



TEXAS CHRISTIAN UNIVERSITY
Fort Worth, Texas 76129

Faculty Senate

file

MAY 25 1982

MINUTES OF FACULTY SENATE MEETING
May 6, 1982 Sid Richardson Board Room

The meeting was called to order at 3:37 p.m. by Chairman Bob Frye. All Senators and Chancellor William Tucker attended. (Roster of the 1982-83 Senators is attached.)

Chairman Frye reported on the activities of the Faculty Senate Executive Committee which included a meeting with Vice Chancellor Koehler regarding the following: (a) how search committees are constituted and chaired, (b) the length of the academic year, (c) the purchasing of new computer hardware and faculty members serving on that committee, (d) criteria for membership on the Graduate Faculty, (e) consideration of a leave of absence policy where a faculty member on paid leave has a dependent on tuition remission, the faculty member does not return from the leave to TCU, and consequently the possibility of considering that tuition remission a loan obligation. The Executive Committee also met to set the agenda for the May Senate meeting, met with Art Berliner's Committee on the Role and Function of the Faculty Senate, and organized the Faculty Assembly meeting of April 27, the minutes of which were mailed to the Faculty Assembly members. The Chairman noted that to carry out the directions of Section 2-E concerning terms of service in the Faculty Budget Committee Bylaws approved by the Senate in May, 1981, the Executive Committee would be asking current Senators on that committee to select terms, one of which would conclude now, one of which would expire in one year, and the other of which would expire in two years. Frye said the Executive Committee would consult with the appropriate Vice Chancellor in setting terms for the two appointed members of the Budget Committee. He said the new Executive Committee would be implementing this procedure, if there was no objection. There was none.

The Faculty Budget Committee's report was presented by John Wortham, with also a presentation of the new salary data. (Both attached.) Senator Haviland asked what was the role of the Faculty Budget Committee in comparison to the role of the Faculty Senate's Committee on Finance and Compensation. Frye noted that there had been some confusion because of overlapping functions of these two committees, and Wortham said his committee presented the salary information because it was wanted by the faculty and because that committee had not met. Chancellor Tucker responded to the comment in the report about TCU's not appearing in the CHRONICLE OF HIGHER EDUCATION's list of endowments. He said that was because TCU's oil and gas stocks would have to be given at their book value rather than their real value, and he thought that was a misrepresentation of the endowment.

Faculty Senate Minutes--2
May 6, 1982

Senator Art Berliner offered reports from the Committee on the Role and Function of the Senate. Mike Dodson of the committee offered an amendment to the Senate's original "Recommended Policy and Procedures for Faculty Involvement in Search Committees." Frye read a letter from Vice Chancellor William Koehler, who had informed Frye he probably could not attend the Senate meeting. Frye said a copy of the letter would be sent to all members of the Senate since Vice Chancellor Koehler wished his views on this matter shared with the Senators. Dodson noted that the original document refers only to academic search committees, and then he recommended that action on this matter be deferred to the September meeting of the Senate. He said that the committee which had offered this amendment would meet over the summer to address the other two concerns of the Vice Chancellor over chairmanship and composition. Frye asked all Senators to provide suggestions to the Role and Function of the Senate Committee.

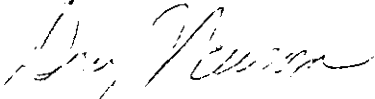
Senator Berliner offered a recommendation from his committee on the attendance of Senators at meetings. After much discussion, a motion from Senator Steven Cole to table acceptance of the report was approved. Cole's motion stipulated that the committee would report in September on their findings on the attendance record of Senators and what constitutional changes would have to be made.

Senator Dick Hoehn, Chairman of the Committee on Committees, offered nominations for University Committees. He also asked the acceptance of his committee's nomination of Rusty Gage in Psychology to fill a vacancy on the University Advisory Committee created by the expiration of Ted Klein's term. The Senate accepted Gage and accepted the list of University Committee nominations with one amendment: John Wortham's name had been omitted from the Honors Council. (The Committee list as amended is attached.)

Senator Hoehn also presented the double slate for officers of the Senate. Elected were: Glenn Routt, Chairman; Doug Newsom, Vice Chairman; Spencer Tucker, Secretary; David Graham, Assistant Secretary.

Following the closing remarks of 1981-82 Chairman Frye (attached), the meeting adjourned at 6:00 p.m.

Respectfully submitted,



doug newsom
Secretary, Faculty Senate



TEXAS CHRISTIAN UNIVERSITY
Fort Worth, Texas 76129

Faculty Senate

FACULTY ASSEMBLY MINUTES

April 27, 1982

Faculty Senate Chairman Bob Frye called the meeting to order at 3:35 p.m. in Sid Richardson Lecture Hall #1. Frye said he called the meeting in accordance with the Constitution for the Faculty Assembly members to have an opportunity to hear from the administrative officers after the spring Board of Trustees meeting and after salary letters had been sent.

Chancellor Bill Tucker expressed his thanks to the Faculty for making it a good year, and voiced appreciation to the Vice Chancellors for their assistance. He said he had attempted to create an executive leadership team because he thinks that is the most creative approach in the long term.

It was a year of lows and highs for him, the Chancellor said. A low was the death of Trustee Sam Woodson and a high was the dedication of the J.M. Moudy Building. He noted that architect Kevin Roche has just received an award from the architectural society for his work in general, and Tucker said he was especially glad that now TCU had a building on campus created by one of the greatest architects of our time.

The Chancellor called attention to the detailed news release on activities of the Board of Trustees and said he would like to highlight only a few items. First, he wanted to call attention to the Faculty Excellence award which will be given for the first time in the fall of 1982. The award is endowed through the anonymous gift of two TCU alums, man and wife, who wish to remain anonymous. The award will be given each year and will alternate in recognition for excellent teaching and for excellent research. The first award for research will be given in 1983. The second point the Chancellor called attention to is the salary increases: 14 per cent for faculty and 16 per cent for staff. He also noted that a new system has been implemented for the general staff making salary rate-based. The money allotted for salary increases is three million dollars. In the past three years faculty salaries have increased 35 per cent at TCU. In 1981-82 TCU faculty received a 13 per cent increase compared with the national average of 8.9 per cent, and in the 1982-83 budget the increase is 14 per cent to an anticipated 8 per cent nationally. The third point he wanted to call attention to was construction, Tucker said. The Moudy Building has been completed and the library construction is in two phases--construction and renovation. The construction is about two weeks behind, but should get caught up this summer and be completed so renovation can begin. Tucker said he told the Trustees that when they return to campus in November that the East campus will no longer have the wooden buildings. Sometime between commencement and fall convocation, the barracks buildings will be removed to make space on the East campus and to help with energy conservation. The fourth point the Chancellor said he wanted to make was regarding the University's budget, which he said he didn't understand why the TCU DAILY SKIFF did not print in its entirety. The budget does not include Brite Divinity's 1.6 million operating budget from its 8 to 9 million endowment, nor does it include Harris College of Nursing's 1.3 million operating budget from its endowment. Brite will operate in the black, but Harris is under-endowed and will operate in the red. In looking at the budget (attached), the Chancellor called attention to the revenue from athletics in comparison with the expenditure. The budget for women's athletics has climbed to \$300,000. Women's athletics is important, but this program is not a revenue producer, Tucker said. Tucker also called attention to the mandatory transfer of funds in the 1981-82 budget, which he said was to retire debt on the chilled loop system and the current computer.

The mandatory transfers in the 1982-83 budget are for facilities--dorms, final payment on the stadium and the Sid Richardson building. Estimated oil and gas revenues are built into the 1982-83 budget, and the Chancellor noted that 1 per cent of the total mandatory expenditure is represented by the unappropriated item, so it is a "risky" budget.

The Chancellor also noted that a donor has committed funds for renovation in the Stadium and that the artificial turf will be replaced late in May or during June, and about 10 or 11 restrooms will be significantly improved. He also said the lighting would be replaced.

The Chancellor said that he was behind in getting to the Goals and Objectives document, but said that all of the statements submitted by the various groups seem to be fairly close. However, he said the Board wanted a short statement, and there seems to be a desire internally for a long statement so he would try to develop one of an appropriate length.

Vice Chancellor Bill Koehler said the Self Study was very important now, not only because TCU could not afford to lose accreditation, but also because we need to take a look at where we are and what we are doing. The document has significant use internally, he said.

The Vice Chancellor said he had some informational items to share with the faculty. First, he noted that on the two searches for Deans, the Education Dean's search was close to being completed and the candidates for the AddRan Dean's position would be on campus next week. Second, he said that on the School or College of Communication, the first phase of a feasibility study was completed and reported out positively from the committee. The second phase is to study the organizational concept. For that, an endowment is needed, and the project now is being looked at from the possibility of funding. Third, the requirements for graduate faculty are being studied. Fourth, he has appointed a faculty committee to work with Vice Chancellor Leigh Secrest to select new computer hardware. The committee members include: Gene Alpert, Kurt Schember, Bill Watson and Roger Pfaffenberger.

