

MINUTES

The Executive Committee of the Faculty Council met Wednesday, September 7, 1977 in the Board Room of the Administration Building with Chairperson Clarence Bell presiding. Members present were Professors Wilson, Smith, Brittin, Burford, Collins, Eissinger, Elbow, Keho, Kimmel, Manley, Nelson, Pearson, Sasser, Strauss, Tereshkovich, and Vines. Guests present were: Charles S. Hardwick, Vice President for Academic Affairs; Henry J. Maxwell, Ch. Tenure & Privilege Committee; Richard Klocko, Director of Personnel Relations; Chuck Campbell, President Student Association; David Serrett, Internal Vice President Student Association; Janet Warren, University Daily Reporter; and Kathy Hennington and John Morrow, both representing the Student Senate.

Ch. Bell called the meeting to order at 3:35 p.m. and welcomed the guests.

I. MINUTES OF THE MAY 11, 1977 MEETING

Professor Wilson moved approval of the minutes of the May 11, 1977 meeting. Professor Nelson seconded. The motion carried.

II. ANNOUNCEMENTS FROM THE CHAIR

1. An ad hoc Committee to Review Tenure Policy has been named and has met a number of times. Dr. Charles Hardwick is chairperson of that committee. Professors Jacqueline Collins and Margaret Wilson represent the Executive Committee. Other members of this ad hoc committee are: Professors Jimmy Smith, Rod Schoen and Lawrence Graves.
2. The new Committee on Committees is chaired by Professor Darrell Vines. Professors George Tereshkovich, Helen Brittin, James Eissinger, Max Manley, Roland Smith and Charles Wade are members.
3. The same persons who serve on the Committee on Committees make up the Board of Directors of the Academic Excellence Fund, chaired by Professor George Tereshkovich.
4. Professor Walter Calvert will serve as chairperson of the Election Committee until that committee elects a chairperson. Others members are: Professors David Draper and John Reichert. This committees work will begin shortly when two vacancies on the Executive Committee, both at-large representatives resulting from the resignation of Professors Robert Bell and William Oden, will be filled.
5. A committee to select faculty for football trips consisting of Professors B. L. Allen, Chairperson; Richard Henton, Charles Riggs, Don Helmers, David Cummins, Charles Dale and Berlie Fallon have submitted a list of faculty to take out-of-town football trips and also have submitted a list of alternates to J. T. King, Director of Athletics.

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6. Ch. Bell reported that the Academic Council has met five times since the last meeting of the Executive Committee of the Faculty Council. He mentioned specific items from the minutes of the meetings and called attention to the fact that these minutes are on file in the Faculty Council Office and anyone who desires to may read them. Items considered in the Academic Council meetings were:

- Faculty remuneration for research & consultation - policy being reexamined.
- Faculty Development Leaves for completing dissertations or upgrading teaching are being considered.
- Reconsidering the granting of tenure - review of policy is underway.
- Cheating & Plagiarism Policy discussed.
- Review of tenured faculty - University Legal Counsel asked to review tenure.
- Noted that D. N. Peterson was appointed as Director of Admissions and Records.
- Review of present programs and the establishment of new programs by the Coordinating Board.
- A Role and Scope Statement of the University - projection for 5 years due at Coordinating Board by 9/1/77, including administrative changes.

Actions by outgoing Chairperson Jacquelin Collins as directed by the Executive Committee -

- Letter of appreciation to Dr. Haskell Taylor, Chairperson of the Retired Faculty and Staff Committee.
- Letter to President Mackey urging that the local AAUP Chapter have a representative on the ad hoc committee to Review Tenure Policy.
- Dr. Mackey replied that he feels it is not appropriate for an AAUP designated individual to be a member of this committee.
- Letter to Vice President for Academic Affairs, Dr. Charles Hardwick, with a copy to Dr. Mackey, requesting an outside bookdrop for the Library. No answer at this time.
- Letter to Vice President for Student Affairs, Dr. Robert Ewalt informing him that the Executive Committee desires to review the proposed policy on cheating and plagiarism.

