



TEXAS CHRISTIAN UNIVERSITY
Fort Worth, Texas 76129

Faculty Senate

MAY 16 1984

DR WILLIAM W. NEELEY
ACADEMIC AFFAIRS, TC
30780

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MINUTES

FACULTY SENATE MEETING

May 3, 1984

Present: Coerver, B. Colquitt, Daniel, Jackson, Ludvigson, Newsom, Paulus, Quarles, Reuter, Robinson, Wortham, Naff, Routt, Rowell, Dominiak, J. Jones, Oppenheimer, Southard, Travelle, Vanderhoof, Jurma (Bill & Christopher), Knepper, E. Smith, Solomon, Curry, Payne, W. Williams, Berliner, D. Graham, Haviland, McNertney, Odom, Schmidt, Koehler, W. Tucker.

Absent: Cole, Frye, K. Lawrence, Harden, Hensley. (Notice received from Lawrence.)

New Senators Present: McWhorter, Giles-Sims, S. Tucker, Waits, Gouwens, Murph, E. Miller, Hodgson, Persky, Robinson, Coerver Becker, L. Colquitt, Henley.

New Senators Absent: Forrer, Hogstel. (Notice received from Forrer.)

Chairman Newsom called the meeting to order at 3:30 p.m.

The newly elected Senators were welcomed. They are:

ADD/RAN COLLEGE OF ARTS AND SCIENCES

Richard Forrer, Religion Studies (1987)
Margaret McWhorter, Home Economics (1987)
Jean Giles-Sims, Sociology (1987)
Spencer Tucker, History (1987)
Richard Waits, Economics (1987)

BRITE DIVINITY SCHOOL

David Gouwens (1987)

M.J. NEELEY SCHOOL OF BUSINESS

Franklin Murph (1987)

SCHOOL OF EDUCATION

Etta Miller (1987)

SCHOOL OF FINE ARTS

Peter J. Hodgson, Music (1987)
Joel Persky, Radio-TV-Film (1987)

HARRIS COLLEGE OF NURSING

Mildred Hogstel (1987)

AT-LARGE

Charles Becker, Economics (1987)
Don Coerver, History (1987)
Landon Colquitt, Mathematics (1985)*
James Henley, Sociology (1985)*
Nell Robinson, Home Economics (1987)

(*Serving the unexpired terms of Senators John Arnn and Linda Haviland, who resigned.)

The minutes of the April 5, 1984, meeting were approved as distributed.

Senator Odom, Chair, submitted a report from the Committee on Academic Excellence. Its recommendations, addressed to the 1984-85 Senate, concerned expanding final examination periods from two to two and one-half hours, and rotating the schedule so each course time falls on a different day each fall and spring semester. The report will be put on the agenda for the September, 1984, meeting.

Senator Vanderhoof, Chair, submitted a report from the Committee on Committees. In response to the stipulations of the recently adopted Faculty Grievance Policy, the Committee submitted the names of three faculty members to be recommended for appointment by the Chancellor to constitute the Committee of Mediators. The faculty members nominated for appointment are Betsy Colquitt, Roger Pfaffenberger, and Glenn Routt. The report was approved unanimously.

The Committee on Committees also presented a slate of nominees for election to the several offices of the Senate. An election was conducted by printed ballot. (Results were announced later in the meeting.)

At Chairman Newsom's request, Chancellor Tucker spoke briefly about the decisions of the TCU Board of Trustees and of the Harris College of Nursing Board of Trustees to merge the two corporations with the TCU Corporation as the sole survivor. The Harris College Corporation at present has no liabilities and some assets. After the merger the Harris College endowment will not finance the entire cost of operating the College, but the intention of the Administration is to raise significant endowment for the College. In the judgment of the Chancellor and the TCU Board, the advantages of maintaining a strong college of nursing far outweigh the probable adjustment in budget that may have to be made for several years. In addition, the merger will resolve the ambiguities of governance which have existed since the beginning of Harris College at TCU.

For the Committee on the Role and Function of the Senate, Senator Quarles, Chair, spoke to the resolution his Committee presented at the April 5 meeting. Senator Berliner moved that the Senate accept, on a trial basis for 1984-85, the offer of the Chancellor and the Vice Chancellor to attend Senate meetings only by invitation. The motion was seconded. Senator Daniel then moved adoption of the Role and Function Committee's resolution, which had been removed from the table. Seconded. The resolution was adopted by a vote of 20 ayes and 9 nays. (The full text of the resolution is in the Minutes of the Senate Meeting of April 5, 1984.) Senator Berliner's motion was then passed by a vote of 21 ayes and 9 nays.

Senator Paulus, Chair of the Committee on Student Relations, moved forwarding the Committee's recommendations to the appropriate offices. Voting item by item, the Senate voted to forward the recommendations. (A summary of the recommendations is given in the Minutes of the Senate Meeting of April 5, 1984.)

The Senate voted to continue its meetings in the Sid Richardson Board Room.

Chairman Newsom announced that the newly elected Senate officers for 1984-85 are: Don Jackson, Chairman; Edward McNertney, Vice Chairman; Neil Daniel, Secretary; William Jurma, Assistant Secretary.