Koehler noted that the TCU Research Foundation is 20 years old this year and is being asked to become incorporated into the University, since the University has gone to centralized fund-raising.

A review of the faculty annual reports showed some impressive figures for faculty both in terms of teaching and research, Koehler said, and the University intends to continue rewarding quality teaching and research and creative effort. He said the teacher/scholar model is one to which TCU should subscribe. He said he supported student-based learning evaluations to go beyond just faculty evaluations. And, he said, he thought such evaluations should be used in personnel decisions regarding increases, promotion, and tenure. He also said he supported administration evaluations.

Energy costs were showing a 40 per cent increase per year, Koehler said, which might force some hard decisions in the future.

The emphasis next year, Koehler said, should be on the Self Study, because it will be an opportunity to chart our own destiny.

Opening the floor to questions from the faculty to the Chancellor and Vice Chancellor who had spoken and to the other Vice Chancellors who attended, Frye accepted the first question from John Wortham. Wortham wanted to know where the tax money which had been set aside for the windfall profits tax was put in the budget. (TCU did not have to pay this tax.) Tucker said the money went into the Quasi Endowment, and next year the budget is based on not having to pay the tax. Tucker said there was a real need to capitalize an asset when it is one like oil and gas which will be depleted. Income from the fund is used in the operating budget, Tucker said. TCU does not build depreciation into its budget, Tucker said, so the oil and gas fund is a partial response to depreciation. The University will be spending slightly more of that money in 82-83 than in 81-82, he said.

Chuck Becker asked what the best guess was of University planners on the prices for oil and gas in the future. Tucker said the estimate was that the price of oil would go down and the price of gas would go up.

Gere Dominiak asked who managed the Quasi Endowment, whether it was someone outside the University. Tucker said it was managed outside. He said the Mary Couts Burnett Trust was managed by that trust's board and the Milton Daniel Trust was managed by a bank's trust department.

Manny Reinecke asked what it meant that there was a 100 per cent increase in the research budget, and Tucker commented that it was the result of moving the Research Foundation into the operational budget.

Reinecke also asked if the faculty would have an opportunity to meet the AddRan Dean candidates, and Koehler said they will be on campus about two days each and a schedule should be out soon.

John Wortham asked what disposition would be made of the wood buildings. Tucker said that they would be removed in such a way as to save the trees.

In closing remarks, Frye said he had three points to make: first, we need to expect change in ourselves as well as in students; second, we need to be leery of abstractions and generalizations, such as THE ADMINISTRATION, THE FACULTY, THE STUDENTS, THE TRUSTEES; third, we need to cultivate imagination. He noted that in a piece he had written for the SKIFF, he had suggested that the heart of a university is in a nine-letter word: discovery. He noted that involves the risk that we will be changed by our discoveries. A university is imaginative, he said, quoting Whitehead, or it is nothing.

The meeting adjourned at 4:40 p.m.

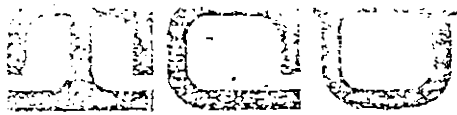
Respectfully submitted, Doug Newsom

Doug Newsom/pd

POSTSCRIPT

TO: University Staff with Faculty Rank and Associate Members of the Faculty Assembly
FROM: Bob Frye *Bob Frye*
Chairman, Faculty Senate

Although general announcements about the recent meeting of the Faculty Assembly (4/27/82) appeared in the minutes of the Faculty Senate and in the Weekly Bulletin, I neglected to send to you the suggested agenda for this meeting. Although not a single person has complained to me about this oversight, I am aware of it. Please accept my apology.


TEXAS CHRISTIAN UNIVERSITY
Fon Worth, Texas 76129
817-921-7410

Faculty Senate Budget Committee
Minutes of the Meeting
of April 22, 1992
3:30 P.M.
SWR Boardroom

Chairman John Wortham presided; members David Conn, Sanoa Kensley, and Wayne Ludvigson were present.

This meeting constituted one of two "open" meetings held this year--open to all interested parties. Three faculty members responded to the open invitation to attend, ask questions, and comments.

The purpose of the meeting was to review the activities of this committee since its inception, giving particular emphasis to the past year.

Chairman Wortham began by noting that our first year (1980-81) was spent largely in "learning the ropes." That is, the committee sought to understand the budgetary process and to explore what role it might have in that process. It was noted that we did make recommendations regarding salary increments, but that other than that, we mostly listened. It was further noted that the administration provided the committee with information and kept it current as the budget process developed.

On May 7, 1981 the Faculty Senate approved a set of bylaws for the Faculty Budget Committee. After that time a secretary of the committee was elected by the committee and formal minutes were taken. These minutes were reviewed at the present meeting by the secretary. The following salient points were abstracted from the minutes.

Meeting 1: June 4, 1981. This meeting reviewed the events and procedures of the previous year and developed an agenda of tasks to be accomplished in the coming year. The committee considered major problems to be studied, the assignments of these problems to committee members, and the time table for reports on these problems. General goals and functions of the committee were discussed. It was suggested that the committee's role extend beyond merely giving advice to the administration to include: (a) giving regular reports to the faculty, (b) identifying and specifying as precisely as possible the value judgments and other assumptions that underlie or could underlie various budgetary decisions, (c) developing indices of long-term trends in expenditures and income, and indices that relate TCU's budgetary transactions to appropriate comparison data, e.g., data from other schools, national income levels, etc., (d) serving a watchdog function for inequities in budgetary allotments, i.e., scrutinizing the budget so as to minimize inequities. It was suggested that it would be reasonable to expect that clear reasons

would be given by any administrator that chose to reject recommendations coming from the committee. Among other things, the committee decided to take a careful look at quasi-endowment in the coming year, and to update two previous senate reports (the 1976 report on the committee on finances and compensation, and the 1970 report on salary patterns and trends). The committee decided to ask that a frequency distribution of percentage increments in salary for the 1981-82 year be provided.

Meeting 2: August 28, 1981. Committee members reported on the status of tasks they had earlier been assigned, and dates for subsequent meetings in the semester were tentatively set.

Meeting 3: September 24, 1981. Meeting with Vice Chancellor Secrest, the committee devoted most of its attention to two reports. The first report concerned the frequency distribution of percentage increases in salaries, which we had previously requested. The second report comprised draft copies of the balance sheet, the statement of changes in fund balances, etc.

Meeting 4: October 22, 1981. This was the first of two open hearings for all interested parties. Only committee members attended. Discussion centered around two reports, one on faculty salaries, and the other on the quasi-endowment fund.

Meeting 5: October 27, 1981. Discussion centered around last year's budget, assumptions and the kinds of assumptions we wished to consider for this year. The committee chairman was asked to urge Vice Chancellor Secrest to meet with us at his earliest convenience, in preparation for impending budgetary decisions.

Meeting 6: November 24, 1981. The committee met with Chancellor Tucker and Vice Chancellor Secrest. Much of the discussion centered around the quasi-endowment fund, and the oil and gas revenues comprising it. An attempt was made to understand the status of the oil and gas assets, especially the possibility of all oil and gas wells becoming unprofitable about the same time resulting in a precipitous decline in revenues. It was concluded that aside from the risk of a large drop in price, a precipitous decline in revenues seems fairly unlikely, though it is always possible. The rationale behind the decision to place a certain percentage of oil and gas revenues in quasi-endowment (100 percent by 1990) was a matter of concern. The discussion seemed to imply that reinvestment of revenues and salary expenditures are competing goals, and it is a matter of judgment as to how much of revenues should be used in one way or the other. This judgment represents the outcome of a conflict between the needs of the present generation and future needs. Expenditure for one need or the other, though based on data regarding TCU's financial status, are not dictated by those data, but rather are determined by relative weights given the competing needs by the decision maker.

Several other matters were discussed. It was decided to distribute to the Senate the frequency distribution of percentage increments in salaries. Vice Chancellor Secrest distributed the assumptions and the procedures for preparation of the current budget.

Meeting 7: December 10, 1981. After considerable discussion the committee determined a set of recommendations regarding the budget, Chairman Wortham

enunciated these recommendations, and they were delivered to the administration the next day. Among other things, the committee felt that if TCU were to make a significant move to close the gap between its salaries and those of our competitors, an increase of 18% would be needed in salaries. The committee also recommended, much as it had the previous year, that the time period over which merit is assessed be more than one year. That recommendation follows from the observations that one's merit may not be constant from year to year, and TCU has had some lean years in regard to salary increments. The committee also recommended that the university begin to address the greater disparity in salaries at the higher as compared with the lower ranks when TCU's salaries are compared with those of comparable institutions. Similarly, it recommended that the inequity between the sexes be addressed. Specifically, the committee felt that these disparities and inequities are "structural" in nature and that different rank-sex groups of faculty members should receive different average increments, with merit assessments prevailing within each group of faculty. Specific recommendations along this line were made, such that over a few years time the structural inequities would be eliminated. Regarding the source of needed revenues for salary increases, the committee urged that some of the funds that might otherwise be placed in the quasi-endowment fund be used.

