

Minutes

Faculty Senate Meeting #27

November 12, 1980

The Faculty Senate met on Wednesday, November 12, 1980, at 3:30 p.m. in the Senate Room of the University Center with Roland Smith, president, presiding. Senators present were Bacon, Blaisdell, Clements, Cochran, Collins, Dale, Denham, Dixon, Filgo, Harris, Higdon, Hill, Horridge, Jebson, Keho, Kellogg, Kimmel, Lee, McDonald, McPherson, Masten, Mogan, Nelson, Newcomb, Owens, Rude, Sanders, Schoen, Stewart, Tan, Troub, Volz, Williams, Wilson, and Wood. Anderson, Cepica, Gipson, McGuire, and Smith were absent because of other university business. Malloy, Morris and Shine were also absent.

The guests were E. L. Short, State Senator; Len Ainsworth, Interim Vice President for Academic Affairs; Murl Larkin, Chairperson of the Faculty Status & Welfare Committee; Gary Elbow, Department of Geography; Bruce Kemp, Internal Vice President, Student Association; Ruthanne Brockway, Avalanche Journal; Duncan McDowell, University News & Publications; Ernest W. Sullivan, Parliamentarian; and Kippie Hopper, Laurie Platt and Max Faulkner, University Daily.

SUMMARY OF BUSINESS CONDUCTED

The Faculty Senate:

1. Approved the minutes of the October 8, 1980 meeting,
2. Informally discussed matters of interest with State Senator E. L. Short,
3. Heard a report from the Faculty Status & Welfare Committee,
4. Approved a proposed revision of TTU Tenure Policy, Part IV, Section 8,
5. Discussed the "Guidelines on Special Merit Salary Increases Based on Research Performance,"
6. Heard seven announcements, and
7. Referred one matter to the Tenure & Privilege Committee.

I. MINUTES OF THE OCTOBER 8, 1980 MEETING

Wilson moved acceptance of the minutes as written and distributed. The motion carried.

II. STATE SENATOR E. L. SHORT

Smith introduced State Senator E. L. Short and suspended the rules to allow for informal discussion. Senator Short outlined several topics for discussion and responded to questions and comments. Senator Short said he supported the Coordinating Board's recommendations for salary increases, mentioned tenure policy, and suggested that individuals contact him directly on matters of concern.

Sanders criticized Governor Clements's veto of the beef cattle and water resources programs. Short responded that he plans to talk with the Governor about some items and that any new information, new reasons, or new statistics would be helpful to him. He expressed particular interest in the School of Nursing and concern over the federal money lost through veto of state line items.

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Cochran mentioned the necessity for full funding and funding at higher levels for the Library. Short said the Legislative Budget Board was completing budgets and that upgrading of funding levels had probably been presented.

Newcomb described problems in the distribution of salary appropriations, questioning if legislative intentions are being followed when interpretation is left to administrators. Particularly, Newcomb pointed out that administrators received 12% increases one year when faculty received 3-4%. Elbow described problems in interpreting the directed 5.1% increase for faculty making less than \$15,000 one year when administrators considered annualizing nine month rates to twelve month rates. Short said he needed numbers, support from other areas of the state, or other materials with which to work on matters such as this.

Ainsworth asked about the rumored cost-of-living increase. Short said he had no information concerning it at present. The step system used by public teachers and state employees was mentioned by several senators who also pointed out that step raises do not recognize different market values in various disciplines, hence creating morale problems.

Responding to Stewart's question concerning the Coordinating Board's policy on new programs, Short pointed out that the Board's makeup is changing and that a Lubbockite may soon be appointed to the Board. He lamented the current difficulties involved in approval of and funding for new construction following the repeal of the 10% ad valorem tax. He endorsed in principle a dedicated fund.

III. SENATE GUESTS

Following the discussion with Senator Short, Smith introduced the guests of the Senate.

IV. REPORT OF THE FACULTY STATUS & WELFARE COMMITTEE

Larkin, referring to the report of the Faculty Status & Welfare Committee circulated with the meeting agenda, said the Committee had considered Smith's request that the Committee detail the procedures to be followed in implementing the proposed changes to TTU Tenure Policy. The Committee recommended:

- a. That the Faculty Senate as a body consider and approve the proposed revision of University policy, and forward copies of its action thereon to the University administration and faculty for information.
- b. That the Faculty Senate thereafter call a full faculty meeting at which the full faculty will have an opportunity to consider and act upon the proposed revision.
- c. That the Faculty Senate thereafter officially submit the action of the full faculty to the President of the University for his presentation to the Board of Regents.

