

FACULTY SENATE ANNUAL REPORT
1993-94

The Faculty Senate held nine scheduled meetings during the 1993-94 academic year (meetings #144-152). Agenda committee members were Sue Couch, President; Oliver Hensley, Vice President; and Jayne Zanglein, Secretary. Steve Frazee served as parliamentarian at the Senate's meetings.

SENATE VISITORS

September 8, 1993 - Provost Haragan discussed the budget, academic bankruptcy, multiculturalism course, merger of colleges, and Service Plus.

Haragan stated that he plans to 1) ask Faculty Senate for guidance on grade replacement policy; 2) address the faculty senators at future meetings on multiculturalism course; and 3) work with faculty on ways to implement Service Plus for faculty.

October 13, 1993 - Provost Haragan discussed the proposed deletion of Physical Education from the general education requirements, and the status of dean searches. Haragan stated he plans to: 1) seek faculty input on whether librarian/archivists should have faculty status; 2) seek faculty input on the establishment of a "university college" for advising Freshmen who are undecided as to majors; 3) appoint a Faculty Productivity Committee; and 4) defer review of the academic bankruptcy policy until next year.

Bob Bockrath, Director of Intercollegiate Athletics outlined four goals: 1) expand athletics academic study center; 2) hire more women in administrative positions and develop more opportunities for women athletic competitions; 3) increase funding; 4) mainstream student athletics.

November 10, 1993 - Vice Provost Ainsworth reported that a Productivity Task Force has been appointed. He also discussed "I" grades and applicant tracking systems.

Gary Bell, Director of the Honors Program expressed his goals of raising the standards of the honors program, improving the quality of students, and making the program more challenging.

December 8, 1993 - President Lawless identified six goals: 1) increase faculty salaries to at least above statewide average; 2) keep administration costs low; 3) increase library support;

- 4) increase endowments; 5) commitment to teaching and learning;
- 6) increase faculty effectiveness and efficiency.

Provost Haragan reported on long term planning, funding, faculty productivity, and administrative plans to create a standing Sexual Harassment Committee.

January 19, 1994 - Vice Provost for Research Robert Sweazy answered questions relating to the decline in awards received by TTU faculty under the Advanced Research Program and the Advanced Technology Program.

February 9, 1994 - Provost Haragan gave an update on the budget and dean searches.

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. Common complaints included sexual and gender discrimination, lack of adequate feedback on research and teaching, unfair teaching evaluations, lack of research support, teaching and service overloads, and salary inequities.

March 9, 1994 - Patrick Day, Director of Multicultural Services advised the Faculty of the resources available through the Office of Multicultural Services.

James E. Brink advised the faculty that the two-year SACS Self-Study has been completed. He noted that the Committee had made 138 recommendations and is following up with respect to implementation of these recommendations.

April 13, 1994 - Provost Haragan reported on the SACS study, dean searches, and graduate tuition rates.

Bob Bockrath, Athletic Director provided comparative data on graduation rates for Division 1A Student Athletics (Division 1 overall graduation rate is 58% while TTU is 45%)

Michael Shonrock, Dean of Students addressed the faculty on the High Riders incident and the "traditional Christian standards" clause in the High Rider's Constitution.

May 5, 1994 - Provost Haragan noted that the following issues are still pending: 1) plus/minus grading; 2) academic status of librarians; 3) academic bankruptcy policy; 4) General Education Committee required courses.

Bob Bockrath reported that the summer athletic scholarship programs have been expanded.

COMMITTEES OF THE FACULTY SENATE

Committee on Committees - Reported at the September, October, December, January and March meetings on the status of filling committee positions.

Academic Programs Committee - October 13 - Senate approved Committee's recommendation to ban faculty and teaching assistants from tutoring for remuneration "a student for whom they currently have (a) the responsibility of assigning credit or b) other official responsibility in class."

Senate approved committee's recommendation that provisional students must complete 6 hours of college-level work with a "C" average, with 3 hours from the general education requirements. No remedial courses would be required.

November 10, 1993 - Senate approved the Committee's motion to eliminate Physical Education from the General Education requirements.

January 19, 1994 - Senate approved Committee's recommendation to 1) support a computerized degree audit system and 2) ease requiring an advisor's signature on registration card for Juniors and Seniors once the system is in place.

The Senate approved the Committee's recommendation on replacement of "I" grades.

The Senate approved the Committee's recommendations to support the honors program with three types of honors courses.

Environmental Impact Study Committee - In November and February the Committee reported on the campus-wide recycling program.

Study Committee A - Reported at several meetings on proposals with respect to reducing library cost, allocation of the library user fee, establishment of a student use fee, and allocation of the increased technology fee.

