



Texas Tech University

The Faculty Senate

April 8, 1982

TO: Members of the Faculty Senate

FROM: Benjamin H. Newcomb, President

SUBJECT: Agenda for meeting #41, April 14, 1982

The Faculty Senate will meet on Wednesday, April 14, 1982, at 3:30 p.m. in the Senate Room of the University Center. The agenda is as follows:

- I. Consideration of the minutes of the March 10th meeting.
- II. Report of Senate Study Committees:
 - Study Committee A--on academic security (see attachment).
 - Study Committee B--on faculty development leave application forms.
- III. Discussion of tenure policy adoption procedures and report of the Senate president on his meeting with President Cavazos.
- IV. Report of the Agenda Committee on Senate attention to issues presented to the Senate by President Cavazos (see attachment).
- V. Proposal by the Agenda Committee: That the Senate Standing Committee named the Graduate Programs Committee be renamed Senate Standing Study Committee D.
- VI. Report of the University Minority Affairs Committee on its consideration of affirmative action and crucial goals (see attachment).
- VII. Discussion of the matter of lapsed salaries.
- VIII. Proposed resolution by the Agenda Committee: Resolved, that it is the intent of the Senate that the \$2,000 granted to the Senate by the Ex-Students' Association on March 6, 1982, for promoting academic excellence, be, upon request of the Faculty Development Committee, applied to development grants as recommended by that committee and approved by the administration.
- IX. Proposed recommendation by the Agenda Committee on procedures for the appointment of academic deans: The Faculty Senate recommends that the searches soon to commence for several new deans of colleges be conducted by committees composed largely of faculty members (not predominately administrators or chairpersons) who are representative of the colleges concerned. It further recommends that some representation on search committees be from outside the concerned colleges.

Agenda for meeting #41, April 14, 1982, continued.....

X. Discussion of the non-approval of the Senate recommendation on pass/fail (see attachment).

XI. Other Business and Announcements:

A. Disposition of Senate Recommendations and Actions:

1. By letter of March 23, 1982, the President has accepted the Senate recommendations of March 10 on the Dean's Honor List and the President's Honor List.
2. A draft communication to the Regents on Library photocopying has been sent to President Cavazos. He replies, April 2, 1982, that he will discuss this "vexing problem" with Vice-Presidents Payne and Darling.
3. Dr. Darling informs that the financial exigency policy continues under review.
4. A draft tenure policy under consideration by the administration broadens the duties of the Tenure and Privilege Committee to consideration of general academic freedom questions, and so may answer the recommendation of the Senate concerning an academic freedom committee.

B. Other action of University committees and officials:

1. The Tenure Policy Review Committee has reported a draft tenure policy to the administration, where it is under review.
2. The office of the Vice-President for Research is considering a patent policy and a copyright policy. Vice-President Jones has informed the Senate president that in the course of development he will submit these policies to the Senate for its recommendations.
3. The search committee for a new Director of Library Services invited a delegation from the Faculty Senate to visit with the five top candidates during their formal on-campus interviews. Senators chosen by the president to comprise this delegation include Professors Cochran, Sowell, Pearson, Urban, Rude, Graves, and Newcomb. This series of interviews began April 6 and continues through April 23.

C. Miscellaneous

1. Further communication has determined that the \$2,000 donated by the Ex-Students' Association is to be administered under the same terms as previous grants, and our gratitude has been expressed to that organization and its officers.
2. The report of the Senate president on the meeting of the Council of University Governance Organizations, February 26-27, is enclosed, as promised at the March 10 meeting.

AGENDA ITEM II.

REPORT OF STUDY COMMITTEE "A"

Subcommittee for Study of Campus Security

The following resolution was passed by the Faculty Senate during the Fall Semester, 1981: "The Committee is requested to report on how the University has resolved or is resolving the following problems: bomb threats designed to disrupt classes and testing; burglary of offices to obtain tests and change grades. Also it is asked to report on the disposition of cases in which students are accused of cheating or plagiarism."

A report was submitted by the Committee in January, 1982, that addressed the last part of the charge--the disposition of cheating cases. The subject of the remainder of this report is campus security.

The following letter, dated October 16, 1981, was received by Professor Newcomb from Professor Bettye Johnson, Chairman, Campus Security and Emergency Committee.

