



# Texas Tech University

The Faculty Senate

September 4, 1979

TO: Members of the Faculty Senate  
FROM: Gary S. Elbow, President  
SUBJECT: Agenda for Meeting #16, September 12, 1979

The Faculty Senate will meet on Wednesday, September 12, 1979, at 3:30 p.m. in the Senate Room of the University Center. The agenda is as follows:

- I. Minutes of the May 9, 1979 regular meeting and the July 13 special meeting.
- II. Report on Budget Allocations by College for FY 1979/80 - Len Ainsworth
- III. Resolution on Emeritus Status for Orlo Childs - Roland Smith
- IV. Interim Report of the Ad Hoc Committee on Academic Freedom - William Stewart
- V. Review of the Status of Departmental Chairpersons
- VI. Committee on Committees
- VII. Announcements
  - A. Resignations of Faculty Senators
  - B. Status of Grievance Procedure
  - C. Current Status of Presidential Selection Process
  - D. Response to Faculty Senate Resolution regarding allocation of funds for faculty salary increases
  - E. Status of pre-registration proposal
  - F. Status of TTU Newsletter
  - G. University Council and Committee Responsibility for informing the Senate of their activities
  - H. Excerpts from Academic Council Minutes
  - J. Excerpts from Board of Regents Minutes
  - I. Correspondence
- VIII. Other Business

## ANNOUNCEMENTS

- A. Four Senators resigned during the summer. These were: Jack Goodwin, BA; Art Roberts, BA; Edward George, A&S; and Shamus Mehaffie, At-Large. Nominations for replacements have been solicited and the new Senators should be elected by the next Senate meeting.
- B. The Grievance Panel Procedure approved by the Senate and President Mackey last May became effective as of September 1, 1979. Elections are now under way for panel members and alternates. The former Faculty Senate Grievance Committee has been disbanded, as per the Faculty Senate resolution passed in May. The full text of the Panel Procedure will be published in the first issue of the TTU Newsletter. Meanwhile, interested faculty may obtain a copy of the Procedure from the Faculty Senate Office.
- C. The presidential search process is well under way. Both the Search Committee and the Advisory Committee have met and credentials are being evaluated.
- D. Charles Hardwick, Vice President for Academic Affairs, responded to the Faculty Senate resolution on merit pay raises for faculty in a letter dated June 19, 1979. His response: "It is our judgement that such an action would not be in the best interest of the University at the present time. The reasons are essentially those I expressed in the Faculty Senate meeting. Our major objectives are to improve our average salaries with respect to the other major universities within the state, and to make every effort to reward and retain our most productive faculty. I think this can be accomplished best by continuing our policy of granting salary increases on the basis of merit only." I have requested that the Office of the Vice President for Academic Affairs provide the Senate with data on the proportion of faculty receiving merit pay raises at appropriate percentage intervals (I suggested one percent intervals) and have been told that this information will be forthcoming.
- E. Vice President for Student Affairs Ewalt has informed me that planning is under way for the establishment of computerized pre-registration. It is anticipated that it will be two years before the plan will be ready for implementation. Faculty are to be consulted at various stages in the planning process in order that the final registration process operate smoothly and provide required information regarding classes and students. There has been no formal, written response to the Faculty Senate resolution calling for an interim manual pre-registration, but it appears that the current plans are to go directly to the computer system utilizing the new computer equipment which was installed during the summer.
- F. The first issue of the TTU Newsletter is scheduled for publication around September 15 and will be published monthly during the academic year thereafter. The present plans call for one summer issue each year. The general editor is Dan Tarpley of University News and Publications and faculty members of the editorial advisory board are Otto Nelson and George Tereshkovich. Items for publication may be submitted to any of these individuals.
- G. In a meeting with President Mackey on June 2, 1979, I complained of the problems the Senate was having in obtaining information on the activities of certain University committees and councils, pointing out that, since these bodies were no longer required to submit annual reports, the Senate was forced to rely on the good will of committee/council chairs for reports. In response to my complaint, President Mackey agreed to place the following paragraph in the charge to each committee or council.

"Chairpersons of councils and committees are to ensure that copies of reports and minutes of meetings are provided to the Faculty Senate, the University Library, and to the officer to whom the body reports. Additionally, chairpersons should be prepared to visit the Faculty Senate once a year, upon invitation, to inform Senate members of the activities and progress of these bodies during the year."

The minutes of the Academic Council are on file in the Faculty Senate Office.