Respectfully submitted,


David Graham, Secretary



TEXAS CHRISTIAN UNIVERSITY
Fort Worth, Texas 76129

Faculty Senate

MINUTES
FACULTY SENATE MEETING
April 5, 1984

Present: Coerver, Cole, B. Colquitt, Daniel, Frye, Jackson, Ludvigson, Newsom, Paulus, Quarles, Reuter, Robinson, Routt, Rowell, Dominiak, J. Jones, Southard, Vanderhoof, Harden, Knepper, Solomon, Curry, W. Williams, D. Graham, Haviland, Hensley, Odom, Schmidt, Koehler.

Absent: Lawrence, Wortham, Naff, Oppenheimer, Travelle, Jurma, E. Smith, Payne, Berliner, McNertney, W. Tucker. (Notices received from Lawrence, Wortham, Oppenheimer, Payne, McNertney.)

Chairman Newsom called the meeting to order at 3:31 p.m.

The minutes of the March 1, 1984, meeting were approved as distributed.

Committee on Committees Chairman Vanderhoof distributed a list showing the membership being recommended for University committees for 1984-85, and asked the Senate's approval. Approved unanimously. He then presented a slate of nominees recommended by the Committee on Committees for the elected member of the University Advisory Committee. No further nominations came from the floor, an election was conducted by written ballot, and Professor David Conn of the Art Department was elected to the position. He will serve a three year term.

Dean Edward Boehm appeared at the Senate's invitation to give a report on the work of the Admissions program. His remarks were generally encouraging, and he mentioned that a new emphasis on the academic quality of TCU and of the achievements of many of its faculty members had had a noticeably beneficial effect on recruiting. TCU's academic image is much improved; we are now listed in Peterson's Guide, and Dean Boehm is now a member of the advisory board of that publication.

Chairman Newsom asked Senator Quarles, Chairman of the Senate Committee on the Role and Function of the Senate, to make some remarks about the recently concluded Senate survey in connection with his Committee report. In response to the general question, How could the Senate be made more responsive to faculty concerns?, Senator Quarles said the survey suggested that part of the problem is that the Senate is perceived to be powerless in those issues which are most interesting to faculty members. It also appears, however, that many faculty members may not read the Minutes of the Senate's meetings and are not therefore so well informed about the Senate's activities as they otherwise might be. Senator Quarles presented the following report and resolution :

The Role and Function of the Senate Committee has been asked by the Executive Committee to consider an amendment to the Constitution of the Faculty Senate formalizing the "question period" of the Chancellor and Vice Chancellor for Academic Affairs. In discussion of this issue

the question has been raised as to whether or not this type of interaction with the Senate may be more appropriate than the ex officio membership currently given to the Chancellor and Vice Chancellor by the Constitution. Considering the time involved in the amendment process, the committee seeks the sense of the Senate as to the desirability of studying the substitution of this formal question period in place of ex officio membership of the Chancellor and Vice Chancellor as the primary mechanism of their interaction with the Senate.

Resolved: It is the sense of the Senate that the Role and Function of the Senate Committee be charged with the study of the substitution of a formal question period for the Chancellor and Vice Chancellor for Academic Affairs in place of ex officio membership on the Senate and that such study should result in submission of an appropriate amendment to the Faculty Senate Constitution.

Senator Cole moved that the resolution be tabled until the May meeting and be voted on at that time. Seconded and passed.

Senator Paulus, Chair, distributed a report from the Committee on Student Relations. Noting that one of their charges was to "Examine Self Study and make recommendations for action," the report made specific recommendations in five general areas: (1) Services provided by the Registrar's Office; (2) Extension of the advising period from one to two weeks; (3) Requiring instructors to provide a written syllabus for each course; (4) Clarification in the Undergraduate Studies Bulletin of courses that are offered in cyclic patterns, such as alternate years or specific semesters; and (5) Recommendations concerning food services. A vote to forward the report will be taken at the May meeting.

Chairman Newsom asked the Senators to consider whether they would like to change the place of meeting. The chambers of the Student House are available. The Senate will make a decision at the May meeting. The Chair also reported that Vice Chancellor Wible had sent a letter detailing the new policy (effective Fall semester, 1984) for reserved parking spaces. Dr. Wible's letter is appended to these minutes.

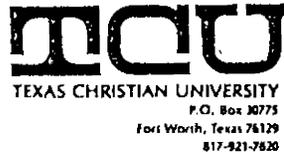
Chairman Newsom introduced Dr. Susan D. Belmore, a visitor from the University of Kentucky, who is an experimental psychologist and an AEC Fellow. Dr. Belmore attended the meeting as an observer, making a study of administration.

The meeting was adjourned at 5:08 p.m.

Respectfully submitted,



David Graham
Secretary



Vice Chancellor for
Student and Administrative Services

April 3, 1984

TO: Dr. Doug A. Newsom, Chairman
Faculty Senate

FROM: Howard Wible *HW*

RE: Reserved Parking

Acting upon a proposal passed by the Faculty Senate, and endorsed by the Traffic Regulations and Appeals Committee, the administration has revised the policy on reserved parking spaces on campus. The revision will take effect beginning with the fall semester of 1984.