Meeting 8: January 21, 1982 with Vice Chancellor Sacrest. Most of the discussion centered around the recommendations of the committee previously forwarded to Chancellor Tucker and Vice Chancellor Sacrest. Dr. Sacrest indicated that the matter of how much of revenues would be placed in quasi-endowment was under considerable discussion by the administration.

Meeting 9: February 5, 1982 with Vice Chancellors Sacrest and Koehler. Vice Chancellor Sacrest reported on the current status of the budget process, indicating that the sum of money available for raises would be "sizeable." He said it would not be the recommended 18%, but that raises would be at least as good as last year. He indicated that the budget process was virtually completed. Vice Chancellor Koehler described the process used last year by which salary increments were allotted, along with a modification under consideration for the present year. Dr. Koehler indicated that faculty were being evaluated on the basis of teaching, service, and research with none of the three categories counting zero and with research never being more important than teaching.

Meeting 10: March 25, 1982. The committee agreed to ask the office of institutional research to compile and distribute the annual survey of faculty salaries. It also decided to review its activities of the last two years at the next meeting and present the review to the Faculty Senate in May.

End of review of old minutes.

In assessing the committee's role and function over the last two years, it was noted that the committee received less information from the administration this year than last year. It was observed that the committee has never received a final budget and that information about average salary increments has been hearsay. (It may be noted that a 1.5 page budget was distributed at the faculty assembly on April 27, 1982, the same day an article appeared in the TCU Daily Skiff regarding that budget.) The committee also took note of the fact that it has never played a significant role in the actual process of budget formation. Rather, at best, it had served as a sounding board. The committee had the feeling that its recommendations always came "after the fact," and that, as a consequence,

they might have little weight. In spite of frustrations such as these associated by the committee, the clear consensus, if not unanimous opinion, was that the committee should remain in existence, at least for the present. It was wondered whether the committee should recommend that it become a university committee, with broader representation, i.e., non-faculty representation.

Suggestions for next year's activities were entertained: (1) an analysis of the current fund statement, (2) update the salary analysis, (3) request a frequency distribution of percentage increments, with about 10 categories of increment, (4) examine the decision process by which budget allocations are made to the vice chancellors, (5) stress that budgeting means planning in advance (and examine whether there are plans to establish priorities for requests for repairs, etc.).

Finally, it was asked why TCU was not among a list of schools and their endowments in a recent issue of the Chronicle of Higher Education. And it was pointed out that the claim, that an average 14% raise was given this year, is slightly inaccurate, since removal of monies for reserve accounts apparently reduced it to 13.56%. That difference has been the source of some confusion, and unnecessary emotion.

Respectfully submitted,

H. Wayne Ludvigson
H. Wayne Ludvigson
Secretary



TEXAS CHRISTIAN UNIVERSITY
Fort Worth, Texas 76129

Faculty Senate

APR 8 1982

DR WILLIAM H KOEHLER
VC ACADEMIC AFFAIRS
50708

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FACULTY SENATE MINUTES

Thursday, April 1, 1982

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

Attending were: Chancellor William Tucker, Vice Chancellor William Koehler, Past President Henry C. Kelly, Betsy Colquitt, Michael Dodson, Bob Frye, Linda Haviland, Doug Newsom, C. A. Quarles, Ray Remley, Spencer Tucker, John Wortham, William Countryman, James Duke, Glenn Routt, Geraldine Dominiak, Jack Jones, Allen Self, JoAnn James, Jerry Cochran, Joyce Harder, Ruth Whitlock, Linda Guy, Gail Davis, Willadean William, Art Berliner, Steven Cole, David Graham, Richard Hoehn, Margaret McWhorter, Nell Robinson and Harriet Woldt.

Minutes of the March meeting were amended to correct the reversal of the names of the senators heading search committees: Frye, Education and Routt, AddRan; to correct the spelling of "solicited," and to include a line missing which places Don Jackson, political science, as chair of the recommendations and priorities committee for the University's self-study.

Announcements included the date for the Faculty Assembly: Tuesday, April 27 at 3:30 p.m. The place and the agenda will be set by Senate Chair Frye. Frye announced that the Ad Hoc Steering Committee to assist the Librarians in determining their status included Betsy Colquitt, David Graham and John Wortham. Frye also has appointed Jeff Horn to study the possibility of developing an organization for emeritus faculty. Ray Remley asked if money is still available to use emeritus faculty to teach and John Wortham said that it was.

Reporting for the Executive Committee of the Senate, Frye said they will meet with Vice Chancellor Bill Koehler to discuss proposed criteria for membership on the Graduate Faculty. Frye also reported the meeting with the Faculty-Trustees Relations Committee resulted in a decision to have the chair of the Faculty Senate meet with the chair of that committee any time that a person recommended for an Honorary Degree by the Senate is not approved by the Trustees. The Chancellor also said that all three persons recommended by the Senate for honorary degrees this year were approved, and that Norman Cousins already has accepted and will be the August commencement speaker.

In giving the search committee report for the AddRan Dean's position, Glenn Routt said 15 semifinalists have been chosen from the 100 applications and that April 15 has been set for letters of recommendation to be received.

Education search committee chair Frye said the names of five have been invited to the TCU campus for interviews and appointments to meet them and the interview schedule set. The names will be included in next week's Bulletin. The committee expects to make recommendations to Vice Chancellor Koehler on May 3.

In reporting on the Senate election progress, Senate secretary Newsom apologized for the lack of envelopes to send with ballots. The computerization of the mailing lists makes it impossible for Printing and Mailing to print individual envelopes for each faculty member so that a return envelope can be enclosed with the ballot.

In other committee reports, John Wortham reported to the Senate on the work of the Finance Committee saying there will be an open meeting held April 22 to review current goals for '82 and '83. He also said the salary report will be ready in the next two weeks. Frye noted some overlap in the work of this committee and the Faculty Senate committee on budget.

Under old business being considered, Frye said he could offer six possible ways to bring about the double-slating of nominations for Senate officers, including the possible use of the Committee or Committees to serve this function. The Constitution says that the Senate Executive Committee shall serve as the election committee, but does not specify service also as the nominating committee. Margaret McWhorter asked if the committee would have to provide two names for each position, and Frye said it would. Nell Robinson asked that the names of nominees be provided to senators in advance of the May meeting, and Dick Hoehn said his committee could do that. Art Berliner noted that people could be nominated from the floor also. Jim Kelly observed that double-slating was unfortunate because it made the senate elections competitive and might eliminate some people who would be willing to serve the Senate if elected, but wouldn't want to be involved in a contest. The Senate voted to have the Committee on Committees serve as the nominating committee for the May elections of officers.

Under new business, the Senate considered a resolution from the University Evaluations Committee presented by Charles Lockhart. (The resolution was sent with the Agenda.) Senator Remley asked if the meetings suggested really constituted an evaluation, and Allen Self asked if that method would provide feedback. Senator Self suggested that a better form could be devised. The Senate voted to discontinue use of the current form for evaluation of the Administration. Senator Wortham asked Lockhart for a recommendation for the next step. Lockhart said he thought that Steven Coles's suggestion of selecting a proper constituency for each administrator to be evaluated had merit, and noted that Cole had offered to help in designating these. Also, Lockhart said he thought Senator Remley's comments about a better instrument and his offer to help develop one would be important since use of the former instrument had just been voted down. John Wortham moved that the University Evaluation Committee be requested to study appropriate means for carrying out evaluations of administrators and report back to the Senate. The notion was seconded and passed. Wortham asked when he thought the committee would report, and Lockhart said he could not commit them. Vice Chancellor Koehler said he hoped that division heads would initiate more meetings with him, and Chancellor Tucker noted that the Trustees are involved in evaluating him and Vice Chancellor Koehler now and that such evaluations are essential.

The meeting was adjourned at 5:35 p.m.



TEXAS CHRISTIAN UNIVERSITY
Fort Worth, Texas 76129

Faculty Senate

MAR 15 1982

FACULTY SENATE MINUTES

Thursday, March 4, 1982

Those attending included: Chancellor William Tucker, Michael Dodson, Bobby Frye, Linda Haviland, Ken Lawrence, Wayne Ludvigson, Edward McNertney, Douglas Newsom, Ray Remley, Spencer Tucker, John L. Wortham, L. William Countryman, James Duke, Glenn Routt, Geraldine Dominiak, Jack Jones, Allen Self, Luther Clegg, JoAnn James, Joyce Harden, Noah Knepper, Ruth Whitlock, Linda Guy, Myrlene Kiker, Willadean Williams, Arthur Berliner, Steven Cole, David Graham, Richard Hoehn, Margaret McWhorter, Nell Robinson, and Harriet Woldt. Absent were: Vice Chancellor William Koehler, Henry C. Kelly, Betsy Colquitt, Jim Farrar, C. A. Quarles, Jr., Frank Reuter, Etta Miller, Jerry Cochran, Gail Davis, Jim Chambers, and Richard Lysiak.