III. Professor Smith moved, Professor Kimmel seconded, that agenda item V be moved ahead of agenda items III and IV. The motion passed. Next item of business is:

PROPOSED CHANGE TO POLICY PAPER 1: DR. JACQUELIN COLLINS - DR. HENRY MAXWELL

Professor Collins discussed proposed changes of Policy Paper #1 (minimum standards for tenure policy) adopted October 16, 1967 by the Coordinating Board. The perceived need for revision of this policy resulted in specific recommendations of the Coordinating Board's Advisory Committee of 1974-75. That Advisory Committee did its work and a public hearing of its recommendations was held on November 19, 1975. Questions from junior college administrators resulted in another committee being formed and

they presented the revision #2 now under consideration. Collins expressed the opinion that the current revision should be abandoned and the original Policy Paper 1 be retained or if a revision is necessary, the first proposed revision should be adopted. He feels that Texas Tech Faculty should have a representative at the September 12, 1977, open hearing to voice this opinion.

Professor Henry J. Maxwell, incoming chairperson of the Tenure and Privilege Committee, spoke on the proposed revisions. He reported that discussions in the past in his committee seem to be compatible with Collins' current objections to the second revision of Policy Paper 1. He feels that the second revision would create a number of problems and that it contains too many general statements which are undefined.

In the discussion which followed several questions were directed to the Vice President for Academic Affairs, Dr. Charles Hardwick. He indicated that he would attend the open hearing, but only as an observer. The administration at Texas Tech feels that this Policy Paper, if adopted, will merely set guidelines in developing tenure policy and not be mandatory. It is the feeling of the administration that the tenure policy at this institution is a strong policy; that the proposed revisions are not drastic and would not affect Texas Tech that much. Hardwick does not perceive a move by Tech's Board of Regents to eliminate tenure.

Professors Eissinger and Pearson elaborated on the weaknesses of the second proposed revision of Policy Paper 1.

Professor Keho moved to accept Collins' "position paper" as representing the ideas of the faculty of this university and to send someone to represent Tech's faculty at the open hearing on September 12, 1977. Professor Vines seconded. After discussion the motion passed unanimously.

Professor Burford moved that Chairperson Bell name the person to attend this meeting. Professor Strauss seconded. The motion passed unanimously.

Chairperson Bell indicated that he would like Professor Collins to be the person to appear at the public hearing to urge that Policy Paper 1, adopted in 1967, be kept in preference to the currently proposed revision.

IV. REPORT OF COMMITTEE ON COMMITTEES - CARRYOVER BUSINESS FROM 1976-77 ACADEMIC YEAR
Dr. Roland Smith

Professor Smith asked Professors Manley, Tereschkovich and Vines to give reports and summarize the work and recommendations of committees for which each of them was the liaison person during the 1976-77 academic year.

Professor Manley gave reports from the following committees: University Student Appeals, Admissions and Retention, and University Discipline. Professor Eissinger chaired last year's Code of Student Affairs Committee and because of his extensive work on that committee, Professor Manley asked him to give the report for the committee. Professor Eissinger reported that in-depth revisions have been recommended for this committee and these are being incorporated into the new code being written by the office of Dean of Student Affairs and, although the process is slow, it is proceeding on schedule. Professor Eissinger brought out two things which he and others feel should be done in relation to committee appointments and committee recommendations. He feels that persons appointed to a committee should be officially notified at the time the appointment is made. Also, committee recommendations are sent forward for consideration and often they are not adopted. A courtesy should be extended to committees to let each committee know what happened to its recommendations. If they were not adopted, why they were not. This would help committees to know how to proceed with their business the next year. Smith responded that these problems are in the process of being corrected.

