



TEXAS CHRISTIAN UNIVERSITY  
Fort Worth, Texas 76129  
817-926-2461

Faculty Senate

✓ MINUTES  
FACULTY SENATE MEETING  
May 3, 1979

Present (1979-80 roster): Baird, Barcellona, Berliner, Couch, Daniel, Flowers, Frye, Gallagher, Graham, Herrick, Hightower, Hoehn, Kelly, Lysiak, McCracken, McWhorter, Miller, Moudy, Procter, Quarles, Reynolds, Richards, Rowell, Rurak, Sanders, Secrest, Snyder, Tucker, Waits, Whitlock, Woldt, Wortham

Absent (1979-80 roster): Gore, Hensley, Hopkin, Klein, Landwer, Lawrence, Miracle, Newsom, Rawlings

The meeting was called to order by Chairman Flowers at 3:35 p.m.

The minutes of the April 5, 1979, meeting were approved as distributed.

The members of the 1979-80 Senate were introduced by a roll call.

1. Constitution Revision

Senator Richards reported the faculty vote on the proposed revision of Article II of the Faculty Senate Constitution. A total of 101 ballots was received, with 71 voting "yes" and 30 voting "no." Ten of the "no" voters indicated on their ballots that they would have preferred separate votes on each change. Chairman Flowers declared the revision as being approved.

2. Future Staffing

Senator Secrest presented a "Statement on Future Staffing." (A copy is attached at the end of the Minutes.) There was extensive discussion in the form of questions raised by Senators to which Dr. Secrest or Dr. Moudy responded. The discussion included a question about there being a commensurate three percent decrease in non-faculty positions, the meaning of credit hour production, a review of separate University programs, the participation of the faculty in decisions about program alteration, the basis for enrollment projections, alternatives to faculty reduction, the decline in the college-age population, cost savings resulting from faculty decrease, and where the faculty decreases will be carried out.

It was pointed out that non-faculty positions for 1980-81 have not yet been examined, but the 1979-80 budget does have reductions in non-faculty positions equivalent to faculty reductions. The administration is anticipating a level enrollment for the immediate

future. Dr. Secrest responded to the question about other options than faculty reduction that he "would hate to see us have a year without salary raises," and Dr. Moudy indicated he was "unwilling to ask faculty to retain faculty positions by keeping salaries level." The cuts in faculty positions for 1980-81 are anticipated to be in AddRan, Fine Arts, Education, and Nursing.

### 3. Committee Reports

Committee on Committees reported its "Proposed University Committee Assignments for 1979-80." It was moved and seconded to approve the recommendations and forward them to the Administration (except for the University Court members who are appointed by the Senate.) Motion carried.

University Intercollegiate Athletics Committee. Senator Tucker reported on the accomplishments of the Committee during 1978-79. (The written report was distributed at the April 5, 1979, Senate Meeting.) He also summarized the Committee's concerns for 1979-80, including studying the composition of the Committee, implementation of its new charge, studying the possibility of combining the chairmanship and athletic representative positions, academic counseling for athletes, review of the athletic budget, formulating recommendations concerning expansion of minor sports, and monitoring the Athletic Department's progress in its five-year goals. Following discussion, Senator Tucker invited the Senators to report their concerns directly to the Committee.

Committee on Finance and Compensation. Senator Wortham, on behalf of the Committee, moved (and it was seconded) that the administration be urged to investigate the feasibility of increasing summer school salary from 7 percent per course to 8 and 1/3 percent. The motion carried.

### 4. Election of Officers

Senator Flowers presented the slate of officer nominees for 1979-80 as prepared by the Executive Committee. The following officers were elected by acclamation:

Chairman	Karl Snyder (English)
Vice-chairman	Henry (Jim) Kelly (Chemistry)
Secretary	Ann Richards (Nursing)
Assistant Sec.	Richard Hoehn (Brite)

### 5. Executive Session

The Senate was called into Executive Session by Chairman Snyder for the purpose of considering honorary degree nominees.

6. The Senate was adjourned at 5:25 p.m.

Respectfully submitted,



J. Cy Rowell, 1978-79 Secretary

May 3, 1979

STATEMENT ON FUTURE STAFFING

The slight downward trend in our enrollment since the early 70's mandates some adjustment in the total number of faculty positions authorized for the academic units. As the budget was prepared for 1979-80, reductions in authorized positions of approximately 2% were made in both academic and non-academic units, as has been reported previously.

It is the judgment of the administration that still further reductions in authorized positions will be required in the 1980-81 budget. In many cases a final decision can be postponed until more is known about next year's enrollment pattern. However, since our tenure policy requires a full 12 months notice prior to the end of a contract period for faculty with two or more years service at TCU, some actions must be taken now if their effect is to be felt by the 1980-81 academic year.

Departmental chairmen have been notified that several positions which have been, or will be, vacated by resignations or retirements will not be filled. A few nontenured faculty members now occupying tenure track positions will be given notice by the semester's end that their 1979-80 appointment will be a final one. Altogether the immediate actions contemplated will allow us to work toward a reduction of 10 to 12 authorized positions in the 1980-81 budget, about 3% in the budgeted FTE faculty positions.

The selection of areas for reduction has been based on both a consideration of demand as reflected by credit hour production and by judgmental considerations of program requirements and relative strengths.

The decision to take these actions has been a difficult one but one which we believe to be essential for the long-range vitality of the university.

E. Leigh Secrest



MINUTES

FACULTY SENATE MEETING  
April 5, 1979

Present: Arnoult, Baird, Behnke, Brown, Clements, Dominiak, Ehlmann, Farrar, Flowers, Gore, Hensley, Jones, Klein, Lawrence, McCracken, McWhorter, Miracle, Moudy, Procter, Rawlings, Reinecke, Rhoades, Richards, Rowell, Snyder, Stanley, Vanderhoof, Whitlock, and Wortham.