TO: Dr. B. H. Newcomb, President, Faculty Senate
FROM: The Campus Security and Emergency Committee
Bettye Johnson, Chairman
DATE: October 16, 1981
RE: Response to Faculty Senate Concerns

In response to your written request, dated September 14, 1981, the Campus Security and Emergency Committee met and compiled the following report according to the points requested in your letter:

1. Bomb threats designed to disrupt classes and testing - The bomb threats of last year have resulted in changes in response procedures including planning for alternate test sites and/or times for exams. It was concluded that it would be inappropriate for administration and security personnel to divulge the specific procedures employed for responding to bomb threats as publicity would jeopardize its effectiveness. Some members of the Committee feel the need to continue an examination of this area and a further response to the Faculty Senate will be given at a later date on this one item.

2. Burglary of Academic Offices - This problem can be reduced through greater faculty and staff cooperation in maintaining building security. The problem is campus wide; not particular to any one or few buildings. Budgetary increases for campus security will provide for some increase in patrolling. Efforts are needed to acquaint faculty and staff with the need for more attention to security matters.

3. Apprehension and Punishment - Last year's apprehension of one perpetrator in the bomb threat incident apparently had a subsequent deterrent impact since no such threats were received after this incident. Appropriate punitive actions were taken in this case. In reported cases of thefts in academic buildings, eleven were cleared by arrests or exceptional means. Only one instance of test theft was reported. In the case of grade change(s), the same person, on two different occasions, did gain access to building(s) for this purpose. Subject was apprehended and appropriate legal and disciplinary actions were taken.

Report of Study Committee "A" continued.....

4. Publicity - While the actions taken in one bomb threat case did result in some publicity, it is agreed by this committee that no publicity is the best course of action unless a rash of incidents occur.

5. Rules - Available rules seem sufficient so long as compliance is obtained. There does appear to be a need for greater faculty/staff attention to security related practices and irregularities.

The above items were discussed with Dr. Len Ainsworth, Associate Vice President for Academic Affairs; as well as ex officio members of the Committee - B. G. Daniels, Chief, University Police; and Mr. Fredric J. Wehmeyer, Associate Vice President, Administrative Services.

In an interview by a committee member with Bill Daniels, Chief of Campus Security, Chief Daniels reaffirmed the observations in the above letter. He did expand on Item #5 regarding faculty/staff attention to security:

1. Faculty are their own worst enemies. Faculty members are observed unlocking buildings on the weekends and not locking the doors behind themselves. Keys are frequently loaned out and some are copied. Keys are left in doors and on desks.
2. Key check-out systems are not monitored as closely as they should be. Excessive master keys add to the problem.
3. Problem areas and buildings will be identified easier with a new reporting system which originated last fall.
4. Campus thefts are seasonal and increased security helps but faculty and students must help if a reduction is to be realized.
5. Departments should consult Campus Security whenever new construction or building renovation takes place.

Committee members have not found any problems this academic year with bomb threats. For instance only one bomb threat phone call was received in the Mathematics Building this year. Although Campus Police came to the building, it was not evacuated and subsequent threats were not made. In December, 1980, the building was evacuated at least six times. So long as buildings are not routinely evacuated, there does not appear to be a problem.

The Committee can only recommend that faculty and staff exercise care insofar as keys are concerned. Any system which would guarantee reasonably secure buildings would be prohibitively expensive and would probably not be tolerated by faculty.

Robert Moreland, Chairman, Mathematics
Julian Biggers, Education
Ed Burkhardt, Health, Physical Education & Recreation
W. T. Zyla, Germanic and Slavic Languages

AGENDA ITEM IV.

Report of the Agenda Committee on Senate attention to issues raised by President Cavazos in his letter of February 24th.

The Agenda Committee attempted to make obvious and convenient categorizations of these issues and arrived at the following distributions.

I. University committees should be assigned the issues noted below:

The Admission and Retentions Committee should deal with (3) Admissions Standards and Requirements and (4) Student Retention and Readmission.

The Library Committee should deal with (13) Library Usage by Students and Faculty.

The Faculty Development Committee should deal with (16) Innovative Course Delivery Systems, (17) Faculty Recruitment and Retention, and (18) Faculty Development and Retraining.