Professor Tereschkovich summarized the reports and recommendations of the committees for which is is the liaison person. These included: Orientation of New Faculty, which did not meet and it is recommended that this committee be abolished.

The Student Orientation Committee met one time and their recommendation is that this committee should be abolished.]

The Faculty Development Leave Committee was very active this past year. Nine applications for Faculty Development Leaves were received, and after study and evaluation, this committee sent forward the names of two people for leaves and also named two alternates.

The University Benefits Committee was basically inactive prior to March, but met frequently during the summer to consider changes in hospital and life insurance coverage and subsequently this coverage has been updated.

Retired Faculty and Staff Committee had a number of recommendations. A new chairperson will be named for 1977-78 with the present chairperson serving in the capacity of an advisor. A request for necessary secretarial help and money was made.

Professor Vines is liaison person for Charter Day, Commencement, Recognition and Solicitations Committees. Each of these committees was active during the year, but made few recommendations.

Professor Smith read for Professor Kelly, who is no longer on the Executive Committee, her reports and recommendations. These included International Education and

English Usage, from which there were no recommendations other than that the English Usage Committee be abolished. Campus Emergency Committee had no recommendations. University Artists and Speakers Committee has been very active and worked diligently. On behalf of Professor Kelly, Smith moved that this body instruct Chairperson Bell to write a letter to this committee commending them for their work. Professor Wilson seconded. The motion carried.

On behalf of Professor Cummins, Smith summarized the reports and recommendations of the committees for which he was the liaison person. These included: Minority Affairs Committee which was quite active this past year; Men's Athletic Council, Academic Affairs Committee and Women's Athletic Council.

At this point it was brought out that committees should send copies of their minutes to the Reference Department of the Library so that they will be available for anyone who desires to read them.

V. REPORT OF COMMITTEE TO CONSIDER A FACULTY SENATE - DR. CLARENCE BELL

Last spring the Executive Committee approved, with modification, the report of the ad hoc committee which had produced a Constitution for a Faculty Senate and made some recommendations for its implementation. The next appropriate action is to set up dates for open meetings, after which there will be a final report submitted to the Executive Committee, hopefully at its next meeting. The matter would then be considered by the Faculty Council at its fall meeting.

Dates established for open hearings were: September 19th, afternoon; September 21st, noon meeting; September 27th, afternoon and September 29th an evening meeting.

Strauss moved that the committee accept the above dates, but that meeting places be scattered over the campus and that times of meetings be established before this information is written into the minutes. Collins seconded. The motion passed unanimously.

Open hearing dates, times and places are:

Monday, Sept. 19th, 3:00-4:00 p.m., Rm. 118, Foreign Language & Math Bldg.
Wednesday, Sept. 21st, noon - 1:00 p.m., Coronado Lounge, University Center
Tuesday, Sept. 27th, 2:30 - 3:30 p.m. Rm. 129, Holden Hall
Thursday, Sept. 29th, 7:30 - 8:30 p.m., Mesa Room, University Center

VI. GRADE APPEALS PROCEDURE - DR. CHARLES HARDWICK

Dr. Hardwick expressed the need for a uniform grade appeals procedure across the campus. He said that although each college now has a grade appeals procedure, a uniform procedure could be published and the student in each case would know exactly what steps to take in making an appeal. He added that the new policy is the result of the work of an ad hoc committee consisting of two members from Academic Affairs Committee and two members from Student Affairs Committee. The current version

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of the policy as drafted by this committee contains the Deans' reactions and the Student Senate recommendations. It is being submitted to the Executive Committee of the Faculty Council for its response at the present time.

David Serrett, Internal Vice President of Student Association, agreed with the opinion that standardization is desirable and cited some problems which have occurred in the past, especially faculty departures due to leaves, retirement and death.

Chuck Campbell, President of the Student Association noted several changes in this policy which the Student Senate recommends.

Professors Keho, Vines, and Brittin had questions about mechanics of adoption. Professor Sasser spoke in support of a uniform policy throughout the University.