The Faculty Senate was called to order by Chairman Bob Frye at 3:35 p.m. and the minutes were approved as distributed.

Frye introduced Manfred G. Reinecke to discuss the University's self study. TCU's last university-wide self study was in 1970, and although the Southern Association requires one every ten years for reaccreditation, TCU's was deferred due to changes in top administrative personnel. The new self study needs to be completed by 1983. Reinecke is chairing the steering committee and has an office in Sid Richardson #516 for the project (ext. 6204). The obvious result of a self study is reaccreditation, Reinecke said, but the Southern Association is interested in the institution's doing something that will be of benefit. TCU's should picture the status of the University at the time it is prepared and serve as a data base for future planning. The project is designed to be prepared through a set of committees. Each unit in the University will have to write a self-study report. The Southern Association has twelve standards. Reinecke has appointed a committee for each of these and the chairs will serve on the steering committee along with Nancy Sewell of Institutional Research as a resource person and Neil Daniels as editor of the final report. The committees and chairs are: (1) purpose, William Vanderhoof, education; (2) organization and administration, Joe Helmick, speech pathology; (3) educational programs, Jim Duke, Brite; (4) financial resources, Alan Self, business; (5) faculty, Wayne Ludvigson, psychology; (6) Library, Ted Klein, philosophy; (7) student development, Linda Haviland, sociology; (8) physical plant, Charles Falk, continuing education; (9) special activities, Willadean Williams, nursing; (10) graduate programs, Roger Pfaffenberger, business; (11) reserach, Leo Newland, biology; (12) recommendations will be made. Reinecke asked for Senators to recommend people to serve on the 12 committees. Detailed charges to the units will be made by the end of the 1982 spring semester, he said.

Frye reported on three meetings of the Faculty Senate Executive Committee: February 17 with the Chancellor to discuss honorary degree candidates; February 22 to set the agenda for this meeting and to look at ways to

streamline senate committees such as (1) University Service (Committee on Committees), (2) Academic Affairs, (3) Student Affairs, and (4) Due Process and Compensation; March 1 with Art Berliner's committee to discuss the role and function of the Faculty Senate.

Vice Chairman Routt who is chairing the search committee for the School of Education's Dean said the deadline for applications was March 17 and there was a good response to the advertisements of the position.

Chairman Frye who is chairing the search for the AddRan College's Dean said finalists were being interviewed by telephone to narrow the choice to those who would be brought to campus.

Secretary Newsom reported on Faculty Senate elections now in progress. Names of those willing to serve have been solicited and primary ballots listing those now serving and those willing to serve have been sent to all colleges for response.

Senator McNertney presented a statement on honorary degrees developed by the Academic Excellence committee which included Ken Lawrence, Luther Clegg, David Graham and Bill Countryman. Senator Wortham asked where the statement would appear. Chancellor Tucker said that stated criteria for the degrees were available now from his office. Senator Routt said that the need for the statement was not for publication but for it to be put before the faculty-trustees relations committee. Senator Ludvigson noted that there was still no special guidance for the consideration of political or religious affiliation. The motion to approve the statement and send it forward to the trustees through the faculty-trustee relations committee was approved.

Senator Haviland reported for the Faculty-Students Relations committee and noted that students wanted to meet with Dr. Waits' committee on faculty evaluations and were working on a House code of conduct as well as a strategy for the Student House to work closer with the Faculty Senate.

Senator Wortham reported that the Faculty Budget Committee met February 5 with Vice Chancellors Secrest and Koehler. Koehler commented that the budget-making process was the same as last year except that there were to be no across-the board-increases and the chairmen were to have greater input. The committee is working on student and peer evaluation of faculty and narrowing the gap between upper and lower ranks. The faculty raise will be less than 18 percent, Wortham noted.

The Senate then went into executive session to consider honorary degree candidates. Those names approved will be taken by the Chancellor to the trustees for their consideration.

Returning to other business, the Senate approved a resolution to recognize the many contributions of former trustee Sam P. Woodson, Jr. who died in February. The resolution, written by Senator Betsy Colquitt, is attached. A copy also was to be sent to Trustee Woodson's widow by the Senate's secretary.

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In discussing new business, Senator Haviland asked that the Faculty Senate Executive Committee which also serves as the nominating body for senate officers present a double slate this election because she said people were reluctant to nominate from the floor. The motion was approved.

The meeting adjourned at 5:30 p.m.

Resolution of the Faculty Senate

Texas Christian University

By this resolution, the Faculty Senate wishes to acknowledge its gratitude and that of the faculty of Texas Christian University for Sam. P. Woodson, Jr., whose long association with the University was always characterized by generosity and vision.

He envisioned the University as a gracious and hospitable place, and his sponsoring benefactions resulted in new buildings, among them the Brown-Lupton Student Center, and in the improvement of existing structures, including the library construction now underway. He envisioned the University as a place of academic excellence, and towards the accomplishment of this goal, he was generous of time, energy, and resources, particularly through his work with the Research Foundation. He was an enthusiastic supporter of other University programs, including those in athletics.

He rightly saw the University as an institution always in process and always seeking to accomplish new excellences and new distinctions. As his visions were realized, new goals were soon established.

As faculty, we note our debt for his many gifts to this institution. To his family, we extend our sympathy on their loss, which is also ours. We pledge ourselves to seek to achieve for the University the excellence which he envisioned and which his generous service as trustee and officer of the Board helped to realize for us all.

Faculty Senate, 4 March 1982.

The philosophy and objectives of Texas Christian University advocate free inquiry which makes possible an open consideration of all questions and the entertainment of widely varying perspectives. This basic condition of scholarship is one of the great virtues of the academic world. Our undergraduate and graduate degree programs are firmly based on this most cherished of academic values. The same principle also must be respected in the awarding of honorary degrees. Thus, it is appropriate to recognize international, national, or regional figures because of the merits of their work, their contributions to their fields, or their service to humanity, without regard to their political or religious stance.

Accordingly, the following statement of guiding principles for the awarding of honorary degrees shall be employed.

HONORARY DEGREES

Texas Christian University awards honorary degrees to persons of distinguished achievement in works harmonious with the philosophy and objectives of the University. This is TCU's highest act of public recognition. It is intended to honor the recipient and, in recognizing the character and quality of his or her achievements, to reaffirm those values we profess and treasure as a university.



TEXAS CHRISTIAN UNIVERSITY
Fort Worth, Texas 76129

Faculty Senate

MINUTES
FACULTY SENATE MEETING

February 4, 1982

Present: Vice Chancellor William Koehler, Henry C. Kelly, Betsy Colquitt, Michael Dodson, Jim Farrar, Bobby Frye, Linda Haviland, Wayne Ludvigson, Edward McNertney, Douglas Newsom, C. A. Quarles, Ray Remley, Frank Reuter, Spencer Tucker, John Wortham, James Duke, Glenn Routt, Geraldine Dominiak, Jack Jones, Allen Self, Luther Clegg, JoAnn James, Etta Miller, Jerry Cochran, Noah Knepper, Myrlene Kiker, Willadean Williams, Arthur Berliner, Jim Chambers, Steven Cole, David Graham, Richard Hoehn, Richard Lysiak, Margaret McWhorter, and Nell Robinson.

Absent: Chancellor William Tucker, Ken Lawrence, L. William Countryman, Joyce Harden, Ruth Whitlock, Linda Guy, Gail Davis, and Harriet Woldt.

Meeting called to order at 3:30 p.m.

Minutes of the December 3, 1981, meeting approved as mailed.

Announcements:

Senate Chairman Bob Frye reminded Senators that February 15 is the deadline for honorary degree nominations. Nomination forms are available from the Chancellor's office.

A steering committee of Senators is being appointed to meet with the Library Staff to help clarify their status.

Troy Grenshaw, professor emeritus, has asked for Senate support in forming an organization of retired TCU people.

Regarding the length of Senate meetings and the holding of a quorum, Chairman Frye said a Senator may rise to a point of order at any time during debate and will be recognized.

The Faculty Senate Executive Committee met with Vice Chancellor Bill Koehler on December 15, 1981, to discuss appointments to the AddRan Search Committee; met with Chancellor Tucker, at his request, on January 14, 1984, to discuss activities in the area of Development, consideration of honorary degrees, the need to think of ways to conserve energy at TCU in view of increasing costs, the role of the University athletics committee (brought up by the Executive

Committee), and faculty compensation (Chairman Frye presented the Chancellor a letter on salaries with attachments from various newspaper stories); met with Vice Chancellor Koehler on February 1, to discuss the letter of commitment furnished to the Office of Federal Contract Compliance Programs, Department of Labor, as a final requirement of TCU Affirmative Action compliance review and to talk about the Vice Chancellor's meeting with the Budget Committee.