Faculty Performance Study Committee - Committee was formed by vote of the Senate on November 10, 1994 - The Committee was charged to "investigate faculty productivity issues and to

prepare a set of recommendations for establishing Faculty Senate guidelines for measuring faculty performance at Texas Tech University." Three subcommittees were formed: teaching, research, and service. The Committee undertook a comprehensive review of faculty performance. Each subcommittee prepared a report on review of faculty performance. At the May 5, 1994 meeting, the Committee presented basic principles for the Guidelines. The Senate accepted the Committee's report and voted to continue the Committee's work next year. Incoming president Barr stated that he expects the Senate to consider this matter further next year.

Provost Haragan committed to provide financial support to send a faculty senator to next year's AAHE meeting on Faculty Roles.

Nominations Committee - The Committee reported nominees for Senate officers.

Budget Study Committee - The Committee reported the establishment of a vacation leave pool and met with Librarian Dale Cluff to discuss funding needs.

On May 5, 1994, the Senate adopted the Committee's resolution to 1) increase library funding; 2) find additional resources to achieve and maintain ARL research library status; 3) implement and/or continue library policies to accommodate needs of discipline-specific materials.

Study Committee C - On April 13, 1994, the Senate approved the Committee's recommendation that librarians/archivists be given academic status.

On April 13, 1994, the Senate approved the Committee's recommendation that TTU adopt plus/minus grading.

ACTIONS AND RESOLUTIONS BY FACULTY SENATE (EXCLUDING MATTERS RELATING TO COMMITTEE WORK - SEE ABOVE - AND EXCLUDING MOTIONS TO ACCEPT COMMITTEE REPORTS)

9/8/93 - Passed motion to change two meeting dates

10/13/93 - Passed motion to invite President Lawless to address the Senate.

11/10/93 - Passed motion to invite Provost Sweazy to address the Senate; Passed motion to invite Bob Bockrath, Athletic Director, to appoint a liaison to Senate

12/8/93 - Passed motion that Faculty Senate Productivity Committee work cooperatively with the Task Force headed by John

Burns; Tabled motion to decertify High Riders, refuse future funding to the organization, demand a written apology, and require the organization to amend its constitution; passed motion to invite Dean Michael Shonrock to address the Senate on the High Riders incident.

1/19/94 - Passed motion to send Senate concerns on Technology requirements to General Education Committee and to request a timely response.

4/13/94 - Motion that organizations with religious statements in their mission or Constitution should not receive funding from Student Service fees fails; passed motion that a summary and status report of the Faculty Senate recommendations be prepared by the Senate secretary each year.

5/5/94 - Passed motion to establish a committee during 1994-95 academic year to review structure of Senate, its effectiveness, its perception by Faculty, to evaluate and reaffirm the Senate's direction, and to suggest changes to improve the Senate's effectiveness; motion to eliminate the policy of automatically admitting scholarship recipients failed.

OTHER MATTERS

9/8/93 - President Couch reported that funds had been obtained to hire a graduate assistant to help the Senate collect data and compile reports.

10-13-93 - President Couch reported on CoFGO meeting.

12/8/93 - Jeannine McHaney was appointed as Athletic Department's liaison to Senate; Agenda Committee will send agenda to department chairs for posting and will discuss better coverage with University Daily.

3/9/94 - Representative from General Education Committee reported that Committee plans to evaluate courses to see if they meet the multicultural requirement. The Committee has not yet reviewed the Technology requirement; President Couch reported on CoFGO meeting.

STATUS OF 1993-94 RECOMMENDATIONS

10/13/93 - Recommendation: that Senate form a Faculty Performante Study Committee with charge of investigating faculty productivity issues and preparing a set of recommendations for establishing the Faculty Senate guidelines for measuring productivity at TTU.

Result: Committee formed. At May 5, 1994 meeting, Committee recommended that the Senate approve the following basic principles for the Guidelines:

1. Faculty performance should be assessed by measures of productivity and standards of quality in teaching, research, service, and administration.
2. Faculty in individual departments should establish the criteria for the desired quantity and quality of faculty members' performance.
3. The Faculty Senate supports university-wide efforts to improve the quality of our collective faculty performance.
4. The Faculty Senate recommends that faculty teaching (work) loads be comparable to levels in other peer research institutions.
5. The Faculty Senate supports university-wide efforts to reduce the administrative burden on faculty so that more time can be given to enhancing faculty performance.

The Committee's recommended principles were criticized as "too broad" and the Senate accepted the Committee's report (but not recommendations) and voted to continue the Committee next year.

Recommendation: that Senate adopt Provost Haragan's proposal to allow provisionally admitted students to complete 6 hours of college level work with a "C" average with 3 hours from the General Education requirements.

