

Minutes
Faculty Senate Meeting #58
March 7, 1984

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The Faculty Senate met on Wednesday, March 7, 1984, in the Senate Room of the University Center with William J. Mayer-Oakes, President, presiding. Senators present were Adamcik, Anderson, Berlin, Burkhardt, Burnett, Coulter, Cummings, Davis, Dvoracek, B. Freeman, Goss, Gott, Graves, Havens, Hickerson, Hudson, McKown, McLaughlin, McVay, Maynard, Pearson, Richardson, Sasser, Shine, Sparkman, Strauss, Sullivan, Teske, Twyman, Urban, Vallabhan, Williams, Wright, Wunder and Zyla. Senators Elbow, Gettel, Khan, Oberhelman and Sosebee were absent because of University business. Senators Chonko and Eissinger were absent because of personal matters. Senators Ayoub, Bloomer, Bubany, Dixon, R. Freeman, Mehta and Welton were also absent.

Guests included John R. Darling, Vice President for Academic Affairs; Professor Leon Higdon, Faculty Senate Election Committee; Professor John Harvey, Chairperson, Psychology; Preston Lewis, University News and Publications; Laura Tetreault, University Daily; and John Murray, Parliamentarian.

SUMMARY OF BUSINESS CONDUCTED

At its March 7, 1984, meeting the Faculty Senate:

1. elected officers for the 1984-85 academic year;
2. considered faculty petition and resolution on Vice President of Research Office;
3. heard a statement from AAUP pertaining to tenure policy;
4. heard a report from the Faculty Status and Welfare Committee;
5. approved the Committee on Committee's slate of nominees to fill vacancies on various University committees and councils;
6. heard a report from the ad hoc Committee on "Dead Week";
7. considered a report from the Senate Standing Budget Study Committee.

Mayer-Oakes, President, called the meeting to order at 3:35 p.m. and recognized guests and Senator Freda McVay, Arts and Sciences, who was recently elected as a representative at-large.

I. CONSIDERATION OF THE MINUTES OF THE FEBRUARY 8, 1984 MEETING

Hearing no additions or corrections to the minutes of the last meeting, Mayer-Oakes declared the minutes approved as distributed.

II. REPORT OF THE NOMINATING COMMITTEE

Senator Cummings reported that since the last Senate meeting Professor Sasser asked that her name be removed from the ballot as a candidate for election to the office of secretary of the Faculty Senate for the academic year 1984-85. The Nominating Committee reconvened and secured another nominee, Joe Adamcik. Mayer-Oakes opened the floor for additional nominations for the office of Faculty Senate Secretary, 1984-85. No nominations were made from the floor.

Strauss moved to suspend the rules of the Faculty Senate that requires nomination of candidates at the meeting prior to the actual election so that all Faculty Senate officers could be elected at this time. The motion to suspend the rules pertaining to the election of Faculty Senate officers for 1984-85 passed. Senators McLaughlin and Gott served as election tellers.

Senators elected to serve as officers for the 1984-85 academic year were Evelyn Davis, College of Home Economics, President; Ernest Sullivan, College of Arts and Sciences, Vice President; and Henry Wright, College of Agricultural Sciences, Secretary.

III. CONSIDERATION OF A FACULTY PETITION ON RESEARCH AND GRADUATE STUDIES AND A
RESOLUTION FROM SENATOR BERLIN

The following petition with between 65 and 70 signatures was received in the Senate office.

The following graduate faculty members are deeply disturbed by the loss of Knox Jones as Vice President for Research and Graduate Studies and Dean of the Graduate School. From the standpoint of the graduate faculty, he clearly has been the best administrator the University has had since he assumed that position. He has carried out the duties of his office in a fair and impartial manner, encouraged research activity in all departments, found ways to help financially, and offered advice as to sources of funding. His personal integrity and willingness to stand firm on his convictions are exemplary and are worth imitating by others in the central administration

We are concerned that the loss of Knox Jones may lead to the following results: (1) there will be less emphasis placed on research activity as a vital aspect of faculty responsibility. (2) Academic Publications will no longer be an important outlet for certain kinds of faculty research and creative works. (3) The responsibility for graduate education, academic publications, and allocations of research funds will be placed in the hands of someone who has not demonstrated that he is both a scholar and an administrator. We request that the Faculty Senate discuss our concerns and make strong recommendations to President Cavazos regarding the points raised and make clear that we regard the loss of Professor Jones from his position as a step backward by the current administration.