Reports:

Senator Ed McNertney gave the background of the deliberations which led to the drafting of the statement on honorary degrees distributed to Senators with the agenda. Jim Kelly responded that the Faculty Senate Executive Committee was concerned that something more definitive was needed. He remarked that conversations with the Faculty-Trustees Relations Committee has suggested that some of their concerns were that a degree should not be given that would hurt the University in any way. Kelly said there is more than one way to hurt TCU and one is by not recognizing someone who deserves it. He said the discussion about national figures as recipients often centered on their politics and he thought the degree should be given for what the individual had accomplished it was not an endorsement of a political party or a political philosophy. Frye noted that in procedure that politics seemed to be sometimes the principal reason for turning down candidates. Kelly noted that sometimes a parochial point of view seemed to be taken. McNertney said another document not yet finished by the committee dealt with the specifics of qualifications. Kelly said the Senate should not go back to the Trustees with a statement that does not solve the problem. Senator Graham said he recalled that the Senate asked for a persuasive statement to be drafted to go to the trustees, and that he saw three separate documents: the philosophical statement, the mechanics (qualifications and procedure), and a strong statement of Senate position. Frye suggested using the statement from the committee along with letter incorporating Kelly's statement. Senator Remley said the situation was a two-way street and that the Trustees should be asked to say what they are looking for in honorary degree candidates. Kelly said the Trustees should be asked for their statement of criteria.

Senator Art Berliner formally presented his report which also had been distributed with the agenda for the meeting. Senator Dominiak noted that the changes would have to be constitutional amendments. To Berliner's motion that the wording of the recommendation simply be substituted for appropriate wording in the constitution, Senator Remley asked if that could be done. Berliner withdrew the motion, and Senator Dominiak asked that if voting on the recommendations as just the "sense of the Senate" with constitutional changes to be drafted later, she wanted some clarification of meaning and intent. After discussion, Senator Lysiak moved that the recommendations on page 2 of the report (attached) be adopted. The motion passed. Frye asked that the appropriate amendments to the constitution be drafted to accommodate the motion as passed.

Senator Dick Hoehn reported on the composition of the search committee for the Dean of AddRan College as follows: Chair, Glenn Routt, Faculty Senate; Betsy Colquitt, James Farrar, Wayne Ludvigson, Andrew Miracle, Bill Watson all elected; Dave Edmunds, Joe Helmick, Larry Lauer, Jack Suggs, Vaughan Braden (student) all appointed. The committee will be meeting with Vice

Chancellor Koehler. The following appointments have been made to fill vacancies on University committees: Cathy Collins to fill the unexpired term of Etta Miller on the Honors Council and Katy Nichols to fill the unexpired term of Marta Browning on the Evaluation Committee. Hoehn also said the committee is working out the details of committee reporting procedures.

Vice-Chairman of the Senate, Glenn Routt, reported that the AddRan Search Committee has had its first organization meeting, framed an ad for the position, and set March 17 as the due date for applications to be received. He noted that the May time period was not the best for bringing in candidates, but that the committee felt it should move forward to get a Dean in the position by the fall. Frye noted that the search committee he is chairing for the Dean of the School of Education is meeting almost once a week and has chosen semi-finalists.

Assistant Secretary Spencer Tucker reported on the University Council meeting in November where policy on withdrawals was changed so that students may withdraw from classes the first five weeks with the signature of their adviser, the next five weeks (through the 10th week) with the signature of the instructor and the adviser, and there can be no withdrawals after the 10th week. The proposal to record grades with pluses and minuses was not approved nor was the revision of the statement on the rescheduling on final exams.

Senator John Wortham reported that the Budget Committee met with Vice Chancellor Leigh Secrest January 21 and discussed the need to increase faculty salaries and perhaps the salaries of women faculty disproportionately since some are underpaid. The revenues placed in the quasi-endowment fund also were discussed, and Secrest said the matter was under review. Increased utility costs were discussed. The faculty-student ratio was also on the agenda, and Vice Chancellor Secrest said the number of students TCU accepts can not be increased significantly because there is no dormitory space available for them. Wortham said the committee also was discussing some issues with Vice Chancellor Koehler.

There was no old business.

Introducing a matter in new business, Vice Chancellor Koehler announced that a donor who wants to remain anonymous has dedicated a stipend to the Chairman of the Faculty Senate at the end of the Chairman's term of office. The Vice Chancellor said he hopes the financial award can be continued because it allows the chairman to take the summer off and catch up on research and teaching preparation that had to be put aside to handle the demand of Faculty Senate business. Frye said in accepting the award, he did so in the name of the office, and said that he anticipated that the award would be continued. Frye said that the financial award and the load reduction for the office are indicative of the recognition by Vice Chancellor Koehler and other members of the Administration of the value of the work of the Senate.

Assistant Secretary Tucker proposed a resolution to express appreciation to the donor, and it was approved.

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Senator Dominiak asked that the Senate examine carefully the University's letter of commitment mentioned in the announcements to determine the implications of that letter on the constitution of search committees. Frye said the Senate Executive Committee would consider the matter.

The meeting adjourned at 5:05 p.m.



TEXAS CHRISTIAN UNIVERSITY
Fort Worth, Texas 76129

Faculty Senate

MINUTES
FACULTY SENATE MEETING

December 3, 1981

Present: Art Berliner, William Countryman, Michael Dodson, James Duke, Bobby Frye, David Graham, Linda Haviland, Richard Hoehn, JoAnn James, Jack Jones, Henry C. Kelly, Noah Knepper, Wayne Ludvigson, Edward McNertney, Etta Miller, Nell Robinson, Glenn Routt, Allen Self, Spencer Tucker, Ruth Whitlock, Harriet Woldt, John Wortham.

Absent: Jim Chambers, Luther Clegg, Jerry Cochran, Steven Cole, Betsy Colquitt, Gail Davis, Geraldine Dominiak, Jim Farrar, Linda Guy, Joyce Harden, Myrlene Kiker, William Koehler, Ken Lawrence, Richard Lysiak, Margaret McWhorter, Douglas Newsom, C. A. Quarles, Ray Remley, Frank Reuter, William Tucker, Willadean Williams.

Meeting called to order at 3:34 p.m.

Minutes of the November meeting approved.

Announcements:

Chairman Frye explained that the lateness in the circulation of the agenda was due to a mechanical problem in the printing. All Senators had been notified by phone, however, of the meeting.

Frye reminded Senators that the deadline for submission of candidates for honorary degrees is February 15th. Forms are available through Frye or the Chancellor's office. These are to be filled out and turned back in to either source. A preliminary screening by the Executive Committee of the Senate and the Chancellor will follow and those individuals selected will be forwarded to the Senate for consideration in executive session. Those approved by the Senate will then be submitted to the Board of Trustees.

Frye then commented on the articles in the Star-Telegram reporting low faculty salaries at TCU. He said that he had been instructed by the Executive Committee of the Senate to point out, "in the interest of accuracy," their misleading aspects. He said that Senator Ludvigson and he had twice arranged to meet with a television reporter from Channel 4 who, however, failed to appear both times.

Frye also commented on a series of articles in the SKIFF about the Senate, responding to a charge made by some faculty members interviewed that the Senate is guilty of "wordiness." Frye stated that he saw the Senate as "a place for debate on controversial topics by reasonably intelligent folks," and would make no apology for Senate activities.

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December 3
page 2

Frye then reported on a meeting he had attended with professional library personnel. There is concern over their status; some are faculty, others are not, but all are professionals. Frye recommended that the library staff suggest some senators who they believe could offer them assistance in clarifying their status, and then he agreed to appoint an ad hoc three-member committee to work with them toward resolution of the problem.

Frye then reported to the Senate on a meeting with the Faculty^{Trustee} Relations Committee of the Board of Trustees on November 19. Executive Committee members Frye, Kelly, and S. Tucker were present at that meeting.

Frye said that he had made the "Ludvigson Report" on faculty salaries at TCU available to all members of the Board of Trustees prior to their fall meeting as instructed by the Senate. The full report was included in their information folder.

Frye reported to the Faculty^{Trustee} Relations Committee that the Academic Excellence Committee of the Senate was working on a report concerning criteria for recipients of honorary degrees and would have this ready for the spring meeting of the Trustees.

Vice Chancellor Koehler then had presented to the Committee his report on faculty salaries at TCU. He stated that TCU was a national institution but that there were regional differences in cost of living, etc., and that many schools to which TCU had been compared also had professional schools (engineering and law). Koehler compared TCU salaries with those of Rice, Baylor, and SMU and then made a detailed comparison between TCU and University X (one of the three, but not Rice). He stated that TCU had made gains for 1981-82 (13 percent average increase at TCU against approximately 8.9 percent projected for the national average) but that TCU still was behind.

Frye noted that he had reported to the members of the Faculty^{Trustee} Relations Committee the frustration felt by faculty who had been told for ten years that the improvement of salaries at TCU was the number one priority. The fact that TCU had the fourth chapter of Phi Beta Kappa in the state indicated the strength of the faculty. Frye also pointed out, using the example of an unidentified faculty member who had been turned down for promotion by his colleagues, that faculty standards and expectations for promotion remained very high. But compensation still remains very low.

