

## MINUTES OF FACULTY SENATE MEETING # 111

The Faculty Senate met on Wednesday, December 6, 1989 at 3:30 p.m. in the Senate room of the University Center with President Julia Whitsitt presiding. Senators present were Andrews, Barr, Beckner, Brink, Burnett, Couch, Dometrius, Ervin, Finn, Fish, Harp, Hall, Hartwell, Hayes, Hennessey, Hildebrand, Hill, Howe, Hurst, Kimmel, Long, Mann, Nathan, O'Callaghan, Owens, Pearson, Peterson, Piatt, Richardson, Rinehart, J. Smith, R. Smith, Strauss, Tock, Trost, Troyansky, Wagner, Wilson, and Williams. Senators Curry, Lee, McKClendon, Mehta, Peters, Tallent, Thompson, Vann, and Westney were absent with reason.

### I. Introduction of Guests

President Whitsitt called the meeting to order at 3:35 p.m. and recognized the following guests: Robert Lawless, President; Donald R. Haragan, Executive Vice President and Provost; Len Ainsworth, Vice Provost; Virginia Sowell, Associate Vice President for Academic Affairs; Denise Jackson, Office of Development; Margaret Simon, Director, News and Publications; Jim Barlow, Lubbock Avalanche Journal; and Cortchie Welch, University Daily.

Professor John Bliese served as Parliamentarian for the meeting.

### II. Consideration of the Minutes of the November 8, 1989 meeting

Senator Fish offered the following correction to the minutes: The word, this, on the last line of the first page should be replaced by Budget Study Committee salary study. Senator Brink moved the adoption of the minutes as corrected. With no further objection the minutes were accepted.

III. President Whitsitt announced a departure from the agenda to accommodate President Lawless' time schedule. Whitsitt introduced President Lawless who made the following remarks: the administration is concerned with the level of faculty salaries. The Faculty Salary Report from the Coordinating Board reveals that for the first three professorial ranks average Texas Tech University ranks seventh in Texas. Those who rank sixth and fifth ahead of us, University of North Texas and University of Texas at Arlington could not be considered superior in quality to Texas Tech. The reasons for this state are not simple; faculty size, work load, and other factors contribute to the situation. President Lawless indicated his intention to study the question to see what could be done to increase the faculty salaries. We should be in the fourth or fifth category, possibly behind the University of Texas at Austin, Texas A&M, University of Houston, and perhaps, the University of Texas at Dallas. Whitsitt recommended the Budget Study Committee as the starting point for the discussion of faculty salaries with President Lawless.

### IV. Reports from Faculty Senate Standing Committees

Senator Kimmel reported for Senator Mehta, chairperson of the Committee on Committees. Kimmel moved the recommendations as listed on attachment. Motion passed.

Senator Mann substituted for Professor McGlone, chairperson of the Academic Programs Committee, in the presentation of the committee's report on Writing across the Curriculum. The committee found no difficulty with the goals of the program, but expressed concern with the added work load on individual faculty

members. There appears to be insufficient incentive to teach writing intensive courses in view of the tenure and promotion requirements. See attachment. Senator Hennessey suggested that lower student evaluation may also be coupled with writing intensive courses, and that the Teacher Evaluation Committee might make note of this problem. Hennessey moved that the report be forwarded to the Provost's office for comment. With a second the motion passed.

Senator Couch reported for Study Committee A on the librarians' request that they be included in Faculty Senate representation. Although the committee was unable to reach consensus, the members wanted to go on record as supporting the librarians request to participate fully in the intellectual life of the university. The committee expressed reservations because the particular interests expressed by the librarians are not addressed by the Faculty Senate. Senator Couch suggested that Senators read the report and vote on it at a later date. President Whitsitt suggested that the vote be delayed until January. Copies are to be sent to librarians for their response. Senator Wilson offered a friendly amendment to the report. The Constitution, rather than the By-Laws would need to be changed in order to incorporate librarians into the Faculty Senate. Constitutional change must be approved the Board of Regents. The amendment was accepted.

Senator Hildebrand reported for Study Committee B regarding the problem of getting class rolls to faculty members early in the semester, especially for large classes. This committee recommended that add/drop and late registration be ended at the end of the fourth class day rather than the fifth class day. Senator Hildebrand moved the acceptance of this report. The motion passed.

#### V. Reports on Councils

President Whitsitt pointed out that in the report from the Provost's Council, previously mailed, that a committee will be appointed to study assessment and accreditation, including a member of the Faculty Senate. Whitsitt requested any senator interested in serving on this committee to notify her after this meeting. The names will be sent to Dr. Ainsworth for his consideration for appointment. A few copies of the Junction White Papers, mentioned in the Provost's Council report, are available from the Faculty Senate office.

President Whitsitt reported in writing from the Provost's Council.

Vice-President Arlin Peterson reported that the Academic Council has not met in December.

Secretary Betty Wagner reported that the Operations Council did not meet in November.

Senator Peters is meeting with the Research Council concurrent with the Faculty Senate.