In essence, eligibility for reserved parking will be based upon certain positions within the University. In the past, reserved spaces were based largely upon whoever requested and would pay for a space and on the availability of space. Space will continue to be reserved for visitors, 30-minute and one-hour slots, handicapped, and service vehicle spaces.

With the number of reserved spaces being somewhat limited, the Senate raised the question of equity in the selection process. Effective in the fall, therefore, the following spaces, based on position, will be available in the locations indicated. The incumbents in these positions may choose not to have a reserved space, but the decision on reserved spaces will be made only once during the fiscal year.

POSITION

Main Campus - Quad Lot

Director, Scholarships and Financial Aid
Associate Dir., Scholarships and Financial Aid
Dean of Admissions
Associate Dean of Admissions
Associate Vice Chancellor, Graduate Studies
Coordinator, Research and Sponsored Projects
Director, Continuing Education
Dean, AddRan College
Associate Dean, AddRan College
History Chairman
English Chairman
Philosophy Chairman

Dr. Doug A. Newsom

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April 3, 1984

Political Science Chairman
Modern Languages Chairman
Sociology Chairman
LBJ Chair
Brown Chair
Dean of Students
Associate Dean of Students
Director, Career Planning and Placement
Director, Residential Living and Housing
Director, Student Activities
Director, International Students
Registrar
Director of Development
Director, University Relations
Development Staff (2)
Associate Vice Chancellor, Resource Management
Director, Institutional Research
Controller
Assistant Controller
Financial Officer

Main Campus - North of Fountain

Music Chairman
Theatre/Ballet Chairman
Bookstore Manager (south of Foster)
Housekeeping - residence halls

Main Campus - East of HVAC

Director, Ranch Management
Superintendent, HVAC
Assistant Superintendent, HVAC
Manager, Control Center
Director, Facilities Planning
Ranch Management (3)

Main Campus - Behind Sadler

Chancellor
Assistant to Chancellor
Vice Chancellors (4)
Administrative Assistant to Chancellor
Trustees (2)

Main Campus - Health Center

Director, Health Center
Physicians (2)

Main Campus - South Drive and Tennis Court

Kinesiological Studies Chairman

Main Campus - Visitor Lot and 30-Minute

University Minister
Assigned Handicapped - 1

East Campus - Behind Studio 57

Dean, School of Education
Assistant Dean, School of Education
Curriculum Instructor Chairman
Field Experiences and Teacher Coordinator
School of Education Faculty

East Campus - Behind Library

Director of CORES
Emeritus Faculty (2)

East Campus - Behind Library OR
South of S. W. Richardson

Biology Chairman
Chemistry Chairman
Geology Chairman
Computer Science Chairman
Math Chairman
Economics Chairman
Physics Chairman
Psychology Chairman
Army ROTC
Welch Chair
Director, MIS
Director, Computer Center
Director, Counseling Center

East Campus - North of Library

University Librarian
Assistant Librarian
Director of Personnel
AA/EEO Deputy

East Campus - North of Library Behind Housekeeping Annex

Director, Business Services

East Campus - Behind Chapel

Religion Studies Chairman
Bradford Chair
Dean, Brite
Associate Dean, Brite
Director, Field Service
Weatherly Hall Hostess

East Campus Behind Moudy

Journalism Chairman
Dean, Fine Arts
Art Chairman
Radio-TV-Film Chairman
Speech Chairman

East Campus - Rogers/Bass Buildings

Dean, Harris College
Associate Dean, Harris College
Home Economics Chairman
Nursing Chairman (3)

East Campus - North of Rogers

Dean, School of Business
Associate Dean, School of Business
Assistant Dean, School of Business
Accounting Chairman
Decision Sciences Chairman
Management Chairman
Marketing Chairman
West Chair
GNB Chair
FNB Chair
TAB Chair
Trustee slot (1)

cc: Mr. Randall M. Kahan, Chairman
Traffic Regulations and Appeals Board



Faculty Senate

DR WILLIAM W. NEWSOM
ACADEMIC AFFAIRS, VC
30708

MINUTES
FACULTY SENATE MEETING
March 1, 1984

Present: Coerver, Cole, Daniel, Frye, Jackson, Lawrence, Ludvigson, Newsom, Paulus, Quarles, Robinson, Wortham, Routt, Dominiak, J. Jones, Oppenheimer, Southard, Travelle, Vanderhoof, Harden, Jurma, Knepper, E. Smith, Solomon, Curry, Payne, W. Williams, D. Graham, Hensley, McNertney, Schmidt, W. Tucker, Koehler.

Absent: B. Colquitt, Reuter, Naff, Rowell, Berliner, Haviland, Odom, Arnn.
(Notices received from B. Colquitt, Odom, Arnn.)

Chairman Newsom called the meeting to order at 3:33 p.m.

The minutes of the February 2, 1984, meeting were approved as distributed.

Reporting for the Committee on Tenure, Promotion, and Grievance, Senator Daniel said that Senator B. Colquitt, Committee Chair, had met with Vice Chancellor Koehler and they had agreed on certain modifications which resolved the remaining differences between the document and Administration reservations. Senator Daniel distributed a list of the proposed modifications for the Senate's consideration and moved acceptance of the Grievance Policy with the revisions incorporated. Frye seconded. Motion passed.

