

Minutes
The Faculty Senate
Meeting # 48
February 9, 1983

The Faculty Senate met on Wednesday, February 9, 1983, in the Senate Room of the University Center with Virginia M. Sowell, President, presiding. Senators present were Adamcik, Berlin, Bloomer, Brink, Bubany, Burkhardt, Cepica, Chonko, Clements, Cochran, Coulter, Cummings, Davis, Denham, Elbow, Freeman, Gettel, Graves, Hickerson, Hill, Horridge, Keho, McKown, McLaughlin, Malloy, Mayer-Oakes, Maynard, Mogan, Mehta, Nelson, Newcomb, Oberhelman, Owens, Pearson, Rude, Sasser, Sosebee, Tan, Urban, Welton, Williams, Wilson and Zyla. Senators Benson and Richardson were absent because of University business. Senator Hudson was ill. Senator Ayoub was absent.

Guests included J. Knox Jones, Vice President for Research and Graduate Studies; Alison Golightly, The University Daily; Preston Lewis, University News and Publications; Vernon McGuire, Parliamentarian; Cecilia Carter, Channel 28; Kathy Watson, Channel 13; and cameramen from the television stations.

SUMMARY OF BUSINESS CONDUCTED

At its February 9, 1983 meeting, the Senate:

1. ~~defeated~~ a proposed amendment to the Faculty Grievance Procedures,
2. approved the Office of Academic Affairs January 11, 1983, draft of the Faculty Grievance Procedures Policy,
3. heard the Nominations Committee's nominations for Faculty Senate Officers for the academic year 1983-84,
4. approved the Committee on Committee's slate of nominees to fill vacancies on various University Councils and committees,
5. heard a report on snow-related problems,
6. heard a report on the Conference on Faculty Governance Organizations Meeting.

Sowell called the meeting to order at 3:35 p.m. and introduced Harley Oberhelman, a new Senator, and guests.

I. CONSIDERATION OF THE MINUTES OF THE JANUARY 12, 1983 MEETING

Wilson moved the minutes be approved as distributed. The motion passed.

II. DISCUSSION AND VOTE ON THE PROPOSED GRIEVANCE PROCEDURE POLICY

Newcomb moved approval of the following amendmant to the proposed Faculty Grievance Procedures:

Section III, Par. B, line 5: after "case" insert, "has the right to be advised by a counselor present at the hearing,"

Newcomb spoke in favor of the amendment. Several Senators voiced their objections to the amendment. Elbow thought having a lawyer present at the hearing could serve as a useful function. Zyla urged Senators to accept the proposed grievance procedure policy

Discussion and vote on the proposed Grievance Procedure Policy continued.....

as it was presented by the administration. The proposed amendment was discussed at length and finally was defeated by a vote of 28 to 12.

Wilson then moved acceptance of the proposed grievance procedure policy dated 1/11/83. The Senate voted 36 for acceptance, 3 against acceptance.

Senator Davis called for point of order, requesting discussion on the proposed grievance policy before the vote. Newcomb moved reconsideration and Davis' request was granted. She cited written responses she had received from various faculty in the College of Home Economics concerning the proposed grievance procedure policy. These responses included such opinions as

- seems to be more for the administration than for the faculty
- new game of "dungeons & dragons"
- no offer of fairness
- masking of the true interest in the faculty

After discussion the vote was again 36 for approval of the proposed policy and 3 votes were cast against approval.

J. Knox Jones, Vice President for Research and Graduate Studies, referred to Page 2, Section B. par. 3, of the proposed grievance procedure policy, stating that the TTU General Council is concerned that the wording in this paragraph could allow constant internal problems within a department. There is a possibility that the General Council will advise a change in the wording of this section.

III. NOMINATIONS OF NOMINATING COMMITTEE FOR SENATE OFFICERS FOR 1983-84

Sowell introduced the candidates nominated by the committee. President: Charles Bubany, School of Law and Reed Richardson, College of Agriculture. Vice President: Marilyn Cummings, College of Home Economics and William Mayer-Oakes, College of Arts & Sciences. Secretary: Murray Coulter, College of Arts & Sciences and Thomas McLaughlin, College of Arts & Sciences. Sowell then opened the floor for additional nominations. There were none. The election of officers will be held at the March 1983 meeting.

IV. REPORT OF THE COMMITTEE ON COMMITTEES

Representing the committee, Alice Denham presented a slate of nominees to fill vacancies on the Library Committee, the University Safety Committee and the Bookstore Advisory Committee. The Senate approved the list of nominees and voted to forward the list to the administration.

V. SNOW-RELATED PROBLEMS

An informal committee consisting of Senators Cummings, Keho and McLaughlin met on February 8, 1983 with members of the administration. McLaughlin reported for the group who met with Fredric J. Wehmeyer, Associate Vice President for Administrative Services, B. G. Daniels, Chief of University Police, and Dewey L. Shroyer, Director of Grounds Maintenance. In response to an inquiry about priorities for snow removal, McLaughlin

Snow-related problems continued.....

provided the following list: Health Sciences Center Emergency facilities, Lubbock General Hospital, access roads to these facilities, the health center in Thompson Hall, resident hall access roads, central food facilities and power plants, Administration Parking lot, parking lots for special activities, (e. g. basketball games and etc.), faculty/staff parking (no priorities given), and finally commuter lots and area surrounding the Museum. It was indicated that TTU heavy equipment for the removal of heavy snowfall such as that which occurred in January is not adequate. Because of the lack of heavy equipment and personnel to man it, the University spent in an excess of \$17,000 for contract clearing from outside the University. Wehmeyer said that with the exception of engineering, most people were "relatively happy" with the way the snow removal was handled. On one occasion, at least, the music building lot was cleared to make parking available for people in the neighborhood who did not have the snow cleared from their own parking lots. McLaughlin said that they were told that the Health Science Center and Lubbock General Hospital make "exceptionally heavy and persistent demands" on the people doing the clearing throughout the clearing process.

The matter of the snowball incidents was also discussed with Wehmeyer and Daniels. Both said that the campus police did respond to essentially all calls related to snowball incidents to the extent that personnel and vehicles were available (at one point vans were used). Wehmeyer said that he, Daniels and John Baier, Dean of Students, are consulting about the matter of whom to involve and when to take what sort of action in connection with any possible future snow problems of this nature.

McLaughlin said (in reference to the snowball incidents) "It seems to me personally that the University could do a very much better job in the future than it has done on this occasion in assuring the community at-large that we would like to try to guarantee their personal safety and their property when they make peaceful visits to our campus."

It was mentioned that pedestrian areas also need clearing of snow and that care should be taken not to obstruct visibility of the driver on the street with piles of snow on parking lots.

VI. REPORT OF THE FACULTY GOVERNANCE ORGANIZATION MEETING

Sowell summarized the activity of the meeting held in Austin on January 28-29. Representatives at the meeting were presidents and officers of Senates of universities from throughout the state whose first order of business was to approve a Memorandum of Understanding with the staff of the Coordinating Board. This document briefly states a desire to cooperate in terms of faculty government and faculty input to the staff as it studies various items concerning higher education. One part of this "understanding" provides for faculty members to participate in a one week internship in Austin with the staff of the Coordinating Board of Higher Education. Interested faculty members are encouraged to apply for this one week unpaid internship which will familiarize them with staff operations and enable them to contribute to greater understanding of faculty concerns.

A Constitution that provides for cooperation among faculty governance organizations in institutions of higher education in Texas as well as the staff of the Coordinating Board was approved and will become effective June, 1983. Basically, it provides for two voting members from each Senate (the president and one other person nominated and approved by the Senate. The Senate office will be getting the final copy of both the Memo of

Report of the Faculty Governance Organization meeting continued.....

Understanding and of the Constitution...and these will be circulated to Senators.

Other matters discussed before the faculty governance groups were faculty evaluation criteria, faculty grievance procedures, faculty insurance programs which are not in compliance with state requirements, admissions standards and merit policies. TACT figures cited showed that legislative intent for state employees to get a certain percentage in raises usually results in faculty average raises of less than the average of that for state employees. Formula funding and other considerations enter into these figures. It was suggested that faculty opinion be surveyed regarding merit raises.

The Western Regional Conference of Senate and other faculty representatives was announced for April 21-23, 1983, at Angelo State University. Coordinating Board Associate Commissioner Larry Pettit and other staff members working with university groups will also attend. Those interested were asked to contact Faculty Senate officers.

VII. NEW BUSINESS

KTXT personnel has asked for faculty volunteers to man telephones during their upcoming campaign for funds. A "sign up sheet" sheet was circulated among the Senators so that those who wanted to volunteer their time could sign up for a specific block of time.

VIII. OLD BUSINESS

Senator Mayer-Oakes inquired if there is connection between the Conference on Faculty Governance and TACT. Sowell replied that the Conference on Faculty Governance is an informal organization at this time sponsored by TACT.

Another matter raised for discussion by Mayer-Oakes was a newspaper article of last week which quoted Gary Elbow's comments on faculty salaries. Mayer-Oakes requested an update on present Senate involvement and the status of the Senate's interest in and commitment for the routine tracking of faculty salaries on an annual basis. Elbow said that last year the Senate Budget Committee submitted a considerable amount of data on the matter, but that the Senate Budget Committee has not met this year.

Pearson, who has been studying the information sent to the Senate office concerning faculty salaries, said the LBB provides for a 6% increase in monies for Faculty salaries statewide. The recommendation by the LBB for Texas Tech is 2.0% for 1983-84 over the 1982-83 item and 6.0% for 1984-85. Pearson indicated that some lobbying is in order in terms of the amount to be appropriated for Tech's faculty salaries.

Elbow asked about an article in the AAUP Reporter which said that the state proposed to cut its funding of retirement contribution from 8.2% to 6%. Pearson replied that the LBB had recommended the payment of \$70 per month in 1983-84 and \$85 per month in 1984-85 toward the cost of group insurance. This is an increase over the \$58 per month paid toward insurance premiums at present and LBB recommends that the state take over the entire employee share of social security.

Sowell said that information on these matters will be secured and it will be an agenda item in the month of March.

The meeting adjourned at 4:55 p.m.


Lloyd V. Urban