Absent: Bond, Chambers, Clegg, Daniel, Kirkham, Knepper, Landwer, Ludvigson, Secrest, Stewart, and Venier.

The meeting was called to order by Senator Flowers at 3:35 p.m.

The minutes of the February 22, 1979, and March 1, 1979, meetings were approved as distributed.

Senator Flowers announced that the AAUP resolution presented at the February 1, 1979, meeting has been submitted by the Executive Committee to the Committee on Finance and Compensation for consideration.

New Business

1. Dr. William Watson (Chemistry) was elected by the Senate to the University Advisory Committee.
2. Senator Flowers reported the Executive Committee had been informed by Senator Secrest that a Search Committee is to be formed for the position of Associate Dean of the University for Graduate Studies and Research. The Search Committee is to include two Graduate Faculty members nominated by the Senate. The Senate nominated the following persons from whom two are to be selected: Larry Adams (Sociology), Joann James (Education), Ray Remley (Psychology), and Marjorie Stanley (Business).
3. Senator Flowers reported the Executive Committee had been informed by Senator Secrest that a Search Committee is to be formed for the position of Dean of Admissions. The Search Committee is to include two faculty members nominated by the Senate. The Senate nominate the following persons from whom two are to be selected: James Farrer (Religion), Don Jackson (Political Science), Jim Kelly (Chemistry), and Marjorie Lewis (English).

Report on Tenure Document

Senator Flowers reported that following Senate action on the Tenure Document the administration chose to forward to the Trustees at the March, 1979, meeting only Section II, which was approved. It was the feeling of the administration that the Trustees' agenda did not permit sufficient time for dealing with all the proposed changes in the tenure document.

Academic Excellence Committee

The Committee's report from the March 1, 1979, meeting was removed from the table.

1. "Withdrawal from Classes," General Information Catalog, p. 34. It was moved and seconded to shorten from 10 weeks to 5 weeks the calendar for withdrawal.

It was moved and seconded to substitute for the original motion: to have the W grade with advisor signature only, permissible through the 8th week; through 12th week permissible but also with dean and instructor signatures; after 12th week, only Q grade possible. It was suggested that the 7th and 10th weeks be used, but the suggestion was not accepted. The substitute motion did not carry.

It was moved and seconded that the "W" be allowed with advisor consent through the last class day of the semester. Motion did not carry.

It was moved and seconded to amend the original motion by changing the dates from 5th to 7th week. Motion carried.

It was moved and seconded to amend the original motion by deleting the language referring to the criteria for withdrawal after the latest date. Motion did not carry.

The original motion as amended carried.

2. "Grade Reports," General Information Catalog, p. 31. It was moved and seconded to insert following the second sentence the following: "Unsatisfactory shall be defined as 'D' or 'F' work." It was moved and seconded to amend the motion by inserting in the second sentence of "Grade Reports" the word 'undergraduate.' Motion carried. Original motion, as amended, carried. ((Statement now reads: Grades are reported to students at the end of each semester and summer terms. Reports will also be made at mid-semester on undergraduate students who are doing unsatisfactory work in one or more subjects. Unsatisfactory shall be defined as "D" or "F" work. Mid-semester reports of unsatisfactory work are not made a part of the permanent academic record of students.))

3. It was moved and seconded that the Faculty Senate suggest to the administration that the final examination pattern be changed as follows:

- (1) Each examination period be expanded to three hours allowing sufficient time for comprehensive exams written in essay form or laboratory work to be completed.
- (2) More examination periods be scheduled during the day.
- (3) That great care be exercised in "spreading out" throughout the week examinations for courses which have met at primary class times.

It was decided to vote on each separate item.

- Item (1). Motion carried.
- Item (2) was amended to read "More examination periods be scheduled." Motion carried.
- Item (3). Motion carried.

4. The Committee on Academic Excellence moved (and it was seconded) as an expression of concern that the faculty carefully observe the procedures of not administering any final examinations during the final week of classes except for laboratories or juried performances in music. Motion carried.

#### Committee on Finance and Compensation

Senator Wortham distributed the Committee's report on TCU Faculty Salaries as of January 1, 1979. The report was accepted. It was moved and seconded that the Salaries report be distributed to faculty through the Weekly Bulletin. Motion carried.

Senator Wortham distributed the Committee's report on Finance and Compensation for Summer School. The report was accepted.

#### Other Business

1. Senator Jones requested and received approval to submit a posthumous honorary degree nomination.

2. The Committee on Committees distributed a report "Proposed University Committee Assignments for 1979-80." No action taken.

3. A report from the University Intercollegiate Athletics Committee was distributed. No action taken.

The meeting was adjourned at 5:30 p.m.

Respectfully submitted.



J. Cy Rowell, Secretary

APR 3 1979



TEXAS CHRISTIAN UNIVERSITY  
Fort Worth, Texas 76129  
817-926-2461

Faculty Senate

MINUTES  
Faculty Senate  
March 1, 1979

Present: Arnoult, Baird, Clements, Daniel, Dominiak, Ehlmann, Flowers, Gore, Hensley, Klein, Knepper, Lawrence, Ludvigson, McCracken, McWhorter, Miracle, Moudy, Procter, Rawlings, Rhoades, Richards, Rowell, Secrest, Stanley, Vanderhoof, Whitlock, and Wortham.

Absent: Behnke, Bond, Brown, Chambers, Clegg, Farrar, Jones, Kirkham, Landwer, Reinecke, Snyder, Stewart, and Venier.

The meeting was called to order by Senator Flowers at 3:40 p.m.

The minutes of the February 1, 1979, meeting were approved as distributed.

Senator Secrest reported that the last portion of Section II of the proposed tenure document which connects tenure and retirement was still a difficult item. Senator Moudy has suggested omitting this item, and the attorney is considering this option.