June 26, 1979

1. Vice President for Student Affairs, Robert Ewalt, discussed student recruiting with the Council. He asked the Deans to appoint a member from each college to serve on the Advisory Committee to the new Student Relations area. Those individuals would be asked to serve as a liaison with faculty and staff regarding recruiting activities. The importance of the extent and quality of faculty efforts in recruiting were stressed. A number of suggestions were made regarding faculty involvement in the student information advisement process.
2. There was a brief discussion of the development of the 1979-80 budgets. The faculty salary budgets, now being completed, provide an average 5.1% increase for returning faculty for the nine-month academic year. Departmental operating budgets include an increase of 5.1% for all classified personnel in each college or school. The instruction administration item included a 5.1% increase for classified personnel and an average of 5.1% for administrative personnel.

Some effects of the vetoes of line items in the legislative appropriation to Texas Tech University were also discussed briefly. (See the Board of Regents minutes for details on this item.)

The development of a media center was also discussed, with significant questions raised about its funding, economic feasibility, and a plan of operation.

3. Dr. Hardwick called attention to a chart of degree program proposal status which had been previously circulated. He indicated the need for the Academic Council to review program proposals which are in the various stages of approval. This led to discussion of the Coordinating Board's posture on course and program approvals which appear to be that significant justification for any new activity is necessary, and the reduction of a commensurate level of resources to existing programs will be necessary before new programs will be approved.
  4. Deans were asked to identify secure rooms for placement of computer terminals for faculty use. The Education and Research Computer Service will send specialists to the faculty terminal rooms to assist in orientation and training.
- I. The minutes of the Board of Regents are on file in the Faculty Senate Office.
- May 11, 1979 - Regular Meeting
1. Approved appointment with tenure for Gary E. White and Robert J. Freeman, both Professors of Accounting.
  2. Called for a report on off-campus doctoral programs from the Administration.
  3. The Board passed a resolution awarding a General Operating Account Depository Contract to First National Bank at Lubbock for the period September 1, 1979 through August 31, 1983, with the option for renewal in two-year increments thereafter upon mutual written agreement.
  4. Resolution was passed authorizing the President to proceed with planning for the construction of dressing rooms in the Lubbock Coliseum.
  5. Moved to authorize the President to proceed with planning for completion of the basement area of the Goddard Range and Wildlife Management Building.
  6. Moved to authorize the President to proceed with planning for additional facilities for the Department of Music.
  7. The Board authorized the President to proceed with planning for renovation of the Journalism Building basement to house R.O.T.C.

June 15, 1979 - Special Meeting

1. The Board appointed Dr. Lawrence L. Graves Interim President of the University, to serve until such time as a permanent replacement is found for President Mackey.
2. Chairman Pfluger appointed a committee composed of Formby, Galloway, Pevehouse, and himself to develop criteria and guidelines for the selection of a new president.

July 6, 1979 - Special Meeting

1. The Board authorized the University to allocate sufficient funds to insure protection of the facilities at the Junction Center following the Governor's veto of the line item funding the Center in the appropriations bill.
2. The Board granted the President authority to allocate approximately \$70,000 from the Thornton Estate endowment for support of efficient beef research at the Killgore Beef Cattle Research Center. This action was necessitated by another gubernatorial line item veto.
3. Heard Mackey report that the Water Resources Center, funding for which was vetoed by the Governor, may be supported through a federal grant.
- ✓ 4. Received a report indicating that the International Center for Arid and Semi-Arid Land Studies would be operated on a reduced budget from University funds.
5. Heard a report from Mackey regarding the deletion of \$300,000 in funding for renovations to the Intramural building and additional funds, amount unspecified, to improve energy efficiency in several buildings as a result of gubernatorial vetoes.
6. Mr. Formby read the criteria to be considered in selecting a new President, which were adopted by the Board. These criteria are:

" A scholarly background is desirable, with extensive experience in teaching, research, and publications.

Substantial experience in administration of activities in higher education with indication of an administrative style that reflects candor, openness, responsiveness, sensitivity to diverse groups, willingness to discuss issues and problems, honesty, integrity, and character.

Personal qualifications, character, and skill to deal effectively and harmoniously with the many constituencies of a University to include: students; faculty; administrative staff; alumni groups; legislators; local, state, national governmental officials and agencies; regents; community citizens; public figures, etc.

Evidence of leadership qualities, ability, and experience in positions of significant responsibility and scope.

Personal characteristics and philosophy that show interest and commitment to high standards of performance and service to society as objectives of higher education.

In-depth understanding and appreciation for the necessity of a first rate institutional research program with history of personal research activity and accomplishment.

Membership and participation in professional organizations related to higher education and to his/her individual discipline.

A bibliography of publication achievement that reflects past and continuing scholarly activity.

Knowledge and experience in dealing with state government, especially the organization and working procedures of the Legislature, the Office of the Governor, and the various state bodies that have relationships with higher education such as the Coordinating Board, State Auditor, Comptroller, State Education Agency, etc.

Knowledge of, experience with, and insight into, the legal considerations and issues that affect the operations of an institution of higher education.