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The proposed revision of TTU Tenure Policy, Part IV, Section 8 reads:

1. 8. If a probationary faculty member believes that a decision to
2. deny reappointment
3. (a) was made for reasons violating academic freedom;
4. (b) was made without adequate consideration of professional
5. performance;
6. (c) was made after significant noncompliance with prescribed
7. procedures;
8. (d) was based upon factors lacking a substantial relationship to
9. professional fitness or performance; or
10. (e) was based upon a criterion not listed among the prescribed
11. evaluative criteria for reappointment or admission to tenure,
12. the faculty member may present these allegations, which shall include the
13. specific grounds supporting them, in writing to the chairperson of the
14. University Standing Committee on Tenure and Privilege. The elected members
15. of the Committee shall give preliminary consideration to the faculty
16. member's complaint. If the Committee concludes that there is probable
17. cause for the complaint, the matter shall be heard in accordance with the
18. procedures outlined in Section VI, except that the faculty member shall
19. be responsible for stating the grounds upon which the allegations are
20. based and shall bear the burden of proof.
21. In no case shall the Committee find probable cause if nonreappointment
22. was for reasons of bona fide financial exigency or in consequence of a
23. duly considered and authorized deletion of an academic program or part
24. thereof.

Kimmel moved acceptance of the report and approval of its recommendations.

Blaisdell asked if proposed revisions (b-e) redefined academic freedom and was assured by Larkin and others that items (b-e) were independent of item (a) which concerns academic freedom. Schoen and Newcomb further clarified the response.

Hill and Newcomb discussed the revision's relationship with the 1940 AAUP statement concerning tenure, Hill arguing that it went beyond the 1940 statement, Newcomb maintaining that it did not. Newcomb said the revision is actually more in accord with current AAUP policy.

Questions being raised about the use of the phrase "full faculty" in the Committee recommendations, Newcomb moved amending Committee recommendations b and c to read:

- b. That the Faculty Senate thereafter call a full faculty meeting at which the voting faculty will have an opportunity to consider and act upon the proposed revision.
- c. That the Faculty Senate thereafter officially submit the action of the voting faculty to the President of the University for his presentation to the Board of Regents.

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The amendment carried.

Harris asked if the meeting could be called in conjunction with the President's semi-annual talk in order to assure faculty attendance. Smith said such would not be appropriate since the Faculty Senate does not share the same relationship with the President as the old Faculty Council. Several senators said the meeting date should be selected carefully to insure maximum attendance and that the meeting should be held independent of any other function.

Keho asked if the proposed revision had any relationship to rumored tenure quotas. Newcomb and Schoen said there was no relationship. Newcomb further added that tenure quotas would be an amendment to tenure policy on the part of the administration. Stewart said quotas would violate existing policy. Hill said the proposed revisions did not apply to people coming up for tenure, and several senators pointed out that they clearly did deal with the tenure decision.

The proposed revision of the TTU Tenure Policy was approved, with two votes being cast against the revisions.

Newcomb moved that the Agenda Committee of the Faculty Senate select the date and make arrangements for the full faculty meeting. The motion carried.

V. GUIDELINES ON SPECIAL MERIT SALARY INCREASES BASED ON RESEARCH PERFORMANCE

Smith referred to the "Guidelines on Special Merit Salary Increases Based on Research Performance" and Dean Lawrence Graves's October 24, 1980 memorandum, "Research Merit Salary Raises."

GUIDELINES ON SPECIAL MERIT
SALARY INCREASES BASED ON RESEARCH PERFORMANCE

Funds released by research appointments and other available University resources will be used to provide for one-time merit increases for approximately 100 faculty members, beginning on January 1, 1981. These merit awards are to be based on outstanding scholarly research and productivity; in rare instances, a faculty member who has a modest record of research but who has made clearly meritorious contributions to the University through outstanding teaching or in other ways appropriate to the institution's mission may be recommended.

Allocations have been made to each college, based 50% on professional head count and 50% on performance in sponsored research. Merit increases may range from \$1100 to \$1200 with an average of \$1100. These will be added to the 1980-81 base salary rate, but payment will be prorated for the year (thus, a faculty member appointed for nine months will be paid 5/9 of the increase this academic year).

Recommendations for recipients of awards should be made by the dean of each college, after consultation with appropriate departmental chairpersons or coordinators and the associate dean/coordinator for research. Administrative personnel (chairpersons, assistant

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and associate deans, etc.) may be eligible for the award on the basis of research performance. It is expected that only tenured personnel will participate in this particular merit program. Each recommendation should be accompanied by a supporting statement of approximately 100 words and will be reviewed in the offices of Research and Graduate Studies and Academic Affairs.

Certain departments have worked diligently in developing their sponsored research programs. In recognition of these efforts and as an encouragement to departmental initiative, some awards are strongly suggested for those departments qualifying on the basis of research performance. Except in unusual circumstances, faculty members in those departments should receive at least the number of awards indicated on the accompanying document (they may, of course, receive more than that number). Exceptions should be clearly explained.

While criteria for judging the quality and quantity of research accomplishment will appropriately vary from academic area to area, the following should be considered in evaluations:

1. Conduct of sponsored projects.
2. Publication in refereed journals and other media of recognized stature.
3. Development and submission of good grant/contract proposals.
4. Subjective judgment of peers and supervisor(s).
5. National reputation in research.
6. Supervision of outstanding theses/dissertations and development of student researchers.