In conjunction with the above matter, Berlin introduced the following resolution and moved Senate endorsement of the resolution.

Whereas, Dr. J. Knox Jones has resigned as Vice President for Research and Graduate Studies;

Whereas, the Office of Research has been instrumental in promoting research at Texas Tech University during the past decade;

Whereas, The merging of the Office of Research with any other office would have the effect of diluting and diminishing the commitment of the University to research;

Whereas, the Faculty Senate has received petitions from numerous constituents regarding the future of the Office of Vice President for Research; and

Whereas, It is desirable that the research environment at Texas Tech University improve and be assigned a high priority; now, therefore, be it

Resolved, That it is the sense of the Faculty Senate that the Office of Vice President For Research should be retained by Texas Tech University; and

Resolved, That the President of the Faculty Senate be requested to send a copy of this resolution to President Cavazos.

A lengthy discussion followed. Shine said that many faculty have concluded (from rumors and hearsay) that the office of Vice President for Research is to be abolished. He said that it is unfortunate that the University has reached a stage in which the intent of the administration is unclear and the faculty have been deleted from the deliberative process. Shine said that he is convinced that the administration really does wish to push research at TTU, but that in the matter of the Vice President for Research there has been a definite lack of communication between administration and faculty, which has created the impression of a confrontation stance. Shine concluded by saying that he would support this resolution.

Agenda item 3 continued.....

Pearson asked Dr. Darling to comment on the subject. Darling replied that he has reason to believe that the President is considering doing away with the Office of Vice President for Research and that he (the President) has no intent, now or in the future, to decrease research at TTU. Darling continued by saying that President Cavazos has a good working relationship with the Board and believes it is best to consult with the Board of Regents before making any decisions publicly known.

Mayer-Oakes referred to Section 9 of the Faculty Senate Bylaws and stated that normally this resolution would be referred to committee and could not be voted on until the next meeting. However, because the chair rules this as a substantive matter of academic import it can be voted on and resolved at this meeting if the rules are suspended by a 2/3 majority vote of the Senate.

Maynard moved to suspend the rules and vote on the resolution at this meeting. Maynard's motion passed with no dissent.

Discussion of the matter continued with Senator Wright commenting that the Board should set policy but in his opinion how policy is implemented is the President's concern. Strauss expressed concern that faculty have input into the matter and would like to see faculty involvement before a decision is made.

Shine moved to amend the resolution (referring specifically to the third paragraph) by substituting the word may for the word would in that paragraph. The third paragraph of the resolution would then read -

Whereas, The merging of the Office of Research with any other office may have the effect of diluting and diminishing the commitment of the University to research;

Shine's amendment passed. Sullivan and Shine agreed that in their opinion the Senate wants a strong commitment to a concept rather than to an Office of Vice President for Research. Shine urged Vice President Darling to take the message back to the President that the faculty would like to be better informed about this matter.

Berlin's motion to endorse the resolution and forward it to the President passed with four Senators abstaining.

Sasser moved that the President of the Faculty Senate write a letter to President Cavazos issuing an invitation to him to meet with the Faculty Senate to discuss the matter of the Office of Vice President for Research. Sullivan moved to designate the date as April 18. The amendment passed and Sasser's motion passed as amended.

IV. CONSIDERATION OF A STATEMENT FROM AAUP

Senator Pearson spoke concerning the following statement which was circulated with the agenda of the meeting.