It was announced that a Faculty/Staff Assembly will be held on March 28 and 3:30 p.m.

Committee on Academic Excellence. Committee chair, Senator Lawrence, presented the report of the Committee. He moved and it was seconded, that the Committee's recommendations be approved and be recommended to the appropriate University authorities, as follow:

1. to change the Q grade explanation from "dropped by Dean's Permission" to "dropped by permission of the Dean of the School or College in which the course is offered."  
(See page 28, General Information Catalog)

Discussion centered on which is the more appropriate dean-- the dean of the school in which the student is majoring or the dean of the school in which the course is offered, and on the role of the faculty in this process (concurrence with or by consent of).

Committee on Academic Excellence--con't.

It was moved and seconded that the motion be amended to read "dropped by permission of the dean of the school or college of the student's major (and dean of the school or college in which the course is offered, if different) in consultation with the instructor of the course.

The amendment and the motion (as amended) carried.

2. to change the three phrases in the "Withdrawal from Classes" section (p. 34 General Information Catalog) from "tenth week" to "fifth week."

Discussion centered on those courses in which a student may not have enough evidence by the fifth week to make a withdrawal decision, while the tenth week is too late. It was reported that the Student Life personnel were concerned that this section be tightened.

It was moved and seconded that action on this item and on the rest of the Committee's report be tabled until the next meeting. Motion carried. It was suggested that the Committee provide more information on the use of the W grade.

Committee on Role and Function of the Senate. Committee chair, Senator Klein, reported the major changes in the proposed revision of Article II of the Senate Constitution, as follow:

- extends terms of office to three years
- allows Senators to serve consecutive terms
- reduces number of at-large Senators from 14 to 9
- increases minimum school representation from 2 to 3
- relaxes the allocation of officers among schools
- calls for a person's expression of interest to serve on Senate prior to election
- requires a year of service on Senate prior to service on the Executive Committee.

It was moved and seconded that the Senate receive the report and forward it to the faculty as a whole.

It was moved and seconded to amend the motion by deleting the Executive Vice-chancellor as an ex-officio member. Motion carried. (Section 2, A)

It was moved and seconded to change language in Section 6,A,4, to "Vice Chancellor responsible for academic programs." Motion carried. It was then moved and seconded that Section 2,A be modified to read "Ex Officio Members. The Chancellor of the University, the Vice Chancellor responsible for academic programs, and the immediate past chairman of the Faculty Senate (if not otherwise an elected member of the Senate) shall be ex officio members...." Motion carried.



Committee on Role and Function of the Senate--con't.

It was moved and seconded that the Executive Committee be charged with desexing the language of the entire document. Motion carried.

The original motion, as amended, carried.

Committee on Committees. Committee chair, Senator Vanderhoof, reported that evaluation forms have been submitted to faculty members and committee chairpersons.

There was no new business.

The Senate then went into executive session for consideration of confidential business.

The meeting was adjourned at 5:30 p.m.

Respectfully submitted,



J. Cy Rowell, Secretary



TEXAS CHRISTIAN UNIVERSITY  
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Faculty Senate

## MINUTES

### Special Called Meeting FACULTY SENATE February 22, 1979

Present: Baird, Behnke, Bond, Brown, Clements, Ehlmann, Farrar, Flowers, Landwer, Ludvigson, McCracken, McWhorter, Procter, Rawlings, Rhoades, Richards, Secrest, Snyder, Stanley, Vanderhoof, and Venier.

Absent: Arnoult, Chambers, Clegg, Daniel, Dominiak, Gore, Hensley, Jones, Kirkham, Klein, Knepper, Miracle, Moudy, Reinecke, Rowell, Stewart, Whitlock, and Wortham.

The meeting was called to order by Senator Flowers at 3:40 p.m. It was announced that consideration of tenure document revisions would be the only item of business.

1. Section II. B. 1. Senator Venier moved and it was seconded that the first sentence of the proposed two sentence addition be adopted as follows: "The recommendation for waiver shall be reviewed in parallel with the recommendation for initial appointment." Motion carried.

((The proposed second sentence was, "The Chancellor shall make the final decision whether to forward the nomination to the Board of Trustees."))

2. Section II. B. 2. Senator Procter moved and it was seconded to substitute in the third sentence "at least" for "more than...." During the discussion, Dr. Secrest stated the departmental chairmen would be included within the seven year rule under either set of words, since departmental chairmen are considered to have full-time academic appointments. The motion was defeated.

3. Section II. B. 2.--sentence 5. Senator Venier moved and it was seconded to approve sentence 5 as follows: "However, the probationary period for a person granted credit for service prior to appointment at TCU may extend to as much as four years even if the total full-time service in the profession exceeds seven years." Motion carried.

4. Section II. B. 2. Senator Baird moved and it was seconded to add a new section "d" as follows: "A decision on tenure, favorable or unfavorable, shall be made by the institution at least twelve months prior to the completion of the probationary period." Motion carried.

5. A report was given by Senator Secrest of the University attorney's response to the tenure document. The attorney had several questions which were answered (including the offering of rewording suggestions) by the Tenure Committee. See attached letter. The concerns included:

(1) Section I. A. No definition as to what constitutes full-time faculty. Committee suggested the change as in item 1 of letter. It was moved and seconded to approve. Motion carried.

(2) Section I. B. Any difference between purpose to cover non-tenured faculty and tenured faculty? Question answered by Committee; no action by the Senate was deemed necessary.

(3) Section II. B. 1. What is the meaning of "probationary period"? Committee suggested addition of item 3 in letter. It was moved and seconded to approve. Motion carried.

(4) Section II. C. 1. What are the "few exceptions"? Committee suggested the wording in item 4 of letter. It was moved and seconded to approve. Motion carried.

(5) Section II. E. Concern with tenure tied directly to retirement regulations. Committee suggestion in attached letter (item 5) did not meet with the attorney's approval because it was still tied to retirement. Attorney's new suggestion as reported by Senator Secrest did not meet with the approval of the Senate.