Ability to deal with men's and women's intercollegiate athletic programs at conference, regional, and national levels of competition.

Comprehensive knowledge, skill, and diplomacy to participate actively in the fund raising programs of the University, and to coordinate the efforts of diverse groups of financial supporters for maximum effectiveness and unity of purpose.

Commitment to the principles of equal opportunity and affirmative action set forth in federal legislation with adequate knowledge and ability to provide the leadership for the development of effective programs in these areas.

Experience in presenting appropriations requests for universities and medical schools to legislative bodies.

Sufficient knowledge and experience in budgeting and financial matters to participate effectively in these areas of University and Health Sciences Center operations and planning.

Knowledge and experience with medical education to include financial and operational aspects of medical schools and teaching hospitals.

Understanding of the relationships between medical schools and parent Universities where both institutions share a common campus.

Understanding of the relationships between medical schools and the medical services, agencies, associations, and medical professionals in the community.

Familiarity with medical training activities that are conducted on multiple sites and detached from the main campus.

Familiarity with the national health systems and knowledge of various national agencies, associations, accrediting groups, etc., that have major impact on medical education activities.

Physical condition and emotional stability adequate to meet the requirements and demands associated with the position of president.

7. Formby moved and the Board approved the selection process for naming a new president.

J. Correspondence

The following correspondence has been sent from the Faculty Senate Office since the May 9, 1979 Senate meeting:

1. Nelson Longley, reserving the Senate Room of the University Center for 1979-80 Faculty Senate meetings.
2. Charles Hardwick, requesting additional funds to meet anticipated Faculty Senate Office expenses through August 1979.
3. Len Ainsworth, acknowledging transfer of funds to Faculty Senate account.
4. Cecil Mackey, offering congratulations on his appointment as President of Michigan State University and expressing regret at his departure from Texas Tech University.
5. Robert L. Pfluger, offering Faculty Senate cooperation in the selection of a new President.
6. Lawrence L. Graves, offering congratulations on his appointment as Interim President of the University and pledging Senate cooperation with his administration.
7. Robert L. Pfluger, thanking him for his telephone call in response to the earlier letter and calling to his attention an article in the Avalanche Journal regarding a successor to President Mackey.
8. Charles Hardwick, requesting an increase in the Faculty Senate M & O budget for FY 1979/80.
9. Vernon McGuire, reappointing him as Senate Parliamentarian.
10. H. Brittin, P. Dixon, J. Eissinger, V. Luchsinger, and R. Troub, reappointing each of them to the Committee on Committees.
11. J. Gipson and L. Masten, asking them to serve on the Committee on Committees.
12. Cecil Mackey, re. our meeting of July 2, 1979.
13. William A. Stewart, acknowledging receipt of the interim report of the ad hoc Committee on Academic Freedom.
14. Jack Goodwin, accepting with regret his resignation from the Senate.
15. Robert L. Pfluger requesting a meeting to discuss Faculty Senate representation in the presidential selection process.
16. Edward V. George, accepting with regret his resignation from the Senate.
17. Robert L. Pfluger, confirming points discussed at our meeting of July 24, 1979.
18. Arthur Roberts, accepting with regret his resignation from the Senate.
19. Clyde Morganti, regarding a replacement for Roberts on the Academic Budget Council.
20. Robert Davidow, thanking him for reviewing proposed wording for the faculty salary sections of future appropriations bills.
21. E. L. Short, sending him suggested wording for salary sections of future state appropriations bills.
22. Froy Salinas, sending him suggested wording for salary sections of future state appropriations bills.
23. Frank Wright, sending him suggested wording for salary sections of future state appropriations bills.

## RECOMMENDATION

TO: The Arkansas State University Faculty Senate

FROM: The Faculty Senate Ad Hoc Committee to Study the Position of  
Departmental Chairperson

- I. We recommend that Arkansas State University not adopt a policy of rotating chairpersons at the present time.
- II. We recommend that all chairpersons be appointed for a specified term in office. This term should be uniform in length for all departments. The committee believes a three year term to be best.
- III. We recommend that the departmental faculty annually evaluate their chairperson.
- IV. We recommend that during the last academic year of a chairperson's appointment, the departmental faculty conduct a comprehensive review and evaluation of their chairperson and that a recommendation of reappointment or non-reappointment be made.
- V. We recommend in cases of non-reappointment as chairperson, that salaries be adjusted to assure comparability with other departmental faculty of the same rank.

This set of recommendations is a product of the review of the Status of Departmental Chairpersons which was conducted last year by the Faculty Senate of the Arkansas State University. Margaret Wilson left it with the thought that the Texas Tech Faculty Senate might wish to investigate the status of chairpersons on our campus.