Chairman Newsom reported the Senate Executive Committee had met with Vice Chancellor Wible to discuss faculty parking problems, especially the assigning of named places. Dr. Wible will present a written policy to the Senate.

Dean Boehm could not appear at this meeting because he had to be out of town. He will come to the April Senate meeting.

Senator Frye presented the following resolution, written by Senator Betsy Colquitt:

Resolution of the Faculty Senate, Texas Christian University

Rarely do an institution and an individual come together into a harmony that achieves the best creation of each. Such a harmony existed between Texas Christian University and Lorraine Sherley. As student, alumna, and faculty member, Miss Sherley epitomized the best in herself, and in her the University discovered an emblem of its own excellence.

As accomplisher and requirer of excellence, she was a mentor who provided an academic and humane model for more than two generations of Texas Christian University students. Her courses--frightening and wonderful, demanding and achievable--always rewarded, perhaps because her methods joined intellect with humanness and expressed a love of letters as well as love of persons, of nature, and of the divine. By the quality of her professional and her private life, she leaves us an example which helps the University to know and to create its best self.

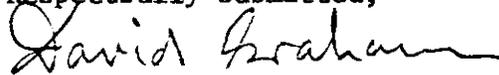
Therefore be it resolved that for our colleagues and ourselves, we as members of the Faculty Senate of Texas Christian University extend our sympathy to her family in their loss, which is also our own, and affirm our gratitude for her life and our admiration for her achievement and her example.

The resolution was passed by unanimous vote.

At 4:08 p.m. the Chairman declared the Senate in executive session for the purpose of considering nominations for honorary degrees.

The meeting was adjourned at 4:28 p.m.

Respectfully submitted,

A handwritten signature in cursive script that reads "David Graham".

David Graham
Secretary



TEXAS CHRISTIAN UNIVERSITY
Fort Worth, Texas 76129

Faculty Senate

DR. WILLIAM H. KROGER
ACADEMIC AFFAIRS, VC
50788

MINUTES
FACULTY SENATE MEETING
February 2, 1984

Present: Cole, Daniel, Frye, Jackson, Lawrence, Newsom, Paulus, Reuter, Robinson, Routt, Rowell, Dominiak, J. Jones, Oppenheimer, Southard, Travelle, Vanderhoof, Harden, Jurma, Solomon, W. Williams, Berliner, D. Graham, Haviland, Hensley, McNertney, Schmidt, Koehler.

Absent: Coerver, B. Colquitt, Ludvigson, Quarles, Wortham, Naff, Knepper, E. Smith, Curry, Payne, Odom, Arnn. (Notices of conflicts or illness were received from B. Colquitt, Knepper, Curry, Odom, and Arnn.)

Chairman Newsom called the meeting to order at 3:32 p.m.

The minutes of the December 1, 1983, meeting were approved with the following correction: delete in their entirety the last three lines of page one.

Chairman Newsom introduced two new senators: Dr. John W. Arnn (Education), Senator at-Large, filling the unexpired term of Dr. Dale Huckaby who resigned for a leave of absence; and Prof. Judith A. Solomon (Music), Senator from the School of Fine Arts, filling the unexpired term of Dr. Ruth Whitlock, who also resigned for a leave of absence. Senator Arnn will serve on the Senate Committee on Student Relations; Senator Solomon will serve on the Committee on the Role and Function of the Senate.

Reporting for the Committee on Tenure, Promotion, and Grievance, Senator Daniel presented two documents: (1) The final draft of the Grievance Policy was presented as a report. Discussion and action on the Grievance Policy will be taken at the next Senate meeting. (2) Suggested changes in Sec. II.B. of the Tenure Policy, introduced to the Senate at the December 1, 1983, meeting, were moved for approval by Senator Daniel; Senator Jurma seconded. After a discussion about ways the changes vary from the AAUP policy, the changes were approved by a vote of 25 for and 2 against. Both these documents are appended to these minutes.

Senator Vanderhoof presented a progress report from the Committee on Committees. He distributed copies of the questionnaire being sent to help determine recommendations for University committee assignments.

Senator Paulus gave a progress report from the Committee on Student Relations. The Student House is very interested in trying to get a Fall break instituted, and is also interested in interacting with any proposed calendar changes which the Senate might contemplate.

Senator Berliner presented a report on the Faculty Evaluation Workshop held at the University of Texas last Fall, which he attended at the request of the Senate Executive Committee. He said the workbook distributed at the workshop was a mine of information and far too much material was presented to condense in a brief re-

port. He encouraged those engaged in developing evaluation forms to avail themselves of the information in the workbook. Vice-Chancellor Koehler said all but one of the Deans already have copies of the workbook. A copy will be sent to the University Evaluation Committee and another will be put in the University library for the use of faculty members.

Reporting on the Senate Executive Committee's discussions with Vice-Chancellor Koehler regarding faculty concerns about admissions procedures, Chairman Newsom said that Dean Boehm will attend the Senate meeting of March 1 to discuss practices and answer questions. She also suggested that a letter be sent to all faculty members asking them if they would like to be considered for recruiting trips on behalf of Admissions.

All members of the University community are encouraged to support and participate in the upcoming campus blood drive.