Senator J. Smith reported Development Council proceedings in an attachment. Senator Smith also reported that several faculty members from the College of Engineering interpreted the minutes from Faculty Senate meeting 110 as implying that the Affirmative Action recommendations, read by Senator R. Smith were recommendations from the Faculty Senate. Whitsitt emphasized that this was a report of the Affirmative Action Committee read to the Faculty Senate. She referred the report to a Faculty Senate committee for study.

## VI. Report on Conference of Faculty Governance (COFGO) Organizations

President Whitsitt, who attended from November 29 to December 1, 1989 reported. Conference was composed of Texas faculty senate leaders, the State Commissioner of Higher Education, members of the Coordinating Board, regents from several universities, university presidents and other administrators, and Paul Strohm, editor of Academe, who gave the keynote speech. The topic addressed was "Faculty Responsibilities in University Governance." Most speakers emphasized that faculty responsibility for governance should be major, multi-level, and should include participating in essential decisions about all academic matters. Faculty participation in decision-making at the department and college level are routine, but less common at higher levels. Communication is crucial among all of the three main groups involved in policy: administration, regents, and faculty. The system is predicated upon trust and mutual respect.

Implementation of this system includes the nurturing of strong, independent, issue-oriented faculty senates; establishing regular, formal communication between faculty and regents at the university level; and establishment of a faculty advisory board statewide that would confer with the Coordinating Board.

Representatives discussed current issues and conditions on their respective campuses. Whitsitt reported that we are better off than many of our colleagues. At Texas Tech since we study bedrock issues and maintain communication with upper-level administration. However, we do not have regular, formal communication with our board of regents or meet regularly with the university president and/or provost to discuss issues of faculty concern. These perennial issues remain important: (1) evaluation of administrators at the level of department chair and above, (2) merit pay policies, (3) administrative pay raises as opposed to faculty raises, (4) class size, and (5) use of part-time and temporary faculty.

COFGO and the Coordinating Board supports three two-week summer fellowships for work with the Coordinating Board in Austin. Applications are due January 15. President Whitsitt offered to help any senator who is interested.

## VII. Old Business

President Whitsitt stated that information is available on faculty hirings/termination from May, 1988 to September, 1989. The data reveal the tendency to hire more temporary faculty and fewer tenure track faculty. Dr. Ainsworth pointed out that some of the temporary faculty appointments are part-time, whereas all the tenure-track appointments are full-time.

## VIII New Business

President Whitsitt called attention to an attachment to the agenda from the University Library Committee regarding increases in prices of journal subscriptions. The average cost of a journal subscription rose from \$35. in 1975 to \$105. in 1987. However, the average price of foreign journals rose from \$82. to nearly \$150. in three years. This problem appears to be the worst in scientific, medical, and technical journals.

President Whitsitt called attention to an event at the University of Texas, Pan American which appears to involve discharging two tenured faculty members

without due process. Senator Hennessey moved that the Texas Tech University offer an expression of concern and support to the Faculty Senate at University of Texas, Pan American to resolve this issue in an appropriate manner. After a second discussion followed. Motion passed.

Senator Fish proposed a resolution regarding academic freedom citing the case of Dr. John Orem, Texas Tech University Health Sciences Center. With a second discussion ensued. O'Callahan proposed a friendly amendment which Fish accepted. Question was called and the motion passed.

#### IX. Remarks by Executive Vice President and Provost Donald Haragan

Provost Haragan made the following comments:

A. He had questions about the specific recommendations from the Affirmative Action Committee. The spirit of the report is acceptable, but more details are needed.

B. In the matter of dual career couples the advice of the Faculty Senate will be sought.

C. The Student Evaluation Committee will soon be reporting; this report will be submitted to the Student Senate and the Faculty Senate.

D. The executive summaries from the Junction retreat are available; ten copies were sent to the Faculty Senate. Faculty members are encouraged to read these and react to them.

E. Provost Haragan will provide the Faculty Senate with a copy of the remarks he made to the Board of Regents.

F. Of the 101 requests from faculty members regarding academic progress of football players only 36 were returned. Tutoring was provided for the 36 players for whom reports were obtained. Of the 36 players tutored, 25 improved, 10 remained the same, and one decreased his performance. The faculty is encouraged to return reports.

G. The issues of the number of temporary faculty hired and faculty salaries are related. The University of Texas at Austin has 25% temporary faculty; Texas A&M has 27%; Texas Tech University has 30%; and the University of Texas at Arlington has 40% temporary faculty. Hiring temporary faculty is one way to raise the salaries of full-time, tenure-track faculty members. Other ways involve increasing student-teacher ratios, class size, and/or teaching loads.

#### X. Announcements

A. President Whitsitt urged Senators to attend commencement.

B. Whitsitt called attention to a Texas Faculty Association meeting in Austin, February 23-24. A women's conference addresses the place of women in higher education.

C. The next meeting of the Faculty Senate will be on the third Wednesday in January 17; the agenda committee will meet Thursday 9, at 2:00 p.m.

The meeting adjourned at 5:07 p.m.

Respectfully submitted,



Betty Wagner,  
Secretary, 1989, 1990