Frye said that he felt some frustration over whether the Ludvigson report had really had an impact on the members of the Board. S. Tucker pointed out that many of the Trustees had left their folders behind. Secrest said that while the latter was true, the Trustees were people who were used to gleaning material from reports in a short time.

Routt said that he felt the Board would be responsive to remarks by Koehler and Tucker to the Board about the need to increase salaries. Graham pointed out that the earlier "Reinecke Report" had apparently not had an impact.

Kelly felt that Koehler had taken a "frontal assault" on the problem and presented the situation in the best possible manner. Berliner inquired whether the Board took its priorities from what the Administration set before it. The target group, he pointed out, must be the administration as well as the Board of Trustees. Frye agreed and felt that the Executive Committee of the Board was a key. Secrest said that the salary situation had been brought to the Executive Committee of the Board of Trustees. Priorities, he said, were not set solely by the Administration. Miller wanted to know how the Board made its decisions in allocating money for different items. Secrest discussed the process briefly and said that the Educational and General Budget was the main item (athletics is budgeted separately, on a break-even basis).

Woldt commended Chairman Frye on his actions in bringing the salary situation before the Board. This was seconded by Ludvigson.

Frye then reported on the November 22nd meeting between the Executive Committee of the Senate and Koehler. He said that the relationship based on free exchange of views in confidentiality was working well, and that the sensitivity of Koehler to faculty concerns was shown in the change of one of his appointments to the search committee for a new dean in the School of Education; this change was made in view of concerns raised by the Executive Committee.

Committee Reports:

A. Academic Excellence Committee. Chairman McNertney distributed a resolution^{(appen} prepared by the committee regarding reporting final grades for graduating seniors in the summer. Some discussion followed. It was moved that the report be accepted and forwarded to the University Council. This was voted unanimously.

McNertney said that his committee would have a report to the Senate shortly concerning honorary degrees: what they are, why they are given, and who should receive them.

B. Committee on Committees. Chairman Hoehn reported the names of faculty elected to serve on the search committee for a new dean of AddRan College. They are as follows: Bill Watson from Natural Science, Betsey Colquitt representing Humanities, Andy Miracle from Social Science, Jim Farrar and Wayne Ludvigson at-large.

C. Faculty Budget Committee. Chairman Wortham presented a number of items:

1. Ludvigson distributed an addendum to his earlier "Faculty Salaries at TCU" which addressed some points raised in the Star-Telegram articles and also gives new information. Faculty interested in a copy of this addendum may obtain one through Ludvigson.

2. Wortham distributed a chart showing the distribution of 1981-82 salary increases by job classification. Percentage increases for faculty were as follows:

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.3% of faculty received raises of 0-4.9%
23% of faculty received raises of 5-9.9%
49.6% of faculty received raises of 10-14.9%
27% of faculty received raises of 15+%

3. Wortham distributed copies of "This is TCU" and pointed out the four pages in the center of the report showing University finances.

4. Wortham distributed a chart (appended) showing the development of the Quasi-Endowment Fund. He traced the history of the Fund. Considerable discussion followed.

Wortham noted that salary increases could come basically only through cost-cutting or increasing endowment funds and fees. He noted that two funds—The Daniel and Burnett Estates Trusts—furnish approximately 80 percent of the income from endowment. Wortham supported the idea behind the Fund (protection against the eventual depletion of oil and natural gas) "since the number one priority must be the survival of TCU as an institution." He believed, however, that TCU might safely put a little less into the Quasi-Endowment and a little more into current operating expenses in order to provide additional money for salaries.

Secrest stated that money which will be coming to TCU as a result of an IRS ruling on the income from the Trusts will go into the Quasi-Endowment Fund. This will, he noted, provide additional income for salaries. He also noted that 27½ percent of income from the Trusts is now reinvested. Hoehn sought a projection of what this might look like some years hence. Secrest said that the endowment is greater than the book value given and that TCU's return from investments is quite good especially as we hold a number of bonds bearing 3 percent interest.

Several Senators pointed out that there is now an urgent problem in compensation at TCU, and supported the Budget Committee's recommendation that a little less money be reinvested in the Quasi-Endowment Fund and more in salaries. McNertney pointed out that the University would thus be making an investment in faculty. Hoehn said that a good faculty would attract students and thus was an investment in tuition income. Ludvigson said that it was a value judgment. He felt enrollment would stay strong at TCU and we could thus afford to shift some monies from the Fund.

A resolution was proposed as follows: "The Faculty Senate urges the Administration to recommend to the Board of Trustees that consideration be given to modifying the rate of allocation to the Quasi-Endowment Fund in favor of greater compensation for faculty." The resolution passed unanimously.

5. Wortham then gave a summary of the guidelines and assumptions for the 1982-83 budget, a copy of which is appended. There was some discussion about item XII, requiring submission of a budget for expenditures greater than \$2,000. Sanoa Hensley, a member of the faculty budget committee invited to the Senate meeting, said that this should not be a hindrance.

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D. Committee on the Role and Function of the Senate. Chairman Berliner noted progress but deferred a report.

New Business:

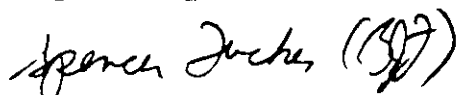
Kelly pointed out that he had reports of a number of examinations being scheduled by professors as early as the Thursday before exam week. Other Senators expressed similar concern.

Wortham pointed out that students are dropping courses by the loophole of changing to audit.

Chairman Frye asked S. Tucker if he would defer his report on action taken on Senate recommendation by the University Council until the next meeting of the Senate.

Those Senators remaining began moving swiftly to the exit at 5:25 p.m., whereupon the Senate was adjourned.

Respectfully submitted,

A handwritten signature in cursive script that reads "Spencer Tucker" followed by a circled number "137".

Spencer Tucker
Assistant Secretary

am

MINUTES

FACULTY SENATE MEETING

November 5, 1981

Present: Art Berliner; Jim Chambers; Luther Clegg; Jerry Cochran; Steven Cole; Betsy Colquitt; William Countryman; Gail Davis; Michael Dodson; Geraldine Dominiak; James Duke; Jim Farrar; Bobby J. Frye; David Graham; Linda Guy; Linda Haviland; Richard Hoehn; JoAnn James; Jack Jones; Jim Kelly; Myrlene Kiker; Noah Knepper; William Koehler; Wayne Ludvigson; Edward McNertney; Margaret McWhorter; Etta Miller; Doug Newsom; Nell Robinson; Glenn Routt; Allen Self; Spencer Tucker; William Tucker; Ruth Whitlock; Willadean Williams; Harriet Woldt; John Wortham.

Absent: Joyce Harden; Ken Lawrence; Richard Lysiak; C. A. Ouarles; Ray Remley; Frank Reuter.

Minutes: John Wortham moved that the minutes of the last meeting be approved as corrected on page 3: "The motion (for establishing search committees) was approved and was sent to the Committee on the Role and Function of the Senate, chaired by Art Berliner." The correction was accepted and the minutes approved.

Announcements: Bob Frye read the AAUP resolution supporting the resumption of evaluation of administrative officers, including department chairpersons.

Committee Reports: Chairman Frye reported on the work of the Chairman and the Faculty Senate Executive Committee since the last Senate meeting.

Oct. 1 -- Personal letters were sent to all Senate Committee Chairpersons with general charges and some suggested questions and directions.

Oct. 5 -- After consulting with the Executive Committee, the Chairman recommended a modification in a disclaimer to be printed in the new Faculty/Staff Handbook to Vice Chancellor Koehler who had asked that the statement be reviewed. The revised statement was accepted by the Vice Chancellor who says it will be in the new handbook.

Oct. 12 -- The Executive Committee met with Vice Chancellor Koehler to discuss appointments to the Search Committee for the Dean of the School of Education.

Oct. 12 -- Chairman Frye met with SKIFF reporter Susie Bridges who is writing a story on how the Faculty Senate affects students and another story on the development of a Philosophy and Objectives Statement.

2- Faculty Senate minutes Nov. 5, 1981

Oct. 20 -- Executive Committee was invited to meet with the University Retirement, Insurance and Benefits Committee. Last spring there was some conversation about TCU's arrangement with SMU and Baylor regarding tuition for TCU dependents. That committee will have a report for the Senate at the December 3 meeting.

Oct. 21 -- Executive Committee met with Vice Chancellor Koehler on an agenda for the Faculty-Trustee Relations Committee meeting. Also discussed were scheduling of final exams, adherence to exam schedules, and the recording of plusses and minuses on student transcripts. Vice Chancellor Koehler requested that a member of the Senate meet with the University Council on November 16 to help with the presentation of Senate recommendations.

Oct. 22 -- Frye met with the Senate Budget Committee.

Oct. 26 -- Executive Committee met to set the agenda for the November meeting.

Oct. 29 -- Chairman Frye met with the University Evaluation Committee.

