bit as legitimate as any Honors program as you would find elsewhere." Bell's letter was in response to the January 1994 Senate minutes which reported that a Senator had questioned the University's commitment to a legitimate honors program.

She also noted that the Sexual Harassment Committee has been reestablished.

Bob Bockrath, Director of Athletics, will present an annual report on athletics at the next meeting.

X. ADJOURNMENT

There being no further business, the Faculty Senate adjourned at 4:50 p.m.

Respectfully submitted,

Jayne Zanglein
Secretary 1993-94