It was moved and seconded that the following statement be substituted for II. E.--"Permanent tenure shall terminate at the legal minimum mandatory retirement age." The motion carried. Senator Secrest will convey the new suggestion to the attorney and report back to the Senate.

Senator Farrar reminded the Senate that the Tenure Committee has suggested that the concerns of part-time faculty need consideration and suggested again that the Senate investigate this situation.

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Senator Flowers announced that the next meeting of the Senate will be March 1 at 3:30 to consider honorary degree nominations and other items. The meeting was adjourned at 4:30 p.m.

Respectfully submitted,

*Ann Richards*

Ann Richards, Assistant Secretary



TEXAS CHRISTIAN UNIVERSITY  
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Faculty Senate

✓ MINUTES  
Faculty Senate Meeting  
February 1, 1979

Present: Baird, Behnke, Bond, Clegg, Clements, Dominiak, Farrar, Flowers, Gore, Hensley, Jones, Kirkham, Klein, Knepper, Landwer, Ludvisgon, McWhorter, Procter, Rawlings, Reinecke, Rhoades, Richards, Rowell, Secrest, Snyder, Stanley, Vanderhoof, Venier, Whitlock, and Wortham.

Absent: Arnoult, Brown, Chambers, Daniel, Ehlmann, Lawrence, McCracken, Miracle, Moudy, and Stewart.

The meeting was called to order by Chairman Flowers at 3:35 p.m.

The minutes of the December 7, 1978 meeting were approved as distributed. The minutes of the January 23, 1979 meeting were approved with the following correction--Professor Henley (not Hensley) is a member of the interim plan study committee.

Committee Reports.

A. Tenure. Chairman Flowers reported that the Executive Committee had met with Dr. Secrest and reviewed and approved four editorial changes suggested by the deans and Dr. Secrest. The suggested changes were read to the Senate. The Senate then voted to have a called meeting to consider these changes. The called meeting will be Thursday, February 15, at 3:30 p.m.

A suggested substantive revision of Section V of the Tenure document was presented along with the Senate's approved version. Dr. Secrest commented on the proposed changes. It was then moved and seconded to approve the revised Section V (with the addition of the phrase, "or reassignment," at two points). The motion carried. (The approved revised Section V is attached.)

Dr. Secrest stated that he and the academic deans wished to commend the Tenure Committee and the Senate for the responsible and effective way the revision of the tenure document was accomplished.

B. Grievance Document. Senator Clements reviewed the Committee's fall activities and the hearings. It was moved and seconded that the Senate adopt the Faculty Grievance Policy in

two parts--full policy statement and shorter summary statement. The motion carried.

C. Role and Function of the Senate. Senator Klein reminded the Senate of the "reorganization of the Senate" report presented at the December meeting. It was moved and seconded to receive the report and forward it to the faculty. Senator McWhorter questioned why no departmental representation was considered and why the at-large category was removed.

It was moved and seconded to substitute "for" in the place of "during" in paragraph C, page 8. Motion carried.

It was moved and seconded to add "by lot" following "shall be broken..." in paragraph 3, page 6. Motion carried.

It was moved and seconded to ask the Role and Function Committee to reword the document in order to retain the at-large category of membership. Motion carried.

D. Committee on Committees. The Committee moved that Dr. Tom Badgett be recommended to the Chancellor for appointment to the Student Organizations Committee. The motion carried.

#### Old Business.

Senator Dominiak, reporting on behalf of the committee charged with studying the motion tabled at the December meeting, reported that the members have met, have become more knowledgeable about the interim plan, but wish to wait until after the February 8 faculty-staff assembly before reporting further. The committee has selected the name of "ad hoc committee on university planning."

New Business. Senator Reinecke submitted a resolution from the TCU Chapter of AAUP concerning faculty participation in budget planning, specifically requesting the constituting of a University Budget Committee to be involved in formulating budgetary priorities and allocations and to report to the faculty on budgetary problems and plans. The resolution (a copy of which is on file with the Secretary) is to be reviewed by the Executive Committee and forwarded to the appropriate Senate Committee for study and reporting back to the Senate.

Executive Session. The Senate went into "executive session" for the purpose of considering honorary degree matters.

The meeting was adjourned at 5:30 p.m.

Respectfully submitted,



J. Cy Rowell, Secretary

Section V Termination Procedures in the Event of Elimination  
or Severe Reduction of an Academic Program

At an early stage when consideration is being given to the necessity of terminating faculty or of changing their assignments because of a claim of financial exigency dictating the elimination of an academic program, an ad hoc committee shall be formed to participate in the deliberations and to advise the administration with regard to appropriate actions. The Committee shall be comprised of the Faculty Senate Executive Committee, the Chief Academic Officer, the Dean of the School or College, the departmental chairperson concerned, and the tenured faculty members whose appointments may be directly affected. Should the decision be made that a bonafide financial exigency exists, and, thus, that the termination of one or more tenured faculty members is necessary, the ad hoc committee shall work out the most equitable arrangement possible for the tenured faculty members concerned and for the University. In these circumstances, the procedures in Section IV do not apply. If the appointment of a tenured faculty member is terminated, the faculty member shall receive his or her written notice at least 12 months prior to the end of the terminal academic year.