The Code of Student Affairs Committee should deal with (19) Faculty Involvement in Student Activities and Organizations.

II. We recommend that the Senate assume responsibility for considering the issues noted below, and assign them to committees as noted. Five committees are to be utilized: The three Study Committees A, B, C; the Undergraduate Programs Committee; and the Graduate Programs Committee, which we recommend be changed in charge to be a fourth general study committee. The Senate president shall assign the particular groups to study committees.

We recommend highest priority be accorded the 3 teaching issues and the 3 research issues as noted below:

- (12) Grading and Reporting Standards
- (14) Teacher Evaluation Procedures --to a study committee
- (15) Change and Improvement in Teaching

- (21) Improvement of Research Atmosphere
- (22) Increase of External Research Funding --to a study committee
- (23) Increase of Endowments for Academic Support

The following groups are arranged in order of priority:

- (1) Undergraduate Student Recruitment
- (2) Academic Program Counseling --to a study committee
- (3) Career Counseling and Planning

- (7) General Education Requirements
- (8) Curriculum and Course Analysis and Review --to Undergraduate Programs Committee
- (11) New Academic Programs Development

- (9) Computer Usage by Students
- (10) Increased Use of the Computer in Programs --to a study committee
and Courses

TEXAS TECH UNIVERSITY
MINORITY AFFAIRS COMMITTEE

AGENDA ITEM VI.

April 14, 1982

ANNUAL REPORT TO THE FACULTY SENATE 1981-1982

Members of the University Minority Affairs Committee for 1981-1982 include the following persons:

<u>Faculty</u>	<u>Staff</u>	<u>Students</u>
Dr. Walter J. Cartwright	Mr. Julio Llanas	Mr. Dennis Garza
Dr. Jacqueline Reinier	Mr. George Scott	Mr. Aaron Harvey
Mr. Albert J. Sanger		Mr. Troy Mackie
Dr. John R. Wunder		
Dr. Frank Gonzales (Reserve)		
Dr. Francisco Balderrama (alternate for Dr. Wunder)		

The Committee wishes to share with the Faculty Senate the item to which it gave primary consideration this year. (See attached Memorandum.) That item dealt with the purported listing of responses of Texas State Agencies during Phase Two of the Project to identify Unnecessary Federal Regulations. Three items were listed for Texas Tech University:

- TTU-1B Affirmative action and Recipients of Federal Contracts (rank 1, DOL)
- TTU-2B OMB Circular A-21 (rank 2, OMB)
- TTU-3B Educational Uses of Music and the Copyright Act (rank 3, Copyright Royalty Tribunal)

The President and Vice Presidents stress that the Tech listing was a protest against demands for excessive paper work by the Department of Labor (DOL). I can sympathize with that problem, remembering the first year I was on campus being forced to submit an application for Institutional Research funds in sixteen (16) copies! That seems to be characteristic of bureaucratic organizations. Be that as it may, the abbreviated report shows Texas Tech University as being opposed not to paper work but opposed to Affirmative Action. The Committee feels in light of what may be an ambiguous statement that Affirmative Action at Texas Tech needs reemphasis. We submit our action for your support.

In addition, the Committee sees the following items as being crucial goals for the University:

1. MINORITY STUDENT RECRUITING

- a. General recruiting through the Office of New Student Relations should be continued.
- b. Recruiting of minority students by departments into established degree programs should be a priority.
- c. Degree programs should be established in black studies and in Chicano studies to provide a stronger legitimate basis for ethnic studies at T.T.U. It will also provide a legitimate identity ("We belong") to students in programs of Section b, above, as well as in new degree programs in their own right.

(crucial goals for the University):

2. MINORITY FACULTY RECRUITING AND RETENTION

We commend the Academic Council for its recent implementing of goals for recruiting minority faculty by the colleges and departments and urge continuous self assessment on the meeting of these goals.

3. STUDENT FINANCIAL AID FOR MINORITY STUDENTS

Since minority students seldom come from affluent homes, they need special consideration in financial aids. We commend Dr. Ronny Barnes and his staff for progress being made in this direction.

4. MINORITY STUDENT RETENTION

Academic counseling and tutoring services should not only be available but such availability must be made known to each cohort of students from disadvantaged backgrounds if they are to remain in degree programs.