Professor Strauss moved that the Executive Committee ask Dr. Hardwick to delay action on this matter until after the October meeting of the Executive Committee in order that committee members might have time to study the proposed policy and make recommendations. Professor Vines seconded. The motion carried.

Professor Vines moved adjournment. Professor Keho seconded. The motion failed - 4 votes for, 7 against.

VI. OTHER BUSINESS

There was no other business and the chairperson asked for a motion to adjourn. Professor Pearson moved to adjourn. Professor Elbow seconded. The meeting adjourned at 6:10 p.m.

Respectfully submitted,



Roland Smith, Secretary
Executive Committee
Faculty Council

9/12/77

APPROVED
UNANIMOUSLY

from Jack Collins 7 Sept '77

PRELIMINARY DRAFT OF A STATEMENT TO BE PRESENTED TO THE AD HOC COMMITTEE OF THE COORDINATING BOARD, TEXAS COLLEGE AND UNIVERSITY SYSTEM, AT ITS PUBLIC HEARING ON A PROPOSED REVISION OF POLICY PAPER 1, ON SEPTEMBER 12, 1977, AT THE AIRPORT MARINA HOTEL AT THE DALLAS - FORT WORTH AIRPORT.

The Faculty of Texas Tech University urges that the currently proposed revision of Policy Paper 1: Academic Freedom, Tenure, and Responsibility be abandoned and that the Paper adopted on October 16, 1967, be retained in its original form or revised in line with the recommendations of the Advisory Committee of 1974-75.

Policy Paper 1, adopted in 1967, is a sound statement, incorporating widely accepted standards of good academic policies and procedures. It follows a tradition that has been built up over a period of many decades. Embodied in documents such as the 1940 Statement on Academic Freedom, this tradition has been endorsed by organizations not only of faculty but of university and college administrations, and it has been endorsed by virtually every major professional academic organization. When the Coordinating Board in 1967 adopted Policy Paper 1, it was associating itself with the best of academic traditions, for which it was acclaimed across the nation as an example of enlightened leadership in the oversight of higher education.

As time passes, things change. Even the best of traditions and the documents that express them need constantly to be reexamined and brought up to date. The specific recommendations of the Coordinating Board's Advisory Committee of 1974-75 can be seen in this light. That the Advisory Committee did its work well is evidenced by the document it produced and by the general acceptance of it, as can be seen from the published transcript of the comments made at the Public Hearing of the Coordinating Board on November 19, 1975.

The most recently recommended revision of Policy Paper 1 produced by this ad hoc committee, however, we regret to say, does not measure up to the standard that has been set to this point. The inadequacies of this revision could be outlined at great length and to the point of tedium. I will make only two specific comments. First, the tone and the apparent intention of the document have changed. The original was a forthright statement of the best academic traditions, traditions that have worked well for many years across the length and breadth of the country at all levels of higher education from the smallest junior college to the largest university, traditions that are accepted and trusted by faculty and administrations alike. The new document is a statement of legal minimums. It falls far short of what should be expected of the academic profession, far far short of what the academic profession demands of itself. The new document might well assist an administration that knew nothing of accepted academic policies and procedures and ~~might even occasionally~~ *will surely not* keep it out of court, but it would not provide the basis for the good governance without which no college or university can thrive and excel.

Second, the newly proposed Policy Paper 1, by stressing legal minimums rather than widely accepted good usage, seems invariably to advocate a lesser standard. For instance, the college and university calendar which begins in the fall and runs till the next spring or summer, determines the rhythm of the hiring and evaluating of faculty members and the determination of reappointments. Where the original policy paper specifies the traditional dates for notifying faculty of their reappointment or nonreappointment, the proposed revision contains a less definite statement requiring only what is said to be "sufficient advance notice." And where the old policy paper states that a faculty member facing termination for cause has the "right to be represented

by counsel of his choosing," the new revision states that an institution is not legally bound to allow this.