It is imperative that each award go to a recipient whose record of accomplishment clearly is worthy of recognition. To do otherwise undermines the objectives of this special incentives program.

Recommendations are due no later than November 15 in the Office of Academic Affairs. Changes of status should not be initiated until the review process has been completed.

RESEARCH MERIT SALARY RAISES

The University has authorized approximately 100 permanent salary increases, averaging \$1,100 each, for outstanding scholarly research and productivity in recent years. It is hoped that these awards will continue at regular intervals in the future. The Arts and Sciences College has 42 research merit raises available, with 5/9 of the increase to be paid this year beginning January 1, 1981.

Criteria for awarding research merit raises include grants received, proposals written, theses/dissertations directed and the scholarly reputation of an individual among peers in his discipline as evidenced by refereed publications or other appropriate creative activities.

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To select recipients of research merit raises in our college, the following procedure will be followed. Each chairperson, after appropriate consultation with his faculty, may nominate as many of his tenured faculty as he feels are qualified, including himself. Each nomination should be accompanied by a supporting statement of approximately 100 words. Rank your nominations in priority order and return them to this office by Monday, November 10th.

All nominations will be reviewed in this office. After any necessary consultation with you, names of the 42 selected recipients will be forwarded for further review by the Office of Academic Affairs and the Office of Research and Graduate Studies.

Smith said the faculty was interested in knowing if there had been faculty input in the development of the guidelines, if the raises would become part of the salary base, if other factors than attraction of research money were being considered, and why untenured faculty were excluded. Lengthy discussion followed, but no motions or resolutions were offered.

In response to questions concerning inequities and allocations among the various colleges, Vice President Ainsworth said that faculty input had come, some in the form of the loss of research faculty, that each department should have operative criteria for establishing and judging merit, that there needed to be incentives for research, that the raises could become part of the salary base, that it was important to recognize other qualities than research, that some deans had included untenured faculty, and that there was some inequity for those not paid from salary funds. He stressed President Cavazos's interest in recognizing research and in providing incentives and explained that the \$63,000 involved had come from funds generated by indirect costs and from interest on investments. The plan itself grew from discussions involving the President, the Vice Presidents for Academic Affairs and Research, and the Deans.

Volz called the policy another example of "quirky interpretation" at the deans' level. Wilson objected to research being given the highest priority. Tan and Dixon questioned the tenured-untenured division. Cochran said a more regular policy was needed to avoid the ad hoc nature of this one, and Volz asked why current funds could not have been set aside until formulation of the next budget. Sullivan asked if the program will be continued; Stewart objected to the time-frame of the policy; and Cochran said the Faculty Senate should suggest a regular basis for the policy and for faculty input in developing such policies. Several senators hoped that the policy would go more smoothly than last year's increases. Lee said incentives could be provided in other ways, and Collins, expressing amazement over the effect of the money on future budgets, said the policy sent a clear message concerning research to the faculty, especially to the younger faculty. Morgan said the poor morale created would be more costly than the benefits gained from the money, and several senators, including Owens, Hill, and Bacon, wondered if management by objective had been spelled out, if

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overall merit could be more effectively recognized, and if the funds would actually provide the desired incentives. Ainsworth responded to questions throughout the discussion, mainly to extend or explain his original points.

VI. OTHER BUSINESS

Smith said that in response to the Senate's resolution pursuant to the financial problems of the Library, the President and the Academic Vice President met with the librarians and immediately thereafter transferred \$50,000 to the Library for use in purchasing materials that do not come in under the blanket order.

The Affirmative Action Office and the Committee are now operating.

The survey of the large classrooms is in progress and the results will determine the ways by which difficulties associated with the situation will be handled.

Wehmeyer has written to the City of Lubbock requesting crosswalks at Boston and Flint at 19th and will continue to follow up on that matter.

The resolution, approved by the Student Association, concerning pass/fail has been received by the Senate president. The resolution concerns moving the date for opting for pass/fail to the middle of the semester or later.

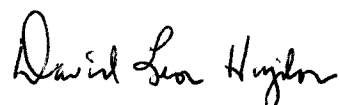
In response to the Senate president's letter concerning the late date on which class rolls had been received by faculty, Ewalt cited several reasons for the lateness and possible solutions.

Wilson read from a memorandum sent by the Office of the Dean, College of Arts and Sciences, dated October 1, 1980: "Although the Tenure Policy does not specifically provide for it, recent administrative thinking has been that an assistant professor worthy of tenure should also be worthy of promotion." Wilson expressed concern that the Senate is taking steps to keep the Tenure Policy and that nobody else bothers to do so.

Nelson said this was not new policy. Rude pointed out that people have been tenured without being promoted. Newcomb said he believed the two should go together but that it should be a departmental matter.

Newcomb moved that the paragraph be referred to the Tenure & Privilege Committee and asked that the Committee consider this as a unilateral change in the Tenure Policy. The motion carried by a vote of 15 to 8.

The meeting adjourned at 5:40 p.m.



David Leon Higdon, Secretary
The Faculty Senate
11/25/80