The announced agenda item concerning adding Wednesday to the Thanksgiving holidays was not discussed since it will be part of the concerns of the Senate Committee on Student Relations.

The meeting was adjourned at 4:35 p.m.

Respectfully submitted,



David Graham
Secretary

FACULTY GRIEVANCE POLICY

I. Purpose

This document provides procedures for investigating grievances lodged by members of the faculty of Texas Christian University and, if an injustice is established, for recommending equitable redress for the grievant.

II. Applicability

A. Persons who may lodge a grievance under this policy are the faculty of TCU as defined by the current Faculty/University Staff Handbook (1983-1984 Handbook, p. 16). Included are full-time faculty, part-time faculty, and emeritus faculty under current contract. Part-time faculty members are covered by this policy from the date of their appointment until all course responsibilities are completed.

B. A grievance is defined as a claim that injustice has resulted from actions of employees of Texas Christian University or the members of its Board of Trustees, or from conditions for which employees or the Board of Trustees are responsible. Injustices are actions or conditions that inflict loss, hardship, or the like in relation to the grievant's work at TCU, and that involve error, unfairness, or the violation of rights, policies, regulations, or established procedures, whether the procedures have been formally enunciated or have their existence only in practice. Actions of omission as well as commission are encompassed by this policy.

The Faculty Grievance Policy does not establish or override University policies or procedures unless the application of

this policy leads to a judgment that established policies and procedures are the cause of injustice. In such a case the recommendation arising from the application of this policy should take precedence.

C. A grievance is considered to involve only two parties: (1) the grievant, who claims an injustice exists, and (2) the defendant, against whom the claim is lodged. A party may comprise more than one person.

III. Principles, Necessary Elements, and Definitions

A. Security of the Grievant

It is fundamental that investigation and adjustment of grievances be conducted without fear of prejudice or reprisal to the grievant.

B. Promptness

Promptness is itself an element in fair treatment for the grievant, for the University, and for others involved in the procedure.

C. Confidentiality

All persons concerned with a grievance are enjoined to respect the rights and privacy of all persons involved in the grievance. Confidentiality in all cases is required, in informal as well as formal proceedings.

D. Burden of Proof

For a grievance to be sustained in formal proceedings, the preponderance of evidence must support a judgment that an injustice has existed. For the grievance to be rejected it need not be clearly established that the defendant is innocent, but only that the existence of an injustice has not been established

by the evidence.

E. Order of Events

There are two steps in the grievance procedures: Step 1, informal procedures; Step 2, formal procedures. Both parties should endeavor in good faith to resolve a grievance through informal procedures before moving to formal procedures.

F. An academic day is defined as a weekday on which regularly scheduled classes are held.

IV. The Grievance Machinery

A. The Committee of Mediators

1. Composition

The Committee of Mediators shall be a University Committee of three, nominated by the Senate Committee on Committees and appointed by the Chancellor.

2. Purpose, Duties, and Rights

(a) The purpose of the Committee of Mediators is to facilitate the resolution of grievances informally in a manner satisfactory to both parties and wherever possible render formal grievance proceedings unnecessary. The Committee, individually or collectively, shall act as mediators between the parties to the grievance and shall be pledged to act without prejudice. They should be a source of information regarding grievance proceedings in general: pertinent laws, policies, regulations, and relevant outcomes of past grievance proceedings.

(b) The Committee of Mediators shall have the authority to remand a grievance to the administrative body ordinarily responsible for the actions that led to the grievance, along with a request to review or reconsider the issues or reenact the process that led to the grievance. Such remand may be for the purpose of correcting procedures, correcting or completing a record, or introducing new evidence. The remand should not be construed as a judgment in support of a grievance, much less a punishment to the original decision-making body, but only as a judgment that there is some reasonable basis for reconsidering the action.

(c) The Committee of Mediators shall enter a grievance case upon request by either party. The Committee of Mediators must enter a case if the grievant lodges a formal grievance.

B. A Hearing Committee

When a formal grievance is lodged, the Committee of Mediators shall establish an ad hoc Hearing Committee to investigate and hear the case.

1. Composition

A Hearing Committee shall consist of five employees at TCU, one selected by the grievant, one selected by the defendant, and three selected as follows.

The Committee on Committees of the Faculty Senate shall nominate and the Senate shall approve the names of ten faculty members as potential members of Hearing Committees and six additional faculty members as potential replacements. When a Hearing Committee must be formed, the Committee of Mediators shall present a list of ten names approved by the Senate to the two parties for ranking according to their preferences for membership on the Hearing Committee.

The Committee of Mediators shall then select the three names most preferred by both parties, breaking any tied ranking according to the Committee of Mediators' preferences for membership on the Hearing Committee. These three persons shall then designate one among themselves to serve as Chair of the Hearing Committee. Ideally, members of a Hearing Committee should not be selected as advocates but rather because they are impartial, knowledgeable concerning the issues, and skillful in eliciting pertinent information.

2. Function

A Hearing Committee's task is to decide by majority vote whether an injustice has occurred, and if so, to recommend equitable redress.

A Hearing Committee shall not be limited to the hearing of arguments and evidence presented by the two parties, but may take investigatory action on its own.