DRAFT REVISION

~~JANUARY 22, 1979, XXIX, 79~~

APPROVED BY SENATE (WITH TWO ADDITIONS) FEB. 1, 1979

Section V Termination Procedures in the Event of Elimination or Severe  
Reduction of an Academic Program

or reassignment

When, in the judgment of the administration, financial circumstances mandate serious consideration of the elimination or reduction of a program with an accompanying dismissal of tenured faculty, an ad hoc committee shall be formed to participate in the deliberations and to advise the administration with regard to appropriate actions. The committee shall be comprised of the Faculty Senate Executive Committee, the chief academic officer, the dean of the school or college, the departmental chairperson concerned, and the tenured faculty members whose appointments may be directly affected. The chief academic officer of the university shall serve as chairman of the committee. Should the decision be made that the concern is bonafide and that the termination of one or more tenured faculty members is necessary, the ad hoc committee shall work out the most equitable arrangement possible for the tenured faculty members concerned and for the university. In these circumstances, the procedures in Section IV do not apply. If the appointment of a tenured faculty member is terminated under these circumstances, the faculty member shall receive his or her written notice at least 12 months prior to the end of the terminal academic year.

or reassignment

DEC 14 1978



TEXAS CHRISTIAN UNIVERSITY  
Fort Worth, Texas 76129  
817-926-2461

Faculty Senate

MINUTES  
FACULTY SENATE  
Thursday, December 7, 1978

Present: Arnoult, Baird, Bond, Brown, Chambers, Clegg, Clements, Daniel, Dominiak, Ehlmann, Farrar, Flowers, Gore, Hensley, Jones, Kirkham, Klein, Knepper, Landwer, Lawrence, Ludvigson, McCracken, McWhorter, Miracle, Procter, Reinecke, Rhoades, Richards, Rowell, Secrest, Snyder, Stanley, Venier, Whitlock, and Wortham.

Absent: Behnke, Moudy, Rawlings, Stewart, Vanderhoof, and Wilsey.

1. The meeting was called to order by Chairman Flowers at 3:32 p.m.

2. The Minutes of the November 9, 1978, meeting were approved as distributed.

3. Committee Reports

Committee on Finances and Compensation

Chairman Wortham reported that the recent summer school salary survey was being tallied. He distributed a report on "Change in Compensation of TCU Faculty 1970-71/1977-78."

Committee on Academic Freedom and Grievances

Chairman Daniel reviewed the recent distribution of the proposed grievance procedure document; he reported that the Committee had held four hearings which no one attended. No further action planned until January.

4. Old Business

Chairman Flowers reminded the Senate that action on the tenure document was tabled from the November 9 meeting to this meeting. He reported that the Executive Committee had reviewed the suggested amendments in the proposed revision and had circulated those amendments.

- A. Substitute the following wording for the Preamble of proposed document:

"A university faculty must have academic freedom in teaching and research, and freedom for extramural activities consistent with responsible citizenship. Academic freedom through permanent tenure is indispensable to the success of Texas Christian University in accomplishing its charter purposes and in fulfilling its obligation to society as a responsible institution of higher learning. The following principles, definitions, and procedures shall constitute the tenure policy for faculty of Texas Christian University."

The change was approved.

- B. It was moved and seconded that suggested change # 4 (on the printed list of suggestions) be considered next. The motion carried.

- C. Item II.B.2. line 18. Add the following new sentence following the sentence ending "...years." "In the initial letter of appointment to a tenurable position, the length of the maximum probationary period, including any credit for previous service, shall be explicitly set forth."

The change was approved.

- D. Item II.B.2. lines 11-12. Change "instructor or higher" to "assistant professor or higher."

The change was not approved.

- E. Item II.B.2. line 13. It was moved and seconded to separate the two parts of the suggested amendment. The motion carried.

a. Insert at the end of the sentence ending "of higher learning," the phrase "subsequent to terminal qualification in her or his field." The change was approved.

b. Add this sentence immediately following the above change: "In calculating the maximum probationary period, credit for previous full-time service with the rank of instructor or higher in other accredited institutions of higher learning prior to terminal qualification may be granted at the time of initial appointment."

The change was approved.

- F. Item II.B.2.c. line 2. Change "tenured faculty members" to "the departmental advisory committee." The change was not approved.

- G. Item II.C.2. Substitute the following paragraph for paragraph in document:



"An instructor or assistant professor lacking the academic qualifications for promotion may make application for tenure through his or her department chairperson, with the understanding that unless the individual's qualifications change, promotion will not accompany the granting of tenure. If the individual's qualifications later change, application for advancement may be made by the individual to his or her department chairperson. If such an application for advancement is denied, an appeal may be made to the dean of the college, and the appropriate vice chancellor." The change was not approved.

- H. Item IV.D. It was moved and seconded to accept the Executive Committee's suggested wording for the revision of the last two sentences, as follows:

"These reasons shall be considered and revised recommendations may be sent forward by the Hearing Committee. The Board of Trustees, or the Executive Committee acting for it, shall consider the revised recommendations of the Hearing Committee, after which the final decision shall be made."

The motion did not carry.

The following suggested amendment substituting for the last two sentences of IV.D. was approved. "These reasons shall be considered and final recommendations shall be sent forward by the Hearing Committee. The Board of Trustees, or the Executive Committee acting for it, shall consider the final recommendations of the Hearing Committee, after which the final decision shall be made."

- I. Chairman Flowers noted that the Executive Committee had edited the document to remove sexist language.
- J. It was moved and seconded that the proposed tenure document, as amended, be approved by the Senate and forwarded to the administration of the University. The motion carried.

5. New Business

- A. Senator Procter expressed concern over the exam week schedule, suggesting that it needs to be lengthened. Chairman Flowers suggested that he communicate his concern in writing to the chairman of the Committee on Academic Excellence and Alternatives.
- B. Attention was called to the Role and Function document distributed prior to the meeting. Consideration of the document will be on the agenda for the February, 1979, meeting.

- C. Senator Dominiak shared her response to the recent Assembly where the interim plan was presented. She indicated that she and Senator Hensley had read the full report following the Assembly.

Prior to making the following motion she shared with the Senate her reservations about the extent to which the motion expressed the substance of her current concerns.

It was moved and seconded that the Senate convey to the Board of Trustees its concern about the failure of the administration to give thoughtful consideration and voice to the details of such actions as might be required within the next five years to meet the problems stated in the interim plan.