Committee on Committees Report, Dick Hoehn, Chairman: Senator Hoehn announced the following progress on the searches for the two deans' positions:

The Education Dean's Search Committee includes Billie S. Anderson, John Arnn, Luther Clegg, Etta Miller, Dan Southard, Audrey Vanderhoof, John Touliatos, Dean Pat Searse, Charles Falk and Virginia Stroud.

AddRan College has elected to its search committee Betsy Colquitt for Humanities, Andy Miracle for Social Sciences and Bill Watson for Natural Sciences. There is an at-large run-off election in progress now for one position. Following the outcome of that election, there will be a second for the other at-large position on the committee.

(Report attached. Exhibit A.)

Hoehn also commented that regarding the committee appointments, Kurt Schember already had been asked to serve ex-officio on the Computer Science Committee prior to Dean McCracken's suggestion that a member of the Computer Science faculty be appointed. Schember now has been appointed to a one-year term, and when a regular vacancy occurs on the committee it will be filled by someone from the Computer Science faculty.

Faculty Budget Committee, John Wortham, Chairman: Senator Wortham reported that the Budget Committee had met twice: once to consider the quasi-endowment fund and Wayne Ludvigson's faculty salary comparison report, and a second time to discuss assumptions underlying the budget planning for next year. The committee will be meeting with Vice Chancellor Leigh Secrest and Chancellor Tucker to discuss the quasi-endowment and other assumptions in budgeting.

Senator Ludvigson presented the faculty salary comparison report, using an overhead projector to display the tables contained in the report. Following his presentation, Senator Berliner asked if the same magnitude of differences between TCU and other Category I

universities also was reflected in TCU's administrators' salaries. Ludvigson said he did not have that information. Senator Wortham noted that the report does not include last year's 13 percent increase for TCU faculty. Senator Miller proposed that the Senate thank Ludvigson for a thorough report. The motion was approved. Senator Clegg recommended that the report be shared with members of the faculty, administration, and trustees. The Senate voted to send complete copies of the report to all members of the TCU faculty and administration and to all members of the Faculty-Trustee Relations Committee who will have on their agenda the item of faculty salaries. As an agenda item, the report will appear as an exhibit in the Faculty-Trustee Relations Committee materials which will be made available to all trustees.

Old Business: Dick Waits reported that he had asked TCU Director of Institutional Research, Nancy Sewell, about the evaluation of administrators and had been told that when she came to TCU, Dr. Moudy told her so many administrators were in an interim position, that evaluation of them shouldn't be done and she had had no instructions to the contrary since then. Cancellor Tucker said he and Vice Chancellor Koehler both strongly supported the evaluation of administrators. Waits said his committee is going to try to find a means to resume the evaluation of administrators. Ludvigson said he hoped they got a better testing instrument than was used before. Waits said his committee would hold open hearings to collect ideas. Chairman Frye said he would respond to Dr. Ashworth who had asked the Senate to look into the matter. The motion remained tabled.

New Business: A resolution commending the late Dr. A. M. Aikin, Jr., was introduced by Senator JoAnn James. (Resolution attached. Exhibit B.) Senator Graham asked that it be amended to read ". . . faculty members." The amendment was accepted and the resolution approved unanimously. Chairman Frye said he had spoken with various members of the University about the resolution and in talking with Dr. Moudy learned that Sen. Aikin had been especially valuable in the work on legislation providing Tuition Equalization Grants and in supporting the work of the Independent Colleges and Universities of Texas organization. Frye said Sen. Aikin had received an honorary doctor of laws degree from TCU in 1973.

Chancellor Tucker said that he would not be able to get the goals and objectives statement ready for the November meeting of the trustees and said it would be sometime after the first of the year. He will share it with the Faculty Senate. Chairman Frye said the Senate also would like to see the statements from the staff and from the students.

The meeting adjourned at 5:30 p.m.

RESOLUTION

Presented to

Texas Christian University Faculty Senate
November 4, 1981

Whereas, the faculty members of Texas Christian University respect the abilities of the students enrolled here and recognize the significance of the Texas public school programs in the development of those abilities in Texas students; and

Whereas, the present improved educational program in the public schools of Texas has resulted from the continuous revision and enrichment of the educational program; and

Whereas, one particular Senator, the late A. M. Aikin, Jr., of Paris, Texas, who served in the Texas Legislature over 40 years, authored bills which provided for

the Minimum Foundation Program for Texas
public schools,

the Commission of Higher Education,

the Committee of Twenty-Four for the Study
of Public Schools,

budgeting practices related to educational
programming and administration, and

legislation related to the education of
special children;

Be It Resolved, that the Texas Christian University Faculty Senate recognizes the late Senator's deliberate pursuit of high standards of excellence in teacher performance, pupil achievement, and financial planning in the Texas public schools; and

Be It Further Resolved, that the Faculty Senate, in recognition of these achievements, re-dedicate itself to excellence in the continuing learning experiences of T.C.U. students.



Faculty Senate

CGT 22 103

MINUTES
FACULTY SENATE MEETING

October 1, 1981

Present: Art Berliner, Steven Cole, Betsy Colquitt, L. William Countryman, Gail Davis, Michael Dodson, Geraldine Dominiak, James Duke, Jim Farrar, Bobby J. Frye, David Graham, Linda Guy, Linda Haviland, Richard Hoehn, JoAnn James, Jack Jones, Noah Knepper, Myrlene Kiker, Richard Lysiak, Edward McNertney, Margaret McWhorter, Etta Miller, Doug Newsom, Nell Robinson, Glenn Routt, Allen Self, Ruth Whitlock, Willadean Williams, Harriet Woldt, and John L. Wortham.

Absent: Jim Chambers, Luther Clegg, Jerry Cochran, Joyce Harden, Henry Kelly, William Koehler, Ken Lawrence, Wayne Ludvigson, C. A. Quarles, Ray Remley, Frank Reuter, Spencer Tucker, and William Tucker.

Announcements:

Chairman Frye announced that Chancellor Tucker and Vice Chancellor Koehler could not attend the meeting because they were out of town.

Frye reported that on September 16 he received a call from a faculty member in the School of Education complaining that the senators had not had an opportunity to see the search committee document before being asked to vote on it at the meeting. Frye said he would ask the administration to abide by the same advance notice requested of the faculty. On September 24 Frye did ask Vice Chancellor Koehler about complying with the ten days notice by bringing issues to the Faculty Senate Executive Committee. Frye said Koehler agreed.

On September 24 Frye also met with the School of Education faculty almost two hours and they had three requests:

1. That the Search Committee list their preferences and offer rationales for their selections.
2. That Vice Chancellor Koehler actively participate in the activities of the search committee.
3. That Vice Chancellor Koehler classify his appointment of faculty to the committee by specifying that at least one would be from the School of Education.

Frye said he recommended that the School of Education faculty express their views in a letter to the Vice Chancellor, and Frye reported that the Vice Chancellor was responsive to their communication.

Frye commended the TCU DAILY SKIFF on the paper's report of the September 10 Senate meeting, but asked that one correction to the story be placed on record. The story said Jerry Cochran and Linda Guy were elected by the Senate to fill the terms of Curtis Wilson and Craig Felton when actually the Senate does not elect its own members; the faculty does. The Senate just certified the election of the two new senators by the Fine Arts Faculty, Frye noted.

Reports:

Senator Wortham reported for the Budget Committee saying that the new audit forms had been reviewed and he hopes these will be used this year. He invited participation in the committee's open meeting Thursday, October 22 at 3:00 p.m. in the Sid Richardson Board room. At that meeting he said the committee hopes to:

1. hear the concerns of faculty members;
2. review data on a quasi endowment fund;
3. look at the relationship of salaries at TCU to those at other universities in the southwest region.

Senator Hoehn reported for the Committee on Committees (see enclosure 1). He noted that the name of Dan Southard should appear in the blank space opposite Kinesiological Studies. The Senate accepted the report on the School of Education Search and approved the nomination to the Search Committee of Luther Clegg, Etta Miller, Bill Vanderhoff, Billie Anderson, and Dan Southard.

On the AddRan Search, Frye added a progress report from Senator Reuter. Reuter said the AddRan Faculty would meet Thursday, October 6 at 4:00 p.m. in Sid Richardson Lecture Hall #1. The call for the meeting had been sent today (October 1) by Patsy Cole in the AddRan Dean's Office. The faculty will meet to discuss and devise new procedures for selecting search committee members. Some proposals for new procedures will be offered at the meeting.

In commenting on the University Advisory Committee nominations, Hoehn noted that of the present committee members, Block, Strickland and Bryant were appointed and Berliner elected by the Senate. The committee's nominations of Hardin and Klein were accepted by the Senate.

Hoehn also noted that about a dozen vacancies existed on various committees and said the Committee on Committees was moving as quickly as it could. He noted the nominations of three which were then to be sent forward with Senate approval. These were approved.

Old Business: None.