V. Procedures and Time Limits

A. The Date of Alleged Injustice

A Date of Alleged Injustice must be specified to permit the application of certain time limits. When an alleged injustice occurs at a particular time, the date of the incident shall be the Date of Alleged Injustice. It must be recognized that some alleged injustices may not be readily localized in time. When the Date is uncertain, indefinite, or in dispute, the Committee of Mediators shall act as arbiter. In setting the date of Grievance, the Committee shall use the most recent of a series of incidents basing the grievance on the time at which the condition became intolerable for the grievant.

B. Step 1: Informal Procedures

1. Every effort should be made to resolve grievance informally and promptly. In presenting an informal grievance, a grievant should follow the established line of authority as represented in the University's organizational chart.
2. To assure a prompt response to an informal grievance, the grievant shall present a written, signed statement of the grievance along with an explicit statement that this constitutes an informal grievance to the appropriate administrator (ordinarily the grievant's department chairman). The administrator shall respond in writing to the grievant as soon as possible but no later than five academic days after the grievance has been presented.

3. The duration of informal procedures is limited by the time limit for lodging a formal grievance. As specified below a formal grievance must be lodged within 25 academic days of the Date of Alleged Injustice unless both parties waive the limit in favor of an alternate limit specified in writing and signed by both parties.

4. In informal grievance procedures, it is not always possible to know when a written record should be initiated. As soon as the possibility of a formal grievance becomes evident, or after the lodging of a written informal grievance in any case, the grievant, the defendant, and other persons involved are enjoined to keep, from that time forward, such records as they consider pertinent. When the University administration is the defendant, the unit supervisor should begin the written record of the defending party by writing a memorandum containing the information which the supervisor considers pertinent to the case. The grievant shall receive a copy of this memorandum; if a formal grievance is subsequently filed, the Committees authorized to resolve grievances under the present policy shall also receive copies of this memorandum, along with any other records bearing on the dispute.

5. Either party may call the Committee of Mediators into the case at any time before the 25 academic day time limit has elapsed.

C. Step 2: Formal Procedures

1. A formal written grievance may be filed with the Committee of Mediators any time within 25 academic days of the Date of Alleged Injustice. The grievant shall provide a copy of the statement to the defending party. With the consent of both parties this time limit may be waived in favor of an alternate limit specified in writing and signed by both parties.

2. Once a formal grievance has been filed and the Committee of Mediators determines that informal procedures have failed to resolve the dispute, Formal Procedures shall begin. As soon as possible but no more than 3 academic days after Step 2 begins, the Committee of Mediators shall name a Hearing Committee and shall supervise its establishment and functioning so as to insure fairness and promptness.

3. The Hearing Committee shall set a date for the hearing to begin at the convenience of both parties, normally within 10 academic days of the beginning of Step 2, but allowing a reasonable period for both sides to prepare for the hearing.

4. Hearing Procedures:

(a) Written statements and documents that are to be introduced in evidence shall be made available

to both parties to the dispute at least 5 academic days before the hearing day on which those materials are to be discussed. This rule applies to materials introduced by the Hearing Committee itself as well as the parties involved.

(b) Both grievant and defendant, or their representatives, shall have the right to confront and to cross-examine witnesses. Witnesses may not be subpoenaed or otherwise coerced to testify. Witnesses may refuse to answer questions or provide information they feel would be damaging to themselves.

(c) During the proceedings grievant and defendant shall be entitled to have an academic advisor or legal counsel present at the hearing. Each party shall bear the expense of its own counsel. When one of the parties is engaged in the proceedings because of actions arising from administrative or advisory authority duly constituted by the University (including faculty advisory committees), the University must bear the expenses of the proceedings for that party whether or not the University is named as party to the grievance.

(d) A verbatim record of the hearings shall be taken, normally on tape, and a typed transcript made available to both parties at the expense of the University. This rule need not apply to the deliberation of the Committee when evidence

is not being presented and neither party is present.

(e) The proceedings of the hearings are confidential; except for such announcements as may be required for assembling the parties, public statements and publicity shall be avoided.

(f) The Hearing Committee should complete the hearing and its deliberations as promptly as fairness permits and report its conclusions and recommendations as quickly as is reasonable.

(g) A written report by the Hearing Committee of the nature of the grievance, its conclusion, and its recommendations, together with all its materials, evidence, and transcripts, shall be filed with the Committee of Mediators and the Chancellor or the Chancellor's designated agent upon completion of the Hearing Committee's work, and copies of the report shall be delivered to both parties. At this time the Hearing Committee is formally dissolved, although it may still function as a Committee in responding to a rejection of its report by the administration.

5. As soon as the Chancellor or designated agent receives a report of a formal grievance, the Chancellor may take immediate action to implement the recommendations of the report. If the Chancellor rejects the conclusions or declines to implement the recommendations of a

report, the Chancellor shall issue to both parties and the Committee of Mediators a written tentative rejection of the report giving the Chancellor's reasons for rejection. This tentative rejection shall be delivered within five academic days of receipt of the report. Before finally rejecting the report, the Chancellor shall provide an opportunity for the grievant, the defendant, and the Committee of Mediators to respond to the tentative rejection, normally within five academic days. The Chancellor shall then notify both parties and the Committee of Mediators of the final decision.