It was moved by Senator Procter and seconded to table consideration of the motion to a future meeting. Motion carried.

It was moved by Senator Venier and seconded that the Executive Committee would appoint an ad hoc committee to study the tabled motion and report to the February, 1979, meeting.

6. The Senate was adjourned at 5:15 p.m.

Respectfully submitted,



J. Cy Rowell, Secretary

NOV 22 1978

MINUTES  
Faculty Senate Meeting  
November 9, 1978

Present: Baird, Behnke, Bond, Brown, Chambers, Clegg, Clements, Daniel, Dominiak, Ehlmann, Farrar, Flowers, Gore, Hensley, Knepper, Landwer, Lawrence, McWhorter, Miracle, Reinecke, Rhoades, Richards, Rowell, Snyder, Vanderhoof, Venier, Whitlock, and Wortham.

Absent: Arnoult, Jones, Kirkham, Klein, McCracken, Moudy, Procter, Rawlings, Secrest, Stanley, Stewart, and Wilsey.

1. The meeting was called to order by Chairman Flowers at 3.35 p.m.
2. The minutes of the October 12, 1978, meeting were approved as distributed and the minutes of the October 26, 1978, meeting were approved as read.
3. Chairman Flowers announced that the Faculty Assembly announced for November 15 had been postponed. He reported that Dr. Wilsey had requested that he report that there will be a press announcement following the November meeting of the TCU Trustees. Chairman Flowers also reminded the Senate of the December 1 deadline for honorary degree nominees.
4. Committee Reports

Promotion and Tenure. Chairman Farrar thanked the members of the committee for their work on the revised document. He stated that the tenure document should stand on its own without regard to any grievance policy document. He also reported that several faculty members had expressed concern about persons employed part-time by TCU with faculty standing who are engaged in teaching and research. The committee, however, avoided making any provision in the document for such persons. He recommended that the Senate explore this problem within a definite time limit.

On behalf of the Committee, Chairman Farrar presented the proposed tenure document revision calling attention to the following changes:

p. 3 II. B. 1 (adds "upon recommendation...")

p. 3 II. B. 2 (third sentence)

- p. 4 II. 3. 2. c. (broadened to "findings")
- p. 5 II. B. 3. (adds "from chief academic officer")
- p. 5 II. B. 4. (a new provision)
- p. 6 II. C. 2. ("training" changed to "qualifications")
- p. 8 III. A. (30 days "prior...")
- p. 9 IV. B. 1. (a new provision)
- p. 10 IV. B. 3. (new)
- p. 11 IV. C. (definite time limit)
- p. 11 IV. C. 4. (added "If...")
- p. 14 IV. E. (changed to "until date of...")
- p. 15 IV. E. (second line- change "by" to "with")
- p. 15 IV. F. (added statement re: moral turpitude)
- p. 15 V. (enables faculty participation)
- p. 7 II. D. 2. (adds advisory structure)

Senate Chairman Flowers then reviewed the process of how the document was distributed. He reported that the TCU trustees would like to deal with it via the Trustee/Faculty Committee. The Senate then discussed the action of the Executive Committee as reported on the announcement of the meeting. Questions were raised about the appropriateness of the action.

It was moved and seconded that the Senate receive the report of the Promotion and Tenure Committee and discharge the Committee. Motion carried.

It was moved and seconded that the Senate adopt the tenure document and forward it to the proper administrative personnel and trustees. Following discussion questioning whether any item can be acted on in the same meeting as when it is presented, it was moved and seconded to table to the next meeting the previous motion to adopt. Motion carried.

It was moved and seconded that in order to facilitate the Senate's handling of the tenure document all proposed amendments be submitted in writing to the Executive Committee by November 20, that the Executive Committee be empowered to distinguish between editorial and principle amendments and to make editorial changes and to construct the agenda for the next meeting, and that amendments be circulated to the Senate by December 4. Motion carried.

Academic Freedom and Grievance. Chairman Daniels presented a "Summary Statement of Faculty Grievance Policy" to the members of the Senate. He reported that the Summary is to be published with the official policy but it is not the official policy statement. He announced the following proposed process by which the Grievance Policy is to be handled: (a) hearings in December, (b) Senate action in February, 1979, (c) the "long" document be made available without total faculty distribution inasmuch as it was distributed last Spring. There may be some overlap in grievance

procedures between the tenure document and the Grievance Committee document but difference is "burden of proof." Chairman Daniels urged Senators to read the "long" and "short" documents and to attend the December hearings on the "long" document.

Other Committees--no reports.

5. Old Business--None.

6. New Business.

Senator Venier presented "A Resolution Concerning Inflation and Salaries."

It was moved and seconded to adopt the resolution. Discussion followed about inflation, about whether the resolution intends across-the-board raises, about the size of average raises at TCU in the past five years, and how the resolution might be amended. It was suggested the procedure for handling the tenure document be used for the resolution.

It was moved and seconded to table consideration of the resolution. Motion carried (17 favored, 4 opposed, 5 abstentions).

It was moved and seconded that the Executive Committee express to the Trustee/Faculty Committee the Senate's concern for inflation and salaries. Motion carried.

Senator Ehlmann shared his concern over inflation, the University's resources, and the need for faculty to be concerned about faculty performance.

7. The Senate adjourned at 5:10 p.m.

Respectfully submitted,



J. Cy Rowell, Secretary

NOTE: The next meeting will be Thursday, December 7 at 3:30 p.m.



TEXAS CHRISTIAN UNIVERSITY  
Fort Worth, Texas 76129  
817-926-2461

Faculty Senate

OCT 25 1978

MINUTES  
Faculty Senate Meeting  
October 12, 1978

Present: Arnoult, Baird, Chambers, Clegg, Clements, Daniel, Dominiak, Farrar, Flowers, Gore, Hensley, Klein, Knepper, Ludvigson, McCracken, McWhorter, Miracle, Reinecke, Rhoades, Richards, Rowell, Secret, Snyder, Vanderhoof, Venier, Whitlock, and Wortham.