What the proposed revision says of the law may well be true, and these are no doubt things which the academic community, both faculty and administration, should know. But lost from view in the proposed revision is the academic tradition which provides something more than what the law outside the academic community will of necessity mandate.

In the end it come down to the question of whether the colleges and universities of Texas should be urged to operate on a set of legal minimums or on the higher standard of the best and widely accepted traditions of the academic profession, traditions which at this time already enjoy the endorsement of the Coordinating Board in its Policy Paper 1 of 1967.

The Faculty of Texas Tech urges, in the strongest possible language, that the present higher and better standard be retained, that Policy Paper 1 adopted in 1967 be kept in preference to the currently proposed revision.

The Texas Tech University Faculty is conscious of the drift toward unionization of university faculties and of the growth of collective bargaining across the country. It is also conscious of the relative stability of things in Texas, of the general degree of contentment with things as they are, and especially of the happy relations of the Tech Faculty with the Tech Administration and the Board of Regents. We would regret to see a drastic change in Policy Paper 1 interpreted as a declaration by the Coordinating Board that there is to be an open season on change, change that begins with Policy Paper 1, but where ends we fear to predict. Perhaps we are reflecting the conservatism of our region, but in this instance to conserve something that has proven to be good seems, to me at least, to be wisdom.

CONSTITUTION OF THE FACULTY SENATE
OF TEXAS TECH UNIVERSITY

Article I. NAME

The name of this organization shall be the Faculty Senate of Texas Tech University.

Article II. ORGANIZATION

Section 1. The Faculty Senate shall be composed of senators representing the voting faculty of Texas Tech University. The voting faculty shall consist of all persons under full-time contract who have completed a residence of one year at this University and who are tenured or who hold appointments that make them eligible for tenure.

Section 2. The voting faculty of each college and school, excluding the Graduate School, shall elect one senator for each twenty voting faculty members or fraction thereof but not fewer than two senators. The voting faculty of the University shall elect nine additional senators at-large.

Section 3. The Faculty Senate shall elect a President, Vice President, and Secretary from its membership to serve for a term of one year.

Article III. NOMINATIONS AND ELECTIONS

Section 1. Each Spring the voting faculty members shall nominate and elect members to the Faculty Senate to take office on the first day following the end of the Spring term during which the election is held. The Faculty Senate shall conduct the election through an appropriate committee.

Section 2. Prior to each regular election, the Faculty Senate shall redetermine its composition so that the election will, to the extent possible, bring the composition of the Faculty Senate into conformity with Article II, Section 2. A previously elected senator shall not, however, be removed from office before the expiration of his or her term because of a declining constituency.

Section 3. Nominations for college, school, and at-large senators shall be requested from voting faculty members. If a person is nominated for more than one senatorial position he or she shall indicate the position for which he or she will appear as a candidate. The two persons receiving the highest number of nominations for each senatorial position shall be designated as the candidates to stand for election to the Faculty Senate.

Section 4. Members of the Faculty Senate shall be elected from among the candidates determined in the nominating process. Voting members of each college and school shall vote for senators from their respective college or school and all voting faculty shall vote for at-large senators. Tie votes shall be resolved by a special election.

If a senatorial vacancy occurs, the Faculty Senate shall conduct a special election to fill the vacancy from the appropriate constituency. The specially elected senator shall complete the unexpired term of the senator originally elected.

Section 5. Qualification for election to the Faculty Senate shall be membership in the voting faculty, except that administrators serving one-half time or more in administrative positions shall not be eligible. Department chairpersons may be elected to the Faculty Senate if they are otherwise qualified.

(Article III. Cont.)

Section 6. The term of office for each member of the Faculty Senate (subject to Article VII hereof) shall be three years. A member may not be re-elected without a one-year interim unless he or she was elected by special election to fill an unexpired term of one year or less.