New Business:

Senator Graham said he had 26 signatures on a resolution from Ann Ashworth (see enclosure 2). Frye recommended that the resolution be referred to the

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Executive Committee of the Faculty Senate so that body can request the assistance of the University Committee on Evaluation, asking it to report back to the Senate by the Senate's next meeting. Graham moved to table the resolution in favor of the action suggested by Frye.

The Senate approved the motion. Frye also read an AAUP resolution that is similar in nature but requests simply that faculty evaluation of the Administration be resumed.

Vice Chairman Routt asked for a point of information relative to the resolution from Professor Ashworth. He wanted to know how she would be notified of the Senate's action. Senator Graham said he would send her a letter, and Frye noted that he as well would notify her of the action taken.


Senator Wortham said he had been asked to present a proposed motion for establishing search committees (see enclosure 3). The motion was approved. Frye noted that the old document on search procedures mentioned an Executive Vice Chancellor and a Dean of the Graduate School, positions that no longer exist at TCU. He said the document did need to be brought up to date.

Senator Graham invited the Senators to attend the recitals of two new faculty members: Eric Halen on October 9 and Andreas Klein on October 12.

Chairman Frye welcomed new Senator Guy who is attending her first meeting.

The Senate adjourned at 4:05 p.m.

Respectfully submitted,



Doug Newsom
secretary

njh

SEP 23 1981



Faculty Senate

Dr William Y Koehler 000005611
VC Academic Affairs
30788

MINUTES
FACULTY SENATE MEETING

September 10, 1981

Present: Berliner, Chambers, Clegg, Cole, Colquitt, Countryman, Davis, Dodson, Dominiak, Duke, Farrar, Frye, Graham, Harden, Haviland, Hoehn, James, Kelly, Kiker, Knepper, Koehler, Lawrence, McNertney, Miller, Quarles, Reuter, Routt, Self, Tucker (S.), Tusker (W.), Whitlock, Williams, Woldt, Wortham.

Absent: Cochran, Guy, Jones, Ludvigson, Lysiak, McWhorter, Newsom, Robinson.

Chairman Frye called the meeting to order at 3:35 p.m.

The minutes of the May 9 meeting were approved with the substitution of the word "search" for "second" ("search" committee as opposed to "second" committee) in line 4, paragraph 1, page 5.

Announcements

1. Chairman Frye noted two new senators taking the place of two who have resigned. The two new senators are Jerry Bywaters Cochran and Linda Guy, both in the School of Fine Arts.

Frye noted that the next meeting of the Senate would be on October 1. The remaining meetings of the fall semester will be November 5 and December 3. The Executive Committee of the Senate will meet on September 21, October 26, and November 23 ten days prior to Senate meetings. He invited Senators to communicate their concerns to the Executive Committee for their meetings.

Chairman Frye also reported briefly on summer work by the Executive Committee and noted satisfaction with the high fall University enrollment.

Committee Reports

1. John Wortham, Chairman of the Budget Committee, reported that his group had met twice in the summer and had four meetings set for the fall. The meeting on October 22 will be an open hearing and those interested are invited to attend. It will be at 3:00 p.m. in the Board Room of Sid Richardson.

2. Vice Chancellor Bill Koehler reported on the two Task Forces. The Task Force on the School of Education has reported that "large scale reconfiguration is not feasible at this time." He noted the group has a positive report but one recommending internal changes only. The School of Education is to remain in its present configuration.

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The Task Force investigating the possibility of a College of Communication reported that the proposal "is not only feasible but strongly advised." It has urged speed in establishing such a college. Keohler noted that a major consideration in implementation would be funding. The Board of Trustees will receive a progress report in November. Indications, however, appear favorable for the establishment for such a college at TCU.

3. Chairman Frye distributed Senate committee assignments and commented briefly on the composition of each. A copy of these assignments is attached. (See Enclosure 1.)

Old Business -- None.

New Business

1. Chairman Frye brought to the attention of the Senate the consideration by the Executive Committee of the possibility of an amendment to the Senate Constitution concerning faculty members on leave, as follows:

"Suggested Amendment to Faculty Senate Constitution, Section 2.
Membership to follow Article B, an Article C:

A faculty member on the Faculty Senate who is on leave for one semester would not be required to resign. A leave of longer than one semester would be de facto resignation."

Senator Spencer Tucker moved the adoption of this amendment, his motion was seconded and discussion of the proposed amendment followed. There was a question about the number of Senators who were on leave in previous years. No information is available, but recollections were two to three a semester. Discussion took place over implementation procedures. Frye stated that the purpose of the amendment was to show that Senators "took their duties seriously." It was moved and voted that amendments be referred to the Committee on Function and Role of the Senate for further study.

2. Chancellor Tucker commented on the statement of the role and mission of the University. He noted the difficulty in reconciling the different drafts of the statement. He hopes to have a first draft by November to present to the Board of Trustees and the various campus constituencies in order to return with a final draft to the Board in March. He said that he would discuss at the Convocation some issues relative to the draft but would not present a version of it.

3. Chairman Frye then called to the attention of the Senate "A Proposal on the Composition and Chairmanship of Academic Dean Search Advisory Committees," a proposal which had been put forward by Vice Chancellor Koehler at a meeting with the Executive Committee on Tuesday, September 8. The following proposal was distributed. (See Enclosure 2.) Senator Glenn Routt moved the adoption of the proposal and, after his motion was seconded, discussion followed. Frye traced the background of the position of the Senate regarding search committees, stressing that they be chaired by faculty members rather than by administrators. He observed that the proposal submitted by Koehler referred specifically to Dean searches and noted the need to press ahead with filling, on a permanent basis, the deanship of AddRan College of Arts and Sciences, an office presently headed on an interim basis by Dr. Mike

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McCracken. Also falling under the proposed plan would be the deanship of the School of Education, following the retirement of Dean Herb LaGrone. Koehler said that Frye would not chair both search committees but only that of the School of Education; Vice Chairman of the Senate Routt would chair the search committee for the Dean of AddRan. There was considerable discussion over the proposal.

Cole pointed out differences between the proposal and the Policy Statement on Faculty Involvement in Search Committees approved by the Senate in 1977. Chancellor Tucker stated that the administration did not recognize this latter document as binding.

Koehler stated that the intent of the Proposal was to develop a compromise between the administration and the Faculty Senate over the chairmanship of committees. Dominiak asked if the second paragraph under Operational Aspects was negotiable. There was discussion over the matter of ranking of candidates. Koehler stated that the document had been developed in a spirit of "genuine compromise" and that there would be six faculty out of nine members on the search committee. It was pointed out, however, that there would be eleven members of the committee if the non-voting chairman and the Vice Chancellor for Academic Affairs, who would be able to sit in, were included. This would mean that a minority of the committee would be made up of elected representatives (since two of the faculty would be appointed and only four elected). Koehler then offered to enlarge faculty representation from six to seven members. Following lengthy discussion, the motion to accept the original proposal was defeated.

A proposal was put forward by Senator Dominiak to limit Senate approval to the chairman and vice chairman of the Senate chairing the two committees. This would retain the procedures in the 1977 Senate document regarding the composition of the committees. The reaction of Chancellor Tucker and Vice Chancellor Koehler was negative to this proposal.

Senator Routt offered a substitute motion that would amend the proposal earlier defeated. His motion focused attention on the title of the proposal, the number of faculty, and the rank ordering statement. Then Senator Cole offered an amendment to Senator Routt's substitute motion and moved that the proposal include sections 1 through 6 of the 1977 Senate document in place of the procedures under Composition of the proposal. His motion was seconded and much discussion followed. This amendment was defeated.

Chancellor Tucker said that if the matter of the composition of the search committees was not resolved, the dean searches would be put off. He stated that this was not to pressure the Senate into a hasty decision. Several Senators spoke to the need to move the search process forward. Then Senator Routt yielded to Senator Betsy Colquitt's suggestion that the proposal be amended and used only in these two searches, thus not nullifying the Senate document of 1977. This could be done, she said, by some particular changes in the proposal. Following some discussion, Senator Colquitt moved the acceptance of the Proposal amended as follows:

- a. Under title: The Composition and Chairmanship of Academic Dean Search Advisory Committees for AddRan College of Arts and Sciences and the School of Education, 1981-82.

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b. Under Composition:

The Search Committee shall be composed of ten voting members.

Seven will be faculty, five of them nominated (rather than "selected") by the Faculty Senate. One of the five may be from a school or college other than the one for which the dean is sought.

c. Under Chairmanship:

The committees shall be chaired by the Chairman or Vice Chairman of the Faculty Senate.

d. Under Operational Aspects:

The committee shall forward to the Vice Chancellor for Academic Affairs a recommendation of several acceptable candidates in which a committee preference may be expressed. (Remaining two sentences in that paragraph deleted.)

Senator Colquitt's motion was seconded and the question soon called for.

The Senate passed the amended proposal to include the above changes. (See Enclosure 3.)

~~The meeting~~ adjourned at 6:05 p.m.

Respectfully submitted,

Spencer Tucker
Assistant Secretary

njh