Submitted for the Committee by:

Walter J. Cartwright
Walter J. Cartwright, Chairman
Minority Affairs Committee

xc to Dr. Robert H. Ewalt
Vice President for Student Affairs

MEMORANDUM

TO: Vice-President of Student Affairs, Dr. Ewalt

FROM: The University Minority Affairs Committee

DATE: 10 March 1982

Whereas, Texas Tech University, a state agency, is recorded in a report dated December 1981 to the state of Texas for submission to the Federal Deregulation Task Force chaired by Vice-President Bush, as stating that the number one priority for Texas Tech is deregulation in matters of affirmative action, we, the members of the Minority Affairs Committee, express concern and dismay that Texas Tech should be identified in such a way. We would like to ask what this means and who was responsible for submitting this as a goal for Texas Tech. We do not believe this represents the best educational and citizenship interests of the University. We would like to see the position retracted as an official position of the University, if indeed the statement was ever made, and that the University reaffirm its commitment to affirmative action.

xc: Women's Studies
Ethnic Studies
Affirmative Action Committee
President, Lauro Cavazos

Walter J. Partridge, Chair
Jacqueline S. Renner, Secy
Al Sanger
Thomas E. Balderrama
George Scott, Jr.
Dennis Darga



Texas Tech University

Office of the Vice President for Academic Affairs

March 30, 1982

Dr. Benjamin H. Newcomb
President, Faculty Senate
Texas Tech University
Campus

Dear Dr. Newcomb:

This is in response to your earlier letter regarding pass-fail grading. There has been extensive discussion regarding this option among several groups this year from varying viewpoints. The basic idea of allowing students to explore areas in which they may lack background seems appropriate to expanding the educational horizons of individuals. The students' expressed desire for broadening the pass-fail option causes some concern regarding the purposes for which increased hours graded in this manner might be used. The results of the faculty poll taken last spring have been noted as well as the subsequent recommendation coming from the Faculty Senate in the fall of 1981. Both the Academic and Administrative Councils have considered the matter during their regular meetings.

In addition, the Administrative Council has a subcommittee which is continuing to collect data regarding the impact of the establishment of a single deadline for last day to drop a course and the last day to declare pass-fail. Experience this year indicates that this latter change is having the effect of reducing the number of students opting into or out of a pass-fail grading system. From data for the past two fall semesters, the number of student enrollments in courses graded pass-fail has remained at a similar level but the number deleting pass-fail dropped by 1,430 student enrollments from fall, 1980 to fall, 1981. That is, there was much less activity in electing and then rejecting the pass-fail option because of the changed application of this policy. The percentages of enrollments via the pass-fail system are also found to be relatively small. In the general education areas the percentages of student enrollments in courses selected for study for fall, 1981, ranged from 4% in physics (141-142) and 5% in English (131, 132, 231, 232), to 17% in history (231, 232) and 20% in political science (231, 232). Since most of the pass-fail enrollments were at the freshman and sophomore levels the percentages of enrollments

Dr. Benjamin H. Newcomb
March 30, 1982
Page 2

in courses outside the general education areas are quite small. Of all recorded grades, 4.7% in 1981 and about 5.1% in 1980 were graded pass-fail.

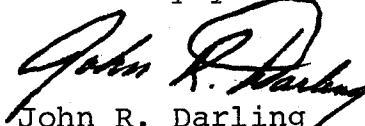
In studying the recommendations from the Faculty Senate, it appears that the first item suggested for addition to the policy indicating courses specifically required or required for distribution might not be readily understood by students since distribution requirements typically pertain in the College of Arts and Sciences and not in some other areas. The other statement suggested for addition concerning consultation with academic advisors and requiring signed approval from advisors would, according to a group of faculty advisors, be unnecessarily burdensome and difficult to maintain.

After review of the recommendation which would tighten the system and the recommendation from students which would essentially open the system to a greater degree, the existing policy appears to hold to a middle ground which incorporates some of the desirable features of both of the varying viewpoints. Since the establishment of the single date for declaration of pass-fail six weeks into the semester, there have been few complaints to the Office of Academic Affairs from students or faculty regarding the program.