6. Prior to and during the hearings the grievant shall not be suspended from usual duties unless immediate harm to the grievant or to the University is threatened by continuance in such duties. Such suspension shall not affect the grievant's claim to full pay and to all the privileges of faculty status during the period of interrupted service.

SUGGESTED CHANGES IN TCU TENURE POLICY, SECTION II.B.

B. Probationary periods of service.

1. No change.

2. No change.

3. Every nontenured, full-time member of the faculty must have a written contract with the University. Appointments may be for one year or for other stated periods, subject to renewal. For faculty who devote more than three-fourths of their time to teaching and research, the total period of full-time service in a tenure-track appointment prior to acquisition of tenure shall not exceed seven years, including all previous full-time service in a tenure-track appointment with the rank of instructor or higher at other accredited institutions of higher learning, subsequent to completing terminal qualifications in his/her field. The probationary period for a person granted credit for prior service may extend to as much as four years even if the total full-time service in the profession thereby exceeds seven years. In calculating the length of the probationary period the following rules will apply:

a. Prior full-time service with faculty rank at other accredited institutions must be counted toward the probationary period if the service was:

- (1) subsequent to completing terminal qualifications, and
- (2) more than three-fourths time teaching and research, and
- (3) in a tenure-track appointment at such institutions.

b. Prior full-time service with faculty rank at other accredited institutions may be counted, may not be counted, or may be counted less than year-for-year if the service was:

Suggested Changes in TCU Tenure Policy (10-5-83)

- (1) prior to completing terminal qualifications, or
- (2) three-fourths time or less teaching and research, or
- (3) in a nontenure-track appointment at such institutions.

The faculty member, at his/her sole option, may elect to count such service, not to count such service or to count it less than year-for-year.

- c. Prior to a prospective faculty member's choice of whether or not to exercise the option provided in B.3.b. above, the University shall undertake to disclose to the prospective faculty member its criteria for promotion and tenure generally and particularly in the college and/or department in which the appointment is to be made, so that the prospective faculty member can make an informed decision on whether or not to exercise the option provided in B.3.b. above.
- d. The option of a prospective faculty member to count or not to count prior service, or to count it less than year-for-year, set out in B.3.b. above, shall be a one-time option to be exercised at the time of the prospective faculty member's initial tenure-track appointment at TCU. The number of prior years service to be counted and the length of the maximum probationary period shall be explicitly set forth in the prospective faculty member's initial letter of appointment.
- e. Prior service at TCU must be counted toward the probationary period if it was in a tenure-track appointment. Such service must be counted even if rendered prior to completing terminal qualifications.

Suggested Changes in TCU Tenure Policy (10-5-83)

- f. If prior full-time service with faculty rank at TCU was in a nontenure-track appointment, the faculty member, at his/her sole option, may elect to count such service, not to count such service, or to count it less than year-for-year.
- g. The option provided in B.3.f. shall be a one-time option to be exercised at the time of the prospective faculty member's initial letter of appointment to a tenure-track position at TCU. The number of prior years service to be counted and the length of the maximum probationary period shall be explicitly set forth in the prospective faculty member's initial letter of appointment.
- h. Time spent on leave of absence from TCU will count as part of the probationary period of service. Exceptions must be approved by the Vice Chancellor for Academic Affairs and stated in writing at the time of granting the leave.



TEXAS CHRISTIAN UNIVERSITY
Fort Worth, Texas 76129

Faculty Senate

MINUTES
FACULTY SENATE MEETING
December 1, 1983

Present: Coerver, Cole, B. Colquitt, Daniel, Frye, Jackson, Lawrence, Ludvigson, Newsom, Paulus, Quarles, Reuter, Robinson, Wortham, Naff, Routt, Dominiak, J. Jones, Oppenheimer, Southard, Travelle, Vanderhoof, Jurma, Knepper, Whitlock, Curry, Payne, W. Williams, Berliner, Graham, Haviland, Hendley, Huckaby, McNertney, Odom, Schmidt, Koehler.

Absent: Rowell, Harden, E. Smith.

Chairman Newsom called the meeting to order at 3:30 p.m.

The minutes of the November 3, 1983, meeting were approved as distributed.

The Committee on the Role and Function of the Senate submitted a report dealing with procedures for honorary degree nominations, specifically addressing a recommendation of the Standard V Faculty Self Study report: "Revise the Constitution of the Faculty Assembly and Faculty Senate so that the Executive Committee of the Senate selectively recommends to the Senate nominees for honorary degrees, but does not act to keep any nomination from consideration by the Senate." After discussing its deliberations the Committee report concludes as follows: "The Committee believes that the present procedure is a proper delegation of the authority of the Senate to its elected executive committee. The Committee recommends continuation of the procedure for honorary degree nominations in its present form and rejection of the recommendation of the Self Study for any change in the procedure." Senator Ludvigson argued against accepting the Committee's report, saying he doesn't think the present procedure allows senators to make decisions for themselves with regard to nominees for honorary degrees. He favored accepting the suggestion of the Self Study so the names of all nominees would come to the floor of the Senate.