Statement approved by Texas Tech University chapter of AAUP, February 28, 1984

We are pleased that the ad hoc committee on tenure policy of the Texas Tech University Board of Regents reaffirmed the Board's commitment to the concept of academic tenure. We are, however, deeply concerned about the suggestion that fixed length renewable contracts without tenure be created at Texas Tech University. The purpose of academic tenure is to protect the academic freedom of all faculty. This protection must be made available to all faculty, regardless of the nature of their appointments, if the university is to function properly.

Agenda item 4 continued.....

We are also concerned that the existing tenure policy of Texas Tech University does not include provisions for faculty election or appointment of the faculty committee that gives preliminary consideration to tenure appeals. We urge the Faculty Senate to initiate the amendment of the existing tenure policy to specify faculty appointment or election of the faculty committee that is designated to hear preliminary tenure appeals; we request President Cavazos to seek approval of such amendment by polling the faculty before referring it to the Board of Regents.

Neale J. Pearson
Gary Elbow

Pearson expressed concern that the faculty will not be involved in the consideration of a new tenure policy and suggested that the Senate go on record as sharing the concern of the AAUP in this matter. After some discussion, the Senate President commented that in accordance with Section 9 of the Senate Bylaws this matter will be referred to the Senate's Faculty Status and Welfare Committee with direction to study the issues and to report back to the Senate in April on its findings.

By a voice vote members of the Senate agreed to move the following matter of business forward on the agenda of the meeting.

V. REPORT OF THE FACULTY STATUS AND WELFARE COMMITTEE ON THE FACULTY HANDBOOK

Twyman, chair, apprised the Senate of letters received in January from Vice President Darling pertaining to TTU's tenure policy and the status of the infamous footnote. Later in January, the committee was informed by Darling that he would be unable to include the footnote to the tenure policy in the Faculty Handbook. The committee decided to take no further action at that point and to bring the matter back before the Senate for further instructions.

By action of the previous agenda item, (see item IV. above) the Faculty Status and Welfare Committee received instructions to consider the matter of amending the existing tenure policy. The Faculty Status and Welfare Committee will consult with the Academic Vice President and others to determine the most appropriate procedure for resolution of this problem.

VI. REPORT OF THE COMMITTEE ON COMMITTEES

Senator Davis, a member of the committee, reported for the chairman. The Committee on Committee's slate of nominees for appointments to fill vacancies on various University councils and committees was approved by the Senate and will be forwarded to the appropriate administrative officers for appointment.

VII. REPORT OF AD HOC COMMITTEE ON "DEAD WEEK"

Adamcik, chairman, reported that this committee learned that there is considerable variation in practice pertaining to the matter in other universities around the state. The committee finds no evidence of a compelling need to change "Dead Week" policy at TTU and his committee does not recommend change. The committee does feel, however, that it is important to provide free time for students to prepare for examinations and regrets that there is none. Speaking for the committee, Adamcik moved that the subject of the possibility of instituting such days of no classes and making necessary adjustments in the calendar to accommodate this be assigned to an appropriate Study Committee of the Faculty Senate for further study and report. The motion passed.

VIII. REPORTS OF STANDING COMMITTEES RE FEASIBILITY OF STUDY OF SENATOR WRIGHT'S ISSUES

Senators considered the report of the Senate Budget Study Committee report which was circulated with the agenda. Senator Wright read the following statement.

RESPONSE TO BUDGET COMMITTEE REPORT

The charge to the Budget Study Committee was evidently misinterpreted. The committee was not asked to raise the questions of "appropriateness" or "justification". They were simply supposed to inquire into the feasibility of gathering certain kinds of facts. Depending upon what facts are gathered, various kinds of questions can then be put to the facts. These questions might include "appropriateness" or "justification" and might be concerned about appropriate kinds of analyses, but these two questions and the concern about type of analysis were not part of the charge for feasibility. Data requested in the charges to the Budget Committee is clearly needed for the building of a solid base of factual information about: 1) growth of the TTU administration relative to faculty; 2) relationship of actual teaching activities to the expenditure of teaching funds; and 3) the actual use of FTE's and departmental funds from the Legislature to the university by or for the departments for teaching instruction.

Senator Wright then moved to amend the report by the addition of a final recommendation. That recommendation was:

One of the Senate standing study committees should look at the budget issues raised in terms of the following charge:

- a) Compile simple factual statistics on the growth in numbers and proportions of faculty, students, staff and administrators over the last ten to fifteen years, taking annual changes into account as much as possible. Calculate, annually, ratios of administrators to students and administrators to faculty. Include facts of growth in administrative support staff.
- b) Compile factual information and compare distribution of actual teaching loads with teaching funds used in the individual colleges during the current biennium.
- c) Compile factual information and compare FTE's and departmental operating expense allocations during the current biennium with formula generated data, based on FY 1982-83, for departments and colleges.

Senator Davis, member of the Budget Study Committee, said that Item B in Wright's amendment was discussed earlier by that committee and it was decided that it is not feasible. She expressed doubt that the Budget Study Committee would change its opinion of the matter if asked to reconsider. Wright's additional recommendations and amendment was defeated.

Senator Sullivan called for a quorum count. Twenty-one of the fifty senators were present. The meeting was adjourned at 5:15 p.m. for lack of a quorum.


Murray W. Coulter
Secretary



Texas Tech University
Texas Tech University Health Sciences Center

Office of the President

March 12, 1984



William J. Mayer-Oakes, President
The Faculty Senate
Campus

Dear Professor Mayer-Oakes:

This is in answer to your March 9 letter inviting me to visit with the Senate to discuss some subjects of current faculty interest. The topics mentioned are timely, and I understand the Senate's request for information. I have previously expressed my views on research in my March 5 letter to you and you may feel free to pass along those thoughts to your Senate colleagues and any others you wish.

I will be addressing the general faculty on April 11 at the customary spring convocation and which will soon be announced. The subjects you mentioned involve more individuals than the Senate, and I, therefore, propose to discuss these matters briefly at this general meeting. I feel strongly that I should maintain frequent and direct contact with the entire faculty, and I have had many indications from the groups I visit that this personal involvement is highly welcomed and appreciated.

Should there be additional topics that you wish to suggest for me to comment upon at the forthcoming meeting, please provide me your thoughts. I will include these additions in my remarks, within the limits of available time.

Sincerely,

A handwritten signature in black ink, reading "Lauro F. Cavazos".

Lauro F. Cavazos, Ph.D.
President

xc: Dr. John R. Darling



Texas Tech University

The Faculty Senate

March 9, 1984

Lauro F. Cavazos, President
Texas Tech University
Campus

Dear President Cavazos:

At the March 7 regular meeting of the Senate a resolution was passed asking you to retain an independent office of Vice President for Research. A copy of this resolution is attached for your information.

Additionally, the Senate voted to ask you to address them on this topic at the next regular meeting, April 18.

In the light of our mutual interests in the future well-being of the University, especially of the needs for the forthcoming Constitutional amendment to be voted on in November and the planned capital campaign in 1985, I can assure you of the significance of this opportunity for you to present your ideas to the faculty. The forum constituted by those elected to officially represent the faculty is an especially important one for you to have and to use at this time.

While our regular meetings are "open" it is possible for the Senate to have "closed" or executive session meetings. If you prefer to meet with us in April in such a "closed" session it will be necessary for me to take the appropriate steps to arrange this.

The members of the Faculty Senate look forward to the opportunity to hear your ideas on this very important topic.

Sincerely yours,

A handwritten signature in dark ink, appearing to read "William J. Mayer-Oakes".

William J. Mayer-Oakes
President

Encl: resolution



Texas Tech University
Texas Tech University Health Sciences Center

Office of the President



March 5, 1984

Dr. William J. Mayer-Oakes
Department of Anthropology
Campus

Dear Professor Mayer-Oakes:

Thank you for your letter of February 21 and your views regarding the administrative organization in support of research at Texas Tech.

As you know, there is no prescribed nor standard organizational structure at major universities; each should seek its own. An organizational structure is not as important as the people in it, and the degree of competency and industry they possess. There are examples of successful universities that have a vice president for research and others that do not.

Personally, I have no intention of lessening the emphasis or support of research at this institution.

Sincerely,

A handwritten signature in dark ink, reading "Lauro F. Cavazos".

Lauro F. Cavazos, Ph.D.
President

xc: Dr. John R. Darling



Texas Tech University

Department of Anthropology

February 21, 1984

Lauro F. Cavazos, President
Texas Tech University
Campus

Dear President Cavazos:

As a senior professor in anthropology who had a central role in establishing the graduate research program in this discipline at Texas Tech, I wanted to give you my reaction to the recent announcement of impending changes in the research and graduate studies area.

With but 15 years of being a university, Texas Tech has made substantial progress beyond its previous status as a 4-year college with heavy emphasis on agriculture and applied science. Much of this progress, I think, is due to the prominence and support given to graduate affairs and research by the vice presidential office for this area. In fact, the major strides have come under the effective and determined leadership of Dr. J. Knox Jones.

While I would be one of the strongest voices in suggesting ways to improve this context (because of its specific failings in support of and assistance to anthropology, after 1977) I am convinced that merging this office with academic affairs is an inappropriate and retrogressive change. This change would have the effect of diluting and diminishing the special commitment to research and graduate affairs that is the chief characteristic setting TTU (as a comprehensive university) off as different and distinctive from the essentially undergraduate institutions that are competing with us here in Texas.

What is needed is a strengthening of the context for research and graduate affairs. This arena should probably be extended to include the concepts of "service" (as in the various kinds of applied activities we are concerned with) and of "international affairs". A major need at TTU, as I see it, is for there to be more strong independent voices in key administrative positions, not fewer. These are needed, not only to provide necessary personal leadership nodes, but to inject a stronger quality of "checks and balances" into the entire system. We will have a stronger university, and you will be a stronger president when the individual strengths and competencies of chairs, deans and vice presidents are firmly rooted in positions of local authority and responsibility that provide them greater freedom and opportunity for accountable leadership in each area.

Lauro F. Cavazos, President
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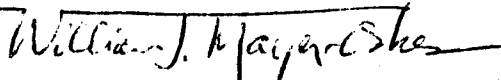
Perhaps a reorganization of the two vice presidencies concerned with academic affairs into an "internal and undergraduate affairs" and "external and graduate affairs" framework would be possible. Each of these vice presidents should be independent "advocates" for their respective areas. The crucial budgetary elements in such a reorganization might involve allocation of formula-derived funds to the two offices in proportion to enrollment, as well as the conventional distribution of research line items to the graduate affairs area.

In any case, the idea of eliminating the office of research VP is an extremely important one. Why would we do this? Who else of the universities we want to compare ourselves with has done it? Why have they done it? I fear that research and graduate affairs (this will include much of our international profile and all of our "service") will be lost in the complex corridors of undergraduate academic affairs, competing inappropriately with matters that are really of lower priority to the future of the university we hope to achieve. All this while student affairs, development, and administration have their own independent vice presidential advocacy voices and opportunities for leadership!

I urge you to consider the variety of opinions that I am sure will come from those of us on "the firing line" of the classroom, laboratory, and field research context. It is clear to me that there needs to be significant priority given to improving the research atmosphere at TTU, especially at this time. We need to give significant and stronger priority to both the independence and integrity of research. We need to be more imaginative in working out new and more effective ways of interrelating teaching and research, and of relating our graduate to our undergraduate activities. Centralizing all these in one office will, I am afraid, exacerbate the disadvantages of our administrative bureaucracy, as Nisbet has recently suggested.

In light of our pressing financial needs (the November Constitutional amendment, the 1985 capital campaign) it is particularly important that we at TTU present a solid front of united personal commitment to our university and its future. In the spirit of this idea I hope you will move into a major reorganization of the leadership structure of the university with due deliberation and will seriously consider the interests and needs of your greatest asset -- the faculty who will in fact, in the last analysis, make or break the university's reputation.

Sincerely yours,



William J. Mayer-Oakes
Professor

CC: N. P. Lamb, Anthropology
W. B. Conroy, Arts and Sciences
J. R. Darling, Academic Affairs