

## Minutes

Faculty Senate Meeting #24

May 7, 1980

The Faculty Senate met on Wednesday, May 7, 1980, at 3:30 p.m. in the Senate Room of the University Center with Gary Elbow, president, presiding. Senators present were Adamcik, Allen, Anderson, Aycock, Bell, Blackburn, Blaisdell, Collins, Dale, Dixon, Filgo, Finn, Gipson, Harris, Higdon, Hunter, Kellogg, Kimmel, Lee, McGlynn, McLaughlin, McPherson, Masten, Oberhelman, Sanders, M. Smith, R. Smith, Sowell, Stewart, Troub, Volz, Wagner, Walkup and Williams. Brittin and Rylander were absent because of other university business. McGuire was absent because of personal business and Elizabeth Sasser had jury duty. Henry Shine was on Faculty Development Leave. Eissinger, Ford, Gillis, Gundersen, L. Luchsinger, V. Luchsinger, McDonald, McGowan, Morris, Pearson, Schoen, Stoune and White were absent.

The guests were Charles Hardwick, Vice President for Academic Affairs; Ruthanne Brockway, Avalanche Journal; John Collins, President, Student Association; Jeff Williams, Vice President for External Affairs, Student Association; and the following Senators-elect: Tom Bacon, Clarke Cochran, Ben Newcomb, Mary Owens, Don Rude, Margaret Wilson, Otto Nelson, Marvin Cepica and Patricia Horridge. Mike Bobo attended as a member of the Academic Affairs and Status Committee. Members of the ad hoc Committee on Academic Freedom attending were Roger Schaefer and Robert Davidow. Henry Wright, Tenure & Privilege Committee, attended.

### SUMMARY OF BUSINESS CONDUCTED

#### The Faculty Senate:

1. Approved the Committee on Committees' slate of nominees for membership on eight standing committees of the Faculty Senate
2. Voted to endorse and forward to the appropriate administrative officer a resolution asking the administration to seek ways to improve operational efficiencies and the image of the university; the resolution was introduced by the chairperson of the Academic Affairs and Status Committee
3. Endorsed a resolution calling for formal procedures for the distribution of merit pay to faculty
4. Heard an interim report from the ad hoc Committee on Academic Freedom
5. Heard a final report from the ad hoc Committee to Study the Need for Standing Committees of the Faculty Senate
6. Heard a report from Standing Committee A

Elbow called the meeting to order at 3:35 p.m. and recognized the guests.

#### I. MINUTES OF THE APRIL 9, 1980 MEETING

R. Smith moved the Senate approve the minutes of the April 9, 1980 meeting as distributed. The motion carried.

#### II. REPORT FROM THE COMMITTEE ON COMMITTEES - Dixon

Dixon presented the names of the Committee on Committees' nominees for membership on the eight standing committees of the Faculty Senate and moved that the Senate

Report from the Committee on Committees continued....

approve these appointments. The motion carried.

Members of the Committee on Committees each summarized the annual reports which they had received from university councils and committees. Annual reports were received from the following councils and committees: Academic Budget Council, Faculty Grievance Panel, Academic Affairs and Status, Warm Blooded Animals, Biosafety, Bookstore Advisory Committee, Campus Security & Emergency, Convocations, Library, Student Publications, Red Raider Committee and Tenure & Privilege Committee. Fewer than half the university councils and committees furnished the Senate with copies of their annual reports. Elbow said that he would discuss this matter with Mr. Morganti and request that the charge of each committee this coming year have included in it a request that each committee furnish the Senate Office copies of its minutes and annual reports and that the chairperson of each committee and council be prepared to visit the Senate once a year, upon invitation, to inform Senators of the activities and progress of their committee or council.

R. Smith moved that it be entered into the minutes of the meeting (May 7, 1980) that the Faculty Senate is grateful to those committees and councils who did send copies of their minutes and reports to the Senate and that having such reports aids the Senate in being informed about the activities of committees and councils. The motion carried.