Gary Elbow, President  
The Faculty Senate  
CAMPUS

RE: Interim Report of the Ad Hoc Committee on Academic Freedom

The first meeting of the Committee was on April 10, 1979. This meeting was convened by acting chairman Charles Dale but he was unable to be present due to health problems. At this meeting it was decided that our best strategy would be to use the summer to prepare for more active deliberations in the Fall. Preparation responsibilities were selected as follows:

Charles Dale -- Procedural Issues  
Robert Davidow -- Legal Issues  
Roger Schaefer -- Questionnaires  
William Stewart -- Philosophical Issues

Stewart was designated Chairperson and it was agreed that he should call a meeting shortly after the 20th of June.

The second meeting of the Committee was on June 27th, 1979. In addition to general discussions about our progress and new ideas, it was decided to modify our strategy in response to the changes in the University administration. Accordingly we are including in this interim report the following recommendation:

We recommend that the Senate take expedient action to convey to the Board of Regents those concerns of the Senate which relate to the process of selecting a new President for the University.

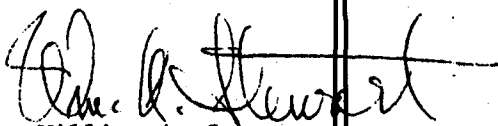
We submit that among those concerns the following observations relate to the issues of Academic Freedom and should be addressed:

1) In its Policy Manual (adopted March 30, 1979) the Board of Regents has reaffirmed the appropriate roles for faculty in public institutions in a free society. It also stipulates some of the procedures by which the proper performance of those roles may be protected and encouraged. The administration of Board policies and procedures, however, requires the considerable exercise of discretion by the President of the University. Therefore we believe that it is crucial that the President be deeply committed to academic principles (especially "Academic Freedom") and capable of decision-making processes which honor that commitment.

2) We further believe that it is especially important that representatives of the faculty participate in the process of selecting a new President so that their insights may be used in evaluating candidates for these crucial characteristics.

We wish to emphasize that these observations are not exhaustive, but are the ones which seem to be the most appropriate in the current situation.

The Committee intends to proceed with its background work as categorized during its first meeting. Any suggestions will be welcomed.

  
William A. Stewart  
Chairperson



24. Shamus Mehaffie, accepting with regret his resignation from the Senate.
25. Helen Brittin, asking her to convene the Committee on Committees for its first meeting of the year.
26. William E. Oden, denying a Graduate School request to share Faculty Senate Office space.
27. Members of the Faculty Senate Grievance Committee informing them of the termination of their duties on September 1, 1979.
28. William A. Stewart, responding to suggestions from the ad hoc Committee on Academic Freedom regarding faculty input in the presidential selection process.
29. Robert L. Pfluger, informing him of Faculty Senate appointments to the Advisory Committee for presidential selection.
30. Charles Dale, informing him of appointment to the Advisory Committee.
31. Jacq Collins, Panze Kimmel, and Henry Shine thanking them for serving as a committee to select Faculty Senate representatives to the Advisory Committee.

#### RESOLUTION

##### WHEREAS:

Orlo E. Childs, University Professor and Professor of Geography at Texas Tech University, having served this institution with distinction for over nine years, and having voluntarily retired upon reaching the age of 65, has been recommended for appointment as Professor Emeritus,

##### BE IT RESOLVED:

That the Faculty Senate supports and endorses the designation of Professor Childs as Professor Emeritus of Texas Tech University.

Roland E. Smith  
Associate Professor of Political Science

The Faculty Handbook states that any Texas Tech faculty member who has served the University for 10 or more years will automatically receive the title of Professor Emeritus. In the case of faculty with less than 10 years of service, the petition must be approved by the Executive Committee of the Faculty Council before being acted upon by the Board. The Senate has replaced the Executive Committee and must approve this designation for Professor Childs before it can be forwarded to the Board. The criterion for awarding of Emeritus status in such cases is "very distinguished service."

MEETING DATES OF THE FACULTY SENATE

1979-1980

Regular meetings of the Faculty Senate will be held on the following dates, at 3:30 p.m., in the Senate Room, University Center.

September 12, 1979  
October 10, 1979  
November 14, 1979  
December 12, 1979

January 16, 1980  
February 13, 1980  
March 12, 1980  
April 9, 1980

May 7, 1980

The Agenda Committee will meet not later than the first Tuesday of the month when Senate meetings are on the second Wednesday and second Tuesday when Senate meetings are on the third Wednesday. Items for the agenda should be presented, when possible, in time for the Agenda Committee to consider them. If the item is involved, a short explanation, which will be attached to the agenda, is desirable. (See Bylaws) It is our hope that you will receive the agenda on the Friday prior to the meeting.

The Fall meeting dates of the Agenda Committee are as follows:

October 2, 1979 - 10:30 a.m.  
November 6, 1979 - 10:30 a.m.  
December 4, 1979 - 10:30 a.m.