Section 7. To the extent possible, one-third of the senators from each constituency will be elected each year.

Article IV. JURISDICTION

Section 1. The Faculty Senate shall act on behalf of the faculty and shall serve as an advisory body to the President of the University and may consider all matters of university concern.

Section 2. Any member of the university community may bring a matter of university concern to the attention of the Senate.

Section 3. The Senate may make recommendations to the President of the University concerning the academic functions of the University and other matters pertaining to the welfare of the University, particularly those of special interest to the faculty.

Section 4. Should the President of the University choose not to follow a recommendation of the Faculty Senate, the President shall inform the Senate in writing of the reasons therefor and, upon request of the Senate, the President shall meet with the Senate for discussion of the matter.

Article V. RESPONSIBILITIES

Section 1. The Faculty Senate shall establish its own rules of procedure and bylaws.

Section 2. The Faculty Senate shall meet at least monthly during the regular academic year, as provided in the bylaws.

Section 3. The Faculty Senate may establish such Senate committees as it deems appropriate. The members and temporary chairpersons of the Senate committees shall be named by the Faculty Senate and at their first meeting of each year the members of each committee shall select their own chairperson and such other officers as may be appropriate for the effective functioning of the committee.

Section 4. The President of the University may establish and define composition of ad hoc or standing committees or councils of Texas Tech University, Texas Tech University School of Medicine, and the Museum of Texas Tech University, or joint committees or councils of the above, and may determine if members are to be elected or appointed. Texas Tech University faculty members appointed to these standing (but not ad hoc) committees or councils shall be selected from a list of nominees for each committee or council provided by the Faculty Senate. The President of the University may specify the number of nominations to be supplied by the Faculty Senate for each such committee or council position.

The positions of the chairperson of Men's Athletic Council and the Women's Athletic Council of the University shall not be open to nomination by the Faculty Senate.

(Article V. Cont.)

Section 5. The Faculty Senate shall regularly report its activities to the faculty of the University and distribute the minutes of each meeting.

Section 6. The Faculty Senate shall call a meeting of the voting faculty when requested to do so by the President of the University, or when petitioned by any fifty members of the voting faculty, or when it deems such a meeting necessary. The President of the Faculty Senate shall serve as Presiding Officer at a meeting of the voting faculty. In the absence of the President, the Vice President or the Secretary shall preside, in that order. No decision, recommendation, or advice shall come from the voting faculty except when one of the above is presiding.

Article VI. AMENDMENT PROCEDURE

Section 1. An amendment to the Constitution of the Faculty Senate may be proposed by a petition to the President of the Faculty Senate signed by at least fifty members of the voting faculty, by a two-thirds vote of the senators then present and voting, or by the President of the University.

Section 2. A proposed amendment to this Constitution shall be distributed to the voting faculty at least four weeks prior to its consideration at a called meeting of the voting faculty. No action on amendments to the Constitution of the Faculty Senate may be taken unless at least one-fifth of the voting faculty is present. Passage of any such amendment shall be by a two-thirds vote of the voting faculty then present and voting. Upon passage, an amendment shall become effective after ratification by the President of the University and approval by the Board of Regents.

Article VII. INITIAL COMPOSITION

The initial composition of the Faculty Senate shall consist of the elected members of the Executive Committee of the Faculty Council. At its first meeting the new Faculty Senate shall arrange for the special election of additional members to bring the membership into conformity, to the extent possible, with its constitutional size and composition. At its next meeting the Faculty Senate shall determine terms of the additional members by lot in accordance with Article III, Section 7.

Article VIII. ADOPTION AND RATIFICATION

The Constitution of the Faculty Senate shall become effective when adopted by a majority of the voting faculty then present and voting at a called meeting of the faculty and after ratification by the President of the University and approval by the Board of Regents. Upon the Constitution's becoming effective, the Faculty Senate and its Constitution shall substitute nunc pro tunc for the Faculty Council and its Charter.