Result: Approved by the Senate on 10/13/93

Recommendation: Faculty and teaching assistants cannot tutor for remuneration a student for whom they have (a) the current responsibility of assigning credit or (b) other official responsibility in a class.

Result: Approved by Senate on 10/13/93

Recommendation: To adopt plus/minus grading system at undergraduate and graduate levels for the recording of student grades and the computing of GPAs.

Result: Referred to Academic Programs Committee on 10/13/93. Committee recommended adoption. Senate approved motion to adopt plus/minus grading on 4/13/94.

10/11/93 - Recommendation: PE requirement should be eliminated.

Result: Approved by Senate on 11/10/93

12/8/93 - Recommendation: Study Committee A recommended adopting a "wait and see" approach on solutions to the increasing cost of journals.

Result: - No further action

Recommendation: to decertify and deny funding to High Riders

Result: Tabled, Dean of Students invited to future meeting. On 1/19/94 Dean of Students advised Senate that "Christian value" clauses are not unlawful. He agreed to investigate whether Dean of Students Office will require all organizations that received State funding to remove Christian morals clause. He agreed to keep Senate advised of status of High Riders case.

On 4/9/94, the Dean. of Students again addressed the Senate. He stated that High Riders intends to comply with all University rules and Title IX. He confirmed that, according to General Counsel, Christian value clauses are lawful.

A motion was made to deny funding from student service fees to all organizations with religious statements in their mission or Constitution. The motion failed.

1/19/94 - Recommendation: to delete Technology from General Education requirement.

Result: - On 1/19/94, referred to General Education Committee for a "timely response" On 5/5/94, Committee reported that it voted not to change the Technology list.

Recommendation: - Support development of computerized degree audit system and cease requiring advisor's signature on registration cards for Juniors and Senior once implemented.

Result: Senate approved on 1/19/94

Recommendation: to change "I" grades as follows:

The grade of "I" may be given when a student's work is satisfactory in quality but, due to reasons beyond his or her control, has not been completed. It is not given in lieu of an "F" or other grades. The instructor assigning the grade will stipulate, in writing, at the time the grade is given the conditions under which the "I" may be removed. If these conditions are not met within one year then the student receives an "F" unless the instructor (or academic

dean in the case where the instructor is no longer with the University) extends the make-up period by restating the conditions under which the "I" may be removed. At the time of graduation an "I" is replaced by an "F". The original "I" will be replaced by an "R" when a grade is assigned for the second registration for the course.

Result: Senate approved on 1/19/94.

Recommendation: to support. the honors program and accept following:

- A** - courses for which a student contracts with the instructor and completes the agreed-upon expectations may be designated honors credit for that student
- B** - the honors program may monitor contracted courses to evaluate their suitability for honors credit
- C** - the honors thesis may be completed by registering for an independent study. The thesis will be in addition to the base 24 hours of honors credit for six hours credit and the designation of "highest honors" on the transcript.

Result: Senate approved on 1/19/94

4/13/94 - Recommendation: that Librarian/Archivists (a) should be promoted through the ranks of Assistant Librarian/Archivists, Associate Librarian/Archivists, Librarian/Archivists and (b) be evaluated for a continuing appointment after a 6 year probationary period. The criteria for promotion through the ranks and for continued appointment should be based on professional performance, scholarship and professional service, and institutional and community service. Peer review and specific, objective criteria should be utilized for these decisions. Librarian/ Archivists should be eligible for development leaves and integrated into academic governance.

Result: adopted by Senate on 4/13/94

Recommendation: that a summary and status report of Faculty Senate recommendations be prepared by Senate Secretary each year.

Result: adopted by Senate on 4/13/94

5/5/94 - Recommendation: to resolve that:

(a) funding for the library should not decrease from 1993-94 levels, but rather should be increased to compensate for continuing inflation in materials acquisition and other costs; (b) sufficient sources should be found to allow us to achieve and maintain ARL research library status; and (c) library policies should be continued and/or implemented that respond to discipline-specific statements from faculty members on the kind of materials and form of materials that are essential for continuance of excellence in teaching and research.

Result: Senate adopted on 5/5/94

Recommendation: (1) review how the Senate is structured, how it operates currently, and its effectiveness as perceived by faculty and others; and (2) make recommendations to re-affirm and continue what is done presently; or (3) suggest changes that will improve effectiveness in the future.

Result: Adopted by Senate on 5/5/94.

Recommendation: to eliminate policy of automatically admitting scholarship recipients.

Results: Motion failed on 5/5/94.

NOTE: See Howard Curzer's Status Report (on file in the Faculty Senate office and previously distributed) dated 4/13/93 for list of recommendations unresolved from 1992-93 year.

Respectfully submitted,
Jayne Zanglein
Secretary 1993-94