Senator Wortham moved, and Ludvigson seconded, "that the Constitution of the Faculty Assembly and Faculty Senate be revised so that any nominations made for honorary degrees would not be prevented from coming to the floor of the Faculty Senate."

Senator Quarles moved, and Frye seconded, that the motion be tabled. The motion to table passed. Senator Quarles moved, and Whitlock seconded, that the Senate continue its present form of dealing with honorary degree nominations and that the Self Study recommendation be rejected. By a vote of 19 for and 16 against this motion passed. There were 3 abstentions.

The Faculty Budget Committee presented the third annual report on Faculty Compensation at TCU. It was moved, seconded, and passed that this report be distributed to the Faculty. The report is appended to these minutes.

Chairman Newsom reported that Vice-Chancellor Wible had responded to the Traffic Regulations and Appeals Board in the matter concerning parking reported in the minutes of November 3, 1983. While some additional spaces will be provided for Brite Divinity School, he declined to make any changes in the present thirty-minute parking zones. The Chairman also reported that the Senate Executive Committee met with the Trustee Relations Committee on November 17. At that meeting Vice-Chancellor Koehler reported on tenure at TCU. 64% of the full-time faculty now have tenure. He also explained how faculty members are evaluated for tenure and pro-

with the Board of Trustee's Faculty Relations Committee on November 17. At that meeting Vice-Chancellor Koehler reported on tenure at TCU, noting that 64% of the Faculty are tenured. He also explained how faculty members are evaluated for tenure and promotion.

Senator Odom, Chairman of the Senate Committee on Academic Excellence, presented a report for that Committee. It has "reviewed TCU Admissions Policies and Admissions portions of the Self Study, including Recommendations of the Standard III Committee on Educational Programs. Dean of Admissions, Edward Boehm, met with the committee to answer questions and supply information not found in the printed sources." The Standard III recommendations were as follows:

1. Maintain the current admissions policy for a period sufficient to provide meaningful data for evaluation.
2. Gradually raise the admissions criteria.
3. Continue to grant college credit for "life experience" and to grant college credit for pre-college learning. Have the University Courses of Study Committee provide an annual review of the practice.
4. Adopt the "State Method" of calculation the G.P.A.'s of both transfer students and regular students.
5. Place greater priority on quality now that the University has reached an "optimal level" of enrollment.
6. Continue to affirm by statement and by action the University's commitment to academic improvement. Through public relations efforts emphasize academic programs and academic demands at TCU. Urge the Admissions Office to continue to include the faculty in the admissions process.

The Academic Excellence Committee "generally agreed with recommendations of numbers 1, 2, and 5 . . . and had a mixed reaction to number 3, though most committee members agreed that 'granting college credit for "life experience" and "pre-college learning"' have places in university programs such as the General Studies major and should be continued with proper review." The Committee disagreed with recommendation number 4. The "State Method" bases G.P.A.'s on grades in all courses attempted. TCU presently bases G.P.A.'s on grades in all courses taken once, and only on the last attempt of repeated courses. The Committee could find no clear reason for making a change; instead it supports a TCU grade point average, printed on the transcript, for transfer students, as well as their usually-published overall GPA. Regarding recommendation number 6, Dean Boehm reported that participating faculty members have usually been nominated by the Deans. The Committee recommends strongly "that the Faculty Senate be allowed to nominate faculty members for participation in the admissions process in order to include a larger number of faculty members than has been used previously." Finally, the Committee asked the Senate "to support their request that the Senate Executive Committee discuss these recommendations and questions with the Vice Chancellor for Academic Affairs and inform the Senate of the results of that discussion." Moved, seconded, and carried to accept the Committee's report.

Senator Vanderhoof, Chairman, reported for the Committee on Committees. They recommend that (1) Dr. Gene Alpert (Political Science) be appointed to the Student Conduct Committee, term to end in 1987; and (2) Professor Pat Paulus (Biology) be appointed to the Evaluation Committee, term to end in 1986. Moved, seconded, and passed to forward the Committee's recommendations.

Senator B. Colquitt, Chairman of the Committee on Tenure, Promotion, and

Grievance, moved that the tenure statement presented to the Senate at its last meeting be accepted. Senator Cole moved, and it was seconded, that the motion be tabled so the statement can be considered at the next Senate meeting. Passed.

The meeting adjourned at 5:02 p.m.

Respectfully submitted,

David Graham
Secretary



TEXAS CHRISTIAN UNIVERSITY
Fort Worth, Texas 76129

Faculty Senate

00005611

DR WILLIAM H KOEHLER
VC ACADEMIC AFFAIRS
307HB

MINUTES

FACULTY SENATE MEETING

NOVEMBER 3, 1983

Present: Coerver, Cole, B. Colquitt, Daniel, Frye, Jackson, Lawrence, Ludvigson, Newsom, Paulus, Quarles, Robinson, Wortham, Naff, Dominiak, J. Jones, Oppenheimer, Southard, Vanderhoof, Jurma, Knepper, E. Smith, Whitlock, Curry, Payne, W. Williams, Berliner, D. Graham, Hensley, Huckaby, McNertney, Odom, Schmidt, W. Tucker, Koehler.

Absent: Reuter, Routt, Rowell, Travelle, Harden, Haviland.

Chