

## Minutes

The Faculty Senate, Meeting #50

April 13, 1983

The Faculty Senate met on Wednesday, April 13, 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, Freeman, Gettel, Graves, Hickerson, Hill, Hudson, Keho, McLaughlin, Malloy, Mayer-Oakes, Maynard, Mogan, Mehta, Nelson, Newcomb, Oberhelman, Owens, Pearson, Richardson, Rude, Sasser, Sosebee, Tan, Urban, Welton, Williams, Wilson, and Zyla. Ayoub, Benson and McKown were absent. Horridge was absent because of University Business. Elbow is on leave from the university.

Guests included Dr. Jerry Ramsey, Associate Vice President for Academic Affairs; Dan Waggoner and Brian Newby, Student Association; Kathy Faust, Kathy Hicks, and Marcie Hayden, journalism students; Preston Lewis, University News and Publications; Alison Golightly, The University Daily; Pat Graves, The Avalanche Journal; and television station news persons.

### SUMMARY OF BUSINESS CONDUCTED

At its April 13, 1983, meeting the Faculty Senate:

1. heard reports from:
  - a. Faculty Senate Budget Study Committee
  - b. ad hoc Committee on External Funding
  - c. Faculty Status and Welfare Committee
2. discussed faculty promotion procedures,
3. endorsed a Student Senate resolution concerning student and faculty representation on the Board of Regents,
4. passed three motions regarding pre-registration
  - a. to request the immediate release of summer class schedules
  - b. to request that summer cards for advising graduate students be made available
  - c. to request that trial schedule forms be made available for students' use

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

### I. CONSIDERATION OF THE MINUTES OF THE MARCH 9, 1983 MEETING

Wilson moved approval of the minutes as distributed. The motion passed.

### II. REPORT OF THE FACULTY SENATE BUDGET STUDY COMMITTEE

Freeman, Chairperson, referred to a report distributed with the agenda and noted that salary figures are a matter of public record. Referring to the report, he asked for suggestions or corrections and said that the percentage figures do not necessarily reflect actual individual increases, but overall department increases. Formula figures will be made available in the Faculty Senate office to interested persons. Zyla expressed concern for salary differences in departments, in colleges and so forth. Freeman said that market demand and market economics account for the differences. Mayer-Oakes said an article in a recent issue of "Chronicle of Higher Education" answers many questions such as those raised by Zyla. Wilson expressed thanks to Freeman and Pearson for their

Report of the Faculty Senate Budget Study Committee continued.....

work in assembling this report. Hill encouraged Senators and other faculty, as individuals, to contact legislators concerning forthcoming legislated salary increases and budgeting.

### III. REPORT OF THE AD HOC COMMITTEE ON EXTERNAL FUNDING

Clements, Chairperson, related the committee's study of faculty research and creative activity. He indicated that the first step taken by the committee was the identification of basic principles of research and creative activity. From this basis, the group will be addressing the question of circumstances under which there may be warranted administrative intervention in faculty research and creative activity. Members of the committee will be meeting with the Academic Vice President and with the Vice President for Research and Graduate Studies. Clements indicated that it is the feeling of the committee that a faculty member exercising the freedom of creative activity must (a) assume responsibilities for maintaining professional integrity and (b) honor stated obligations to the university and to external supporting agencies, and furthermore, that no faculty members' freedom shall be abridged unless it is shown by due process that the faculty member has failed to meet these concerns and responsibilities.

The committee plans to address the question of appropriate grounds for significant intervention and to present a draft of responsibilities in such matters at the next Senate meeting.

### IV. REPORT OF THE FACULTY STATUS & WELFARE COMMITTEE

Bubany, Chairperson, said that it has come to the attention of this committee in reviewing the proposed Faculty Handbook that the policy for the appointment of faculty to the emeritus status has been changed from the policy published in the Faculty Handbook (1976-77). This was done without the knowledge of the Faculty Senate or the general faculty. Under the old policy (that printed in the 1976-77 Faculty Handbook) after ten years at TTU, faculty automatically became eligible for emeritus status. The present policy on emeritus appointments makes a faculty member's emeritus appointment after ten years at the university discretionary. The problem with this policy is that there are no procedures or guidelines for making such appointments. Bubany moved Senate approval of the following resolution:

#### Emeritus Appointments

It has come to the attention of the Faculty Senate that, since the Board of Regents policy concerning emeritus appointments was published in the 1976-77 Faculty Handbook, that policy has been changed, apparently without notice to or the advice of, the Faculty Senate. Perhaps the change was inadvertent, but in any event its literal effect is to make an emeritus appointment for a faculty person who has completed service of ten years or more at Tech discretionary without providing any standard for exercise of that discretion. Absent any apparent rationale for the change and given the absence of standards for discretionary appointments, the former policy of automatic qualification on completion of the requisite years of service should be reinstated. Therefore,

Report of the Faculty Status & Welfare Committee continued.....

BE IT RESOLVED THAT: The Faculty Senate recommends that the Board of Regents policy concerning emeritus appointments at Texas Tech University be amended by substituting the word "shall" for the word "may" in the second sentence and third sentences.

Submitted by Senator Charles P. Bubany on behalf of Senator Otto M. Nelson and the Faculty Status and Welfare Committee.

Newcomb and Nelson spoke in favor of the resolution and after discussion Wilson moved that the resolution be amended by the addition of the words "to the President" after the word "recommends", making it read

"BE IT RESOLVED THAT: The Faculty Senate recommends to the President that the Board of Regents policy concerning emeritus appointments....."

Wilson's amendment passed unanimously without abstention. The Senate passed the amended resolution unanimously. Mayer-Oakes said that much of the issue in this matter is the way in which the change was made rather than the fact that the change was made.

#### V. DISCUSSION OF PROMOTION PROCEDURES

Newcomb questioned who should have primary responsibility in making judgments concerning promotion, and referred to an AAUP statement of about 15 years ago dealing with questions of faculty status. According to this AAUP statement, these are primarily faculty responsibilities and include appointments, reappointments, promotions and so forth. Brink added that the timing involved in advising departments of decisions was "terrible" and that the matter was defensible but there was no opportunity to do so. Newcomb said the problem is one of exercising denial without expertise and dialogue, and the substitution of judgment along with timing. After more discussion Berlin asked for a response from a member of the Administration.

Associate Vice President for Academic Affairs, Jerry Ramsey, responded by saying that the criteria for tenure and those for promotion are different. The final decisions are basically Dr. Darling's, with input from others, and that each individual under consideration for tenure or promotion is looked at closely. Tentative decisions are made during the Christmas holiday, then considered on a one-on-one basis with deans. Ramsey said there are no established number or percentages by college or department and at present the budget is not a matter considered in this process.

Rude added that the Senate and Administration need to communicate about three different problems: (1) policy, (2) procedures, and (3) criteria.

Cochran moved that Vice President Darling be invited to discuss tenure and promotion at the next Senate meeting and that he be requested to provide data concerning the number of candidates refused promotion and/or tenure requests at the department, college committee, dean and academic level during the previous two or three years. Cochran's motion passed unanimously.

#### VI. REPORT OF THE COMMITTEE ON COMMITTEES

Richardson, Chairperson, thanked other members of the committee for their work on this committee during the 1982-83 academic year. Sasser moved that the Committee on Committees submit their report in writing and circulate it with the agenda of the May 1983 meeting. Sasser's motion passed.

#### VII. REPORT OF MEETING BETWEEN PRESIDENT CAVAZOS, VICE PRESIDENT DARLING AND SENATE PRESIDENT SOWELL

Sowell reported on the April 11th meeting by saying that at the meeting she asked for clarification of the process for approval of the policies and procedures that come before the Senate...such as discussion after the Senate's approval of the grievance policy in terms of whether the policy had gone through the appropriate administrative channels before it came to the Senate for consideration and approval...as well as the report of Professor Wilson for the Tenure and Privilege Committee's financial exigency policy. Sowell indicated that she had asked for clarification on the status of the Tenure Policy. President Cavazos said at this meeting that he does support both the tenure policy and the grievance procedure. The tenure policy will be on the May agenda of the Board of Regents meeting for their consideration and approval. President Cavazos indicated his full support of this policy. He noted that grievance is a procedure and does not have to go before the Board of Regents. He expects that his study of that procedure and final recommendations will come before the end of this semester.

President Cavazos asked the Senate President to convey to the faculty his appreciation for the way in which the Senate worked with the Status & Welfare Committee on the grievance policy and he supports their efforts. He expects to have closure on both grievance and tenure by the end of the semester.

President Cavazos has requested that Vice President Darling call the Tenure and Privilege Committee together for continued work on a financial exigency policy, and expects final action in the fall of 1983 on this policy. Cavazos feels that faculty concerns were fully justified and supports the way in which the faculty has cooperated and developed well-thought-out policies. In addition, Cavazos asked that members of the Senate urge students to register in the pre-registration for the fall semester. He expressed appreciation for the work of the committees concerning the 24 special issues he set forth in February 1982. There will be another meeting of those committee chairmen after the committee reports are made on May 1. Cavazos and Darling will study committee reports during the summer and have a response by early fall 1983.

#### VIII. STUDENT SENATE RESOLUTION CONCERNING APPOINTMENT OF STUDENT AND FACULTY MEMBERS TO TTU BOARD OF REGENTS

Dan Waggoner, President of the Student Association, introduced the resolution to the Senate floor, saying that it had passed the Student Senate and is supported there to the fullest. Brink moved that the Senate endorse and forward the resolution to the appropriate administrative officials saying that he believes this to be an extremely beneficial type of resolution.

Newcomb moved that in line 27 the word "members" be changed to the word "representatives". Newcomb's amendment passed, and the amended resolution passed.

Student Senate Resolution Concerning Appointment of Student and Faculty Members to  
TTU Board of Regents continued.....

The resolution as endorsed by the Faculty Senate now reads:

**TEXAS TECH UNIVERSITY  
STUDENT SENATE**

SR 18:52

By: Waggoner  
Newby

(Stating the sentiment of the Senate concerning the establishment and placement of a nonvoting student and faculty member on the Board of Regents of Texas Tech University during all regular and executive sessions)

Whereas, The Texas Tech Board of Regents is the body which sets and implements policy decisions on the Texas Tech University campus; and

Whereas, These decisions affect every student and faculty member in one way or another in regards to policy and program implementation and abolishment; and

Whereas, At this time the Board of Regents has an "open ear" to student and faculty viewpoints, however, there exist no practical considerations to implement any move that would place a non-voting student and faculty member on the Board of Regents which would allow for all policy and administrative discussions to be heard by a student and faculty representative; now, therefore, be it hereby

Resolved, That the Board of Regents include a non-voting student and faculty member in all regular and executive sessions in order that all policy and administrative decisions be witnessed by a student and faculty member; and, be it further

Resolved, That the President of the Texas Tech Student Association and the President of the Faculty Senate serve as two non-voting representatives during all regular and executive sessions of the Board of Regents; and, be it further

Resolved, That a copy of this resolution be sent to Dr. Lauro Cavazos, President of Texas Tech University; Dr. John Darling, Vice President of Academic Affairs; Joe Pevehouse, Chairman of the Board of Regents; Mrs. Ann Sowell, Vice Chairman of the Board of Regents.

**IX. ANNOUNCEMENT OF REGIONAL CONFERENCE OF FACULTY GOVERNANCE ORGANIZATIONS MEETING  
IN SAN ANGELO**

Sowell reminded the Senate of the Conference of Faculty Governance Organizations meeting to be held in San Angelo, April 21-22. Any interested member of the Tech faculty is invited to attend this meeting with Coordinating Board staff members.

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X. OTHER BUSINESS

Wilson commented on the unavailability of summer schedules until May 1 and moved that the Senate suggest to the Academic Vice President's office that the summer schedule be released immediately. Wilson's motion passed.

Burkhardt moved that summer cards for advising graduate students be made available immediately. Burkhardt's motion passed.

Adamcik moved that trial schedule forms be made available for students' use. Adamcik's motion passed.

The meeting adjourned at 5:15 p.m.

  
Lloyd V. Urban, Secretary  
Faculty Senate