Absent: Behnke, Bond, Brown, Ehlmann, Jones, Kirkham, Landwer, Lawrence, Moudy, Procter, Rawlings, Stanley, Stewart, and Wilsey.

1. The meeting was called to order by Chairman Ronald Flowers.

2. The minutes of the September 7, 1978, meeting were approved as distributed.

3. Announcements.

- a. The chairman reminded the Senate of the December 1 deadline for the submission of honorary degree nominees. Nomination forms are available from the Senate secretary.
- b. The Executive Committee has requested Dr. Wilsey (and he has agreed) to present a report of the interim plan for planning at a fall semester faculty assembly. The date has not been set.
- c. The Chairman reported that the Executive Committee, since the September 7 meeting, has met twice, and has met twice with Dr. Wilsey and once with Dr. Secret. The Chairman has met twice with Dr. Wilsey and twice with Dr. Conner, chairman of the TCU Board.

4. Committee Reports.

Committee on Committees.

- a. Senate voted to substitute the name of Dr. Robert Boatler for Dr. Serge Matulich for membership on the Courses of Study Committee.
- b. It was reported that Dr. Cliff Venier has accepted the chairmanship of the Courses of Study Committee.
- c. It was reported that Mrs. Ann McDermont is not a faculty member; therefore, the action taken at the September meeting, electing her to the Traffic Safety Committee, is void.

- d. It was reported that via a phone ballot, the Committee approved the School of Business procedure for selecting faculty representation on the search committee for the Dean of the School of Business.
- e. Senate approved Dr. Lynn Rhoades to serve as chairman of the Student Publications Committee.

#### Role and Function of the Senate.

- a. Chairman Klein reported on the Committee's work. (Copy on file with the official minutes.)
- b. Following discussion on the problem of extending the terms of office of Senate members, the Senate voted 11-4 in favor of the Committee pursuing the possibility of removing re-election restrictions of allowing two consecutive terms, and voted 16-1 in favor of the possibility of extending the term of office to three years.

#### Salaries and Compensation.

Chairman Wortham reported that the Committee is studying summer school compensation. He also explained that the reason the recent AAUP report showed a 15% increase in faculty salaries was because the figures were computed differently, covering a two-year period.

#### Tenure and Promotion.

Chairman Farrar reported that 31 faculty from five Schools participated in the tenure document hearings and written responses had been received from six faculty, TCU Chapter and AAUP, and Student House of Representatives. Since the hearings the Committee has met several times; it plans to seek legal review of the document and then to circulate to faculty by mail; and it anticipates presenting a report to the November Senate meeting.

Senator Secrest said that other groups, such as the Deans, will need to see the document. He also suggested that legal review be postponed until after Senate action and the Deans' review. Discussion followed, during which the question was raised about what would happen if there is wide disagreement from various sources. It was suggested that the document could be returned to the Senate or there could be negotiation among the groups.

#### Academic Freedom and Grievances.

Chairman Daniels reported the Committee has summarized and reduced to two pages for "ready reference" the longer document prepared last year. The Committee would like to get legal opinion on the long and short documents, after which there will be open hearings on the grievance document.

#### Student Relations.

It was reported that Senator Gore has served as chairman of the committee on Who's Who selection.

Academic Excellence. No report.

5. Old Business. None.

6. New Business.

- a. Executive Committee requested Senate opinion on distribution of minutes which traditionally are sent to all faculty, administration, and professional staff. Consensus was to continue current practice.
- b. Chairman Flowers reported that the annual development campaign is being broadened to include faculty, who will be contacted by the development office.
- c. Selection of a new chancellor. Chairman Flowers reminded the Senate of the announcement of the Chancellor's retirement in the State of the University address and the subsequent letter from Dr. Conner, TCU trustee chairman, requesting comments regarding criteria.

Chairman Flowers reported the Executive Committee had prepared a draft of a cover letter and questionnaire regarding criteria, proposing that the Senate distribute them to the faculty. Following discussion, there was a motion to "approve the distribution by the Senate, of a questionnaire regarding chancellor criteria and that an Ad Hoc Committee be appointed to develop the final questionnaire." Motion carried (16 yes, 5 no, 2 abstentions).

Following additional discussion, there was a motion that "the Ad Hoc Committee submit the result of its work to the Senate for approval prior to the distribution of the questionnaire." Motion carried (14 yes, 7 no, 2 abstentions).

Chairman Flowers reported he had written to Dr. Conner expressing concern that there be broad faculty participation in the chancellor search process. He subsequently met with Dr. Conner who is in agreement with the concept of broad faculty participation. Dr. Conner has requested the Executive Committee to suggest possible search procedures. Chairman Flowers asked Senators to forward to the Executive Committee their suggestions about procedures.

There was discussion about faculty role in determining the actual criteria.

There was a motion that "an Ad Hoc Committee be appointed to draw up a set of chancellor search criteria as a basis for discussion at a meeting of the Senate." Motion did not carry (11 yes, 12 no).



- d. Senator Venier asked if there had been any response to the Senate's letter to the TCU Board (last spring) regarding the Senate's position on the Vice Chancellor search. Chairman Flowers agreed to inquire about this.
  - e. In response to a question about the status of the Vice Chancellor search, Senator Baird reported that the committee had not yet met.
  - f. Senator Reinecke asked if the Senate knew the results of the recent mail ballot for an honorary degree nominee. The Ballot results are not known, but the degree has been awarded, it was reported by Chairman Flowers.
7. The Senate adjourned at 5:30 p.m.