After reviewing these various aspects of the program, the decision is to continue the pass-fail option under its present form. If, after additional experience with the program as related to the single declaration date, further concerns are raised, we can of course consider the matter again.

Thank you for your work in review of this matter. I hope that the discussions throughout this year have brought the purposes and operation of the pass-fail option into sharper focus for the various individuals and groups concerned. I will be pleased to discuss this further with you if you desire.

Sincerely yours,


John R. Darling
Vice President for
Academic Affairs

JRD/lrs

xc: President Lauro F. Cavazos
Dr. Robert H. Ewalt
Mr. Mark Henderson

AGENDA ITEM XI. C. 2.

Report on the meeting of the Council of University Governance Organizations, February 26-27, 1982, in Austin.

This report deals with two topics: the general situation of faculty governance at Texas colleges and universities; and, the matter of health insurance and other benefits.

The discussions of the situation of faculty governance and the suggestions for improvement comprised three main issues--problems, steps taken by particular senates, and steps for the council to take.

1) Not a great deal of time was spent on the problems of faculty governance, since all had the same perception of them. Senates continued to report that they had easy access to administrators but that administrators were not thoroughly responsive or were slow to agree with Senate concerns. The University of Houston noted a growing tendency of its administration to employ ad hoc committees on tasks, instead of utilizing the Senate.

2) University of Houston senate officers from the various campuses reported attendance at regents' meetings, including committee meetings. They simply heard the administration report to the regent committees, and were asked for no additional information. The press also attended the committee meetings. The Senate representative had to leave when executive sessions were called. University of Texas senate officers had much the same experience.

3) Senate officers in attendance strongly suggested that senates have legislative committees which would keep informed of developments on that front. TACT-AAUP often has legislative liaisons on campus, who could be called upon by Senates to assist here.

4) The Council determined to consider what relations it might profitably establish with the Coordinating Board. The coordinators would report on this at a meeting next year.

5) The coordinators of the Council envision the role of the Council as primarily that of collecting and disseminating information about how particular governance issues have been handled on individual campuses so that all may profit by the achievements of some, and take warning from the problems of others. To that end Senates were requested to send minutes to the coordinators. An indexed directory or handbook will be prepared.

The workshop on insurance, particularly health insurance, was more substantial, for it was conducted expertly by a professor from NTSU.

Some major points made were

- 1) Bargain hard--insurers can be brought down in premium demands.
- 2) The benefits committee should have the following documents at hand:
 - a. rules and regulations of the coordinating board on insurance
 - b. list of 1800 insurance companies licensed to do health insurance business in Texas

These are obtainable from the Administrative Council of the Coordinating Board.

- 3) Do not specify many options.

- 4) Have a major medical plan option with coinsurance and a large deductible. This avoids simple "dollar swapping," where the insured pays out premium dollars to have the insurer pay about equivalent amounts in health care dollars. One must here compare plans and bargain hard to get the best deal and avoid the dollar swap.
- 5) Investigate self-insurance by the university. This avoids administrative costs and BC inefficiency. Stop-loss reinsurance above a high level is relatively cheap. This would prevent failure of the self-insurance scheme due to unanticipated high payouts. The stop-loss insurer might undertake management of the whole program, but otherwise the local personnel office would have to be the claims office.
- 6) The Kaiser HMO plan has come to Dallas, and there are plans in Fort Worth and Houston. This may be the wave of the future, despite the scare stories.
- 7) Specific contracts should include few or no limitations on what health care services should be covered; should also have high maximum on major medical--0.6% of premium will raise the lifetime maximum from \$25,000 to 1 million dollars. They should also provide for second opinions on surgery and for outpatient treatment, ambulatory surgery, preadmission testing to cut down on hospital days.
- 8) The contract should provide for on-campus determination of claims, not sending to Dallas or somewhere for case review by the benefits committee. NTSU got an 80% hike down to a 30% hike by case reviewing to show that BC had made many errors in their loss calculations.
- 9) The contract should be written so that the unused reserves should be credited to the policyholders at a prevailing, not low, rate of interest.

Finally, in regard to Long-Term Disability insurance, it was noted that benefits are now taxable, if the employer has paid the premiums with non-taxed fringe benefits monies. But they are not taxable if the employee pays premiums with money subject to income tax.