

**MINUTES #147, FACULTY SENATE**  
**December 8, 1993**

The Faculty Senate met on Wednesday, December 8, 1993, at 3:15 p.m. in the Senate Room of the University Center with Sue Couch, president, presiding. Senators present were Barr, Bradley, Burnett, Cardenas-Garcia, Ceniza, Cravens, Curzer, Davis, Dragga, Dunham, Dunn, Dvoracek, Endsley, Gregory, Haigler, Heintz, Hensley, Higdon, Hopkins, Huffman, Jonish, Khan, Marlett, D. Mason, J. Mason, Miller, R. Morrow, T. Morrow, Oberhelman, Payne, Pearson, Schoenecke, Shroyer, Sorenson, Strawderman, Troub, Urban, Westfall, Zanglein and Zartman. Senator Aranha was absent because of University business. Senators Perl, Roy, and Wagner were absent with prior notification. Senators Bliese, Kiecker, McGlone, Sanchez, and Weber were absent.

President Couch called the meeting to order at 3:20 p.m. and recognized the following guests: Robert Lawless, President; Donald R. Haragan, Executive Vice President and Provost; Virginia Sowell, Associate Vice President, Academic Affairs; Don Cosby, Vice President for Fiscal Affairs; Mary Ann Higdon, Library; and members of the media.

Steve Frazee, Agricultural Education and Mechanization, served as Parliamentarian.

**I. CONSIDERATION OF THE MINUTES**

The minutes of the November 10, 1993 meeting were approved as distributed.

**II. REMARKS OF PRESIDENT LAWLESS**

President Lawless described his six goals for the University:

1. Increase Faculty Salary to at least above Statewide Average - President Lawless noted that because UT Austin professors comprise 16.03% of the total faculty statewide, and because UT Austin faculty earn \$11,000 more than average faculty statewide, it is difficult to increase TTU salaries above the statewide level average. He noted that in 1989, TTU was 7th on the list at \$1300 below average. Currently, TTU is 4th, at \$600 below average.
2. Keep Administrative Costs as Low as Possible Lawless reported that TTU is 3rd out of 37 institutions, with administrative cost at 5.5%. The institution with the lowest administrative costs has costs of 5.41% and the state average is 9.8%.
3. Increase Library Support - President Lawless expressed his commitment to increasing library support and becoming a member of the American Association of Research Libraries.

4. Increase Endowments - As of 6/30/89, endowments totalled \$32 million. Currently, endowments total \$94 million. Lawless plans to initiate a capital campaign in 1995 to raise \$250 - 300 million.

5. Commitment to Teaching/Learning - Lawless would like to offer more assistance in learning. He wants to admit better students. All entering students should be capable of fulfilling the requirements to graduate.

6. Productivity - This the most important goal: to be more effective and efficient. He noted that the State auditor's office is about to issue a report on faculty workload. The auditors looked at civil engineering, English, accounting and history at four campuses. The auditors only examined the number of courses taught and looked at no other factors. Lawless disagrees with this methodology and is concerned that the report will be in line with the current trend of just focusing on teaching load.

Although the issue can be addressed simplistically by requiring that every faculty member teach an additional course, Lawless does not want to take this approach. He suggested that the Faculty Senate could establish a committee to look into this issue.

Vice President Oliver Hensley informed President Lawless that a committee had been established to focus on quality and performance, not just productivity.

Lawless noted that the public does not understand faculty workload and doesn't understand that the average faculty member works more than 60 hours a week. Public perception is important because the public pays for higher education.

Hensley said that the model should be changed from a narrow model that focuses only on contact hours to a broader model that looks at research, scholarship, teaching, advising, and service. Lawless said: "We need to work together." He said that the Texas Tech faculty is exceptional and very efficient in many ways. TTU is in the third quartile in the U.S. News & World Report listing of colleges. He noted that TTU is the only institution in the top 153 that expends less than \$5000 per student.

Senator Haigler commented that Lawless has overestimated the faculty's interest in salary and de-emphasized the faculty's need for research support. Lawless noted that more flexibility is needed to let faculty do what they do best. All faculty do not have to be rewarded according to the same formula.

### **III. REMARKS OF PROVOST HARAGAN**

#### Long Term Planning and College Reports -

Provost Haragan explained that strategic planning doesn't start and stop. He has asked the colleges to prepare planning reports, updates of the last reports three years ago. He emphasized that there is

nothing special about the reports; the administration will use the report in the planning process.

Sexual Harassment Committee - The ad hoc Sexual Harassment Committee has been dissolved and a new standing committee will be formed to provide input and coordination of efforts regarding sexual harassment. The Committee's role will include education, review of policies, and maintenance of a resource pool. The Committee will have broad representation and will include Faculty Senate representation.

Funding - The Coordinating Board has announced its goal of reaching the funding average for the ten most popular states. This would mean an increase of 19<sup>1</sup>1, which is unrealistic.