Respectfully submitted,



J. Cy Rowell, Secretary



TEXAS CHRISTIAN UNIVERSITY  
Fort Worth, Texas 76129  
817-926-2461

Faculty Senate

SEP 9 1978

MINUTES  
Faculty Senate Meeting  
September 7, 1978

Present: Arnoult, Baird, Behnke, Bond, Brown, Chambers, Clegg, Clements, Daniel, Dominiak, Ehlmann, Farrar, Flowers, Gore, Jones, Kirkham, Klein, Landwer, Lawrence, Ludwigson, McCracken, McWhorter, Miracle, Procter, Rawlings, Reinecke, Rhoades, Richards, Rowell, Secrest, Snyder, Vanderhoof, Whitlock, Wilsey, Wortham.

Absent: Hensley, Moudy, Smith, Stanley, Stewart, Venier.

1. The meeting was called to order at 3:30 p.m. by Chairman Ronald Flowers.

2. The minutes of the May 4, 1978 meeting were approved as distributed last May.

3. Senator Arnoult, on behalf of the Executive Committee, nominated Dr. Ann Richards for the position of Assistant Secretary. Elected by acclamation.

4. Executive Committee. Chairman Flowers reported that the Executive Committee had met three times during the summer and had filled four vacancies in the Senate membership. He reported that the Executive Committee had formulated the membership of the Senate committees, secured chairpersons for all but one committee, and had prepared "charges" for each committee. The Executive Committee also worked on procedures for discussing and acting on the tenure document; appointed Professor Ambrose Edens to the TCU Service Awards Committee; and had met with Executive Vice Chancellor Wilsey to review the interim plan on planning. The Chairman also reported on his individual activities in connection with Senate concerns.

5. Tenure document. Chairman Flowers presented two persons who had been asked to make brief statements about the document. Marjorie Lewis, the 1977-78 chairman of Promotion and Tenure, indicated the Committee wanted a brief policy statement, with procedures to be outlined in a separate document. In response to a question about changes, she reported that the Deans' version retained the current Advisory Committee structure which the Senate version does not. In response to a question about legal review, Senator Secrest reported that he had decided not to press the University attorney during the summer.

Senator Secrest, the second speaker, reviewed the editorial changes in the present document made during the summer by the Executive Committee in preparation for the publication of the Handbook. He then called attention to specific items which he felt needed attention--1) page 4, item 3; 2) page 5, paragraph 2; and 3) page 7, item C1 and C2. He urged the Senate to keep in mind the difference between due process and violations of due process.

In response to a question about whether the normal procedure will be followed in the case of new faculty being granted tenure immediately upon coming to TCU, Senator Secrest said such granting of tenure is rare but does assume prompt processing. Senator Arnoult asked if there were opportunity to blend a new policy with current procedures or whether a new statement on procedures needs to be adopted simultaneously with the adoption of a new policy. Senator Secrest hopes new policy and current procedures can be blended.

In response to questions from Senator Dominiak, Senator Secrest replied he felt the section on the "elimination and alteration of academic programs" was satisfactorily placed in the document. He does see an issue in the difference between reduction and phasing out of a department. *program?*

Senator Farrar, chairman of the Promotion and Tenure Committee, reported the Committee had met this fall and decided to hold hearings on the tenure document, to modify the document in light of the hearings, and present a proposed final draft at the October Senate meeting. The committee will consider written suggestions if received prior to the last hearing. The hearings were announced for September 11 at 2:30 p.m., September 14 at 3:30 p.m., September 18 at 2:30 p.m., and September 21 at 3:30 p.m. The Senators were urged by Chairman Flowers to attend a hearing and to encourage the participation of their colleagues. He also reported that the Senate will meet in October a week later than usual to give the Promotion and Tenure Committee more time. The Senate will meet October 12 at 3:30 p.m.

Senator Wortham asked when would legal counsel on the document be sought. Senator Secrest suggested the Senate could approve a policy statement pending legal counsel, with the proviso that the document would be returned to Senate (in the event of problems). Senator Procter asked why not get legal opinion before action.

6. Senate Roster, Committee memberships, and Committee charges were distributed. Copies on file with the Secretary.

7. Committee on Committees. Senator Vanderhoof, on behalf of the Committee:

- a. recommended Dr. Serge Matulich be nominated to replace Dr. Marjorie Stanley on the Courses of Study Committee to serve until 1983. The motion to recommend Dr. Matulich carried.

- b. recommended that the following faculty persons constitute the membership of the Select Committee on the Organization of Graduate Instruction and Research--

Dr. Joseph Britton	AddRan Natural Sciences
Dr. Barry Tuchfeld	AddRan Social Sciences
Dr. John Loud	AddRan Humanities
Dr. Stan Block	Business
Dr. Michael Winesanker	Fine Arts
Dr. John Lottes	Education
Dr. Ann Richards	Nursing
Dr. William Watson	Graduate Faculty
Dr. Richard Hoehn	Brite

The motion to approve was carried.

- c. Following discussion on the need for the Senate to recommend a chairman of the Courses of Study Committee, there was a motion to authorize the Committee on Committees to contact a member of the Courses of Study Committee who would permit his/her name to be submitted to the Chancellor as a recommendation for chairman. The motion carried with one negative vote.

- d. Senator Vanderhoof recommended that Mrs. Ann McDermont be recommended for a fall semester appointment to the University Traffic Appeals Committee. Following discussion about the need for the Senate to recommend persons for one-semester appointments and questions about the faculty status of Mrs. McDermont, it was moved that she be recommended on the condition that subsequent research identifies her as a faculty member. The motion carried (not unanimously).

8. New Business. Senator Flowers reminded the Senate of the December 1 deadline for Senate action on honorary degree recommendations. Discussion followed on the results and procedure of the late summer mail ballot on an honorary degree nominee.

9. Senate adjourned at 4:50 p.m.

Respectfully submitted,



J. Cy Rowell, Secretary