Elbow reported that the ad hoc Committee to Select Faculty to Attend Out-of-Town Football Games had met and selected faculty members to accompany the football team on out-of-town trips this coming season. Those names have been forwarded to Mr. Dick Tamburo, Athletic Director, whose office will issue the invitation to those persons selected.

III. REPORT FROM THE ACADEMIC AFFAIRS AND STATUS COMMITTEE - Lee

Lee thanked the members of this committee for their many hours of work this year. He said that the committee had circulated two questionnaires during the year and that the entire committee had worked hard and put in many long hours tabulating the results of these questionnaires. Lee referred to a resolution introduced by Stewart and passed at the February meeting (see minutes of the February 12, 1980 meeting) and said that the Academic Affairs and Status Committee had carried out the instructions of that resolution. Subsequently, Lee moved the adoption of the following resolution.

WHEREAS, universities in Texas are asked to improve operational efficiencies to enable reductions of personnel,

WHEREAS, Texas Tech University has already undertaken steps to improve operational efficiencies, and

WHEREAS, support for higher education in Texas, as elsewhere, is diminishing

BE IT RESOLVED THAT the administration of Texas Tech University continue to look for ways to improve operational efficiencies, and

BE IT RESOLVED, FURTHER, THAT, the administration arrange for an image study of the university to provide a basis for identifying ways in which the support for the university could be improved among its clientele.

Report from the Academic Affairs & Status Committee continued...

The motion to adopt Lee's resolution carried.

Mike Bobo presented the second part of the Academic Affairs & Status Committee's report; it dealt with data from the Merit Pay Questionnaire circulated by this committee. This report involved procedures that are used in the granting of merit pay raises. Lee then moved the approval of the following resolution.

- a) There should be formal written procedures at the departmental level (including methods for disseminating final decisions) available to all faculty concerning the merit pay procedure.
- b) Merit money should not automatically be given to all faculty members on an equal basis within a department.

After some discussion, Bell moved to amend the resolution by changing the second word of part a, "should," to "shall"; he further moved that the following sentence be added to part a: "These procedures shall be prepared and implemented in time for use in the 1980-81 evaluations."

Adamcik moved that the Senate reject Bell's amendment and that the word should should remain in the resolution as it was originally written. Adamcik's motion failed, 10-20.

Bell's motion to amend part a of the resolution carried.

Kimmel moved to amend the resolution by deleting part b. After discussion Kimmel's motion to amend the resolution failed.

Lee's resolution was adopted as amended.

Bell moved that the Senate commend the members of the Academic Affairs & Status Committee for their outstanding work this past academic year. The motion carried.

IV. INTERIM REPORT FROM THE AD HOC COMMITTEE ON ACADEMIC FREEDOM - Stewart

Stewart, speaking as chairperson of the ad hoc Committee on Academic Freedom, reported on this committee's activities, referred to a document entitled "Interim Report to the Faculty Senate by the ad hoc Committee on Academic Freedom: Recommendations," and made the following motion.

1. That the Senate adopt these recommendations as its own;
2. That these recommendations be transmitted to the Tenure and Privilege Committee with a request for a concurrent resolution; and
3. That these recommendations be transmitted to the Vice President for Academic Affairs with a request for appropriate representations to the President of the University and to the Board of Regents, and for subsequent instructions which will cause these recommendations to be incorporated into relevant documents. (The Policies of the Board of Regents, The Faculty Handbook, and The Operating Systems and Procedures Manual).

Interim Report From the ad hoc Committee on Academic Freedom continued....

Oberhelman proposed that Stewart's motion be amended so that part I, items A & B, and part II be forwarded to the Tenure & Privilege Committee without Senate action. He requested that the Tenure & Privilege Committee study these recommendations of this ad hoc committee and report back to the Senate in October of 1980. Oberhelman further stated that the Senate should endorse item C of part I of the interim report and forward it to the Tenure & Privilege Committee for concurrent action. Item C reads:

Visiting Speaker Policy (see page 51 of the Faculty Handbook) In the second paragraph delete all after the second sentence (beginning with "It is the policy of this Board") and substitute the following: Access to speak within the physical confines of Texas Tech University shall not be denied on the basis of content or fear of violence or disruption unless it can be said with assurance, based on prior recent acts of the speaker, that the speaker will engage in activity directed to inciting or producing imminent lawless action, and likely to incite and produce such action.

Oberhelman's amendment carried, and then Stewart's motion carried as amended.

V . FINAL REPORT FROM THE AD HOC COMMITTEE TO STUDY THE NEED FOR STANDING COMMITTEES OF THE FACULTY SENATE - Elbow

Elbow reported that, as directed at the April 9, 1980 meeting, this ad hoc committee revised the charge of the Faculty Senate Standing Committee on Nominations. The revised charge reads:

Each year at its January meeting, the Committee on Committees shall nominate and the Faculty Senate elect three members, in their last year of service, each from a different college or school of the university to serve as a committee for the purpose of nominating candidates for the Senate offices for the succeeding year. There shall be no less than two nominees for each position. Nominees' names will be presented to the Senate at its February meeting, at which time any nominations from the floor must be made. Elections will be held at the March meeting.

Elbow's motion to approve the revised charge of the Nominations Committee carried.

Elbow said that at its final meeting this ad hoc committee observed a need for a critical and systematic examination of the university standing committees and councils. This ad hoc committee urges the President of Texas Tech to undertake such an examination as early in his administration as is convenient. Elbow further reported that the President has already indicated his intent to study the committee and council structure. Therefore, Elbow said, there is no need for formal action on the latter part of this statement.

Cavazos further indicated that he will not create a university committee on energy conservation and usage as recommended by the Senate in its resolution of March 12, 1980, until he has studied the entire committee structure.

VI. REPORT FROM STANDING STUDY COMMITTEE A - R. Smith

R. Smith moved the Senate endorse the following recommendation:

We move that the Faculty Senate recommend to the Academic Vice President that consideration be given to requiring that all freshmen admitted provisionally be required to complete a credit-granting course of "Academic Development" which would be conducted by the University Counseling Center at, or prior to, the beginning of the students' first semester in the University. Such course would be in addition to those necessary for a degree.

Smith's recommendation was discussed at length and McGlynn moved to table the recommendation. The motion to table carried.

Smith then reported on Standing Study Committee A's findings concerning pass/fail and said that the committee had not finished its work because it lacked certain data. He therefore made the following resolution:

We move that, once the requested data are provided by the Office of Academic Affairs, our report and those data be transmitted to the Faculty Senate Undergraduate Programs Committee for further examination and a specific recommendation on the Pass-Fail grading system. Furthermore, we suggest that they consider reducing the options available under the P-F program.

Smith's resolution pertaining to pass/fail carried.

Standing Study Committee C

Elbow observed that Committee C had unfinished business which will be forwarded to the Faculty Status and Welfare Committee. This unfinished business concerns compiling data from a variety of universities' responses to a questionnaire which asked for information on their financial exigency plan.

VII. OTHER BUSINESS

In response to the Senate's request for certain information about salaries, Charles Hardwick, Vice President for Academic Affairs, furnished the Senate with the following information:

1. The average salary increase for continuing faculty (for 1980-81) is \$1076, which reflects a percentage increase of 5.0%.  
The average faculty salary increase calculation is based upon the faculty paid entirely from faculty salary funds. Excluded were faculty who are paid in part from research, administration, medical school, etc. Also excluded were TA's and PTI's who, if they continue, are to receive a 5.1% increase.
2. The standard deviation of the salary increases in dollars was \$487.


VIII. ANNOUNCEMENTS

Elbow said that in response to his inquiry, Jerry Ramsey, Associate Vice President for Academic Affairs replied that the Academic Computer Users Committee was originally established as an ad hoc committee, but that it is being made a standing committee of the university and will be added to the Directory of Standing Councils and Committees.

Elbow then expressed appreciation to the Senators for their help and cooperation during his year as President of the Senate.

Aycock proposed a resolution of commendation to Elbow for his two years of service as an officer of the Senate, one year as secretary, and one year as president. The resolution of commendation carried unanimously.

The meeting adjourned at 6:00 p.m.

  
Wendell Aycock, Secretary  
Faculty Senate  
5/20/80