Productivity - Senator Gregory asked whether productivity quotas distinguish between teaching workloads for graduate and undergraduate programs. Haragan responded that the University's mission of research and service will not change, but he anticipates that faculty may specialize in graduate or undergraduate courses. He noted: "Not all the research we do is important. Some people do research just because they must to get published for tenure. We need to do pertinent research and be more productive in this sense."

Senator Sorenson asked how the faculty can show the public that we do worthwhile and important research. Haragan responded: "The public does not care about research - they want us to teach their children." Senator Curzer asked if Haragan is changing the weight of teaching in future tenure decisions. Haragan said "no." Curzer said that teaching is not presently rewarded as much as research.

Senator Shroyer asked about the schedule for the Productivity Task Force. Haragan anticipates that the Task Force will prepare a report by the end of the academic year.

#### IV. REPORTS FROM COUNCILS AND COMMITTEES

Research Council - Fred P. Wagner, Jr. (report distributed and on file in the Faculty Senate office.) The amount of awards received in November 1993 was significantly less than previous years.

Development Council--Richard Zartman - The focus of the meeting was on increasing endowments.

Student Senate - Leon Higdon - Senator Higdon reported on the November 4 and 18, and December 2 Student Senate meetings.

#### V. REPORTS FROM STANDING COMMITTEES OF THE FACULTY SENATE

Committee on Committees - Senator Jonish, chair, presented the names of two nominees for service on the Library Committee. The Senate approved the nominees. These names will be forwarded to the appropriate administrative officer for appointment. The Senate approved the Committee on Committees' nominee of Robert Marlett to

serve as the Senate's representative on the General Education Committee.

Study Committee A - David Payne (report distributed and on file in Faculty Senate Office.) Senator Payne reported on the Committee's consideration of a proposal to establish a Student Use Fee to enhance the financial support of the University Library. Student Association President Mike Fietz supports a referendum to be held in the Spring semester asking student approval of such a fee. A resolution will be presented to the Student Senate in January or February 1994. Payne also reported on the Committee's consideration of whether the Senate should recommend a policy concerning solutions to the increasing costs of library journals. The Triangle Research Libraries Network has developed the Model Copyright Document which offers guidelines which aid faculty in choosing an appropriate scholarly journal publisher and in negotiating copyright and licensing agreements which insure the widest possible dissemination of their research at reasonable costs. This policy has been considered by the Research Council and a University task force on Library Planning was formed in September 1993. The Committee recommended a "wait and see" approach to determine what the Task Force will do before proceeding further.

The report was received.

## **VI. OLD BUSINESS**

Athletic Department Representative - Bob Bockrath has appointed Jeannine McHaney as the Athletic Department's representative to the Faculty Senate.

Report of Vice Provost for Research - Bob Sweazy, Vice Provost for Research, will attend the January 19 meeting.

Faculty Senate Performance Committee - Eleven senators have been appointed to the Committee. The Committee's charge is to investigate faculty productivity issues and prepare a set of recommendations for establishing guidelines for measuring faculty performance at Texas Tech University. The committee will coordinate efforts with the Faculty Productivity Task Force.

Senator Haigler moved that the Committee be directed to work as cooperatively as possible with the Task Force, particularly in regard to soliciting information and comments from the general faculty only in a unified format as is mutually agreed upon the two committees. The motion was seconded and passed unanimously.

## **VII. NEW BUSINESS**

Senator Miller made a motion that the Dean of Students and Vice President for Student Affairs decertify the High Riders as a recognized student organization; that High Riders be refused future funding from student government or state sources; be denied access to campus and university facilities; and be required to return any funds

received since violating the non-discriminatory provisions of University regulations and federal and state laws, and further that the Dean of Students require that the officers of the High Riders offer a written apology to the aggrieved student, and that the organization amend its constitution to eliminate discriminatory policies before it is allowed to operate on the TTU campus. The motion was seconded. Several senators suggested that the Faculty Senate ask the Dean of Students to report on the matter.

Senator Dunn moved to table the motion. The motion to table was seconded and passed. Senator Barr moved to invite the Dean of Students to attend the next meeting of the Senate. The motion was seconded and passed.

#### **VIII. ANNOUNCEMENTS**

Coordinating Board - Applications for Faculty Fellow are due January 15 for the Summer of 1994.

Agenda Committee - The Agenda Committee will send the agenda to department chairs for posting and the Committee is looking into working with the University Daily for better coverage before the meeting and a possible advertisement. Agenda Committee meetings will be held on 1/10, 1/31, 2/28, 4/5 and 4/25.

#### **IX. ADJOURNMENT**

There being no further business, the meeting was adjourned at 4:50 p.m.

Respectfully submitted,

Jayne Zanglein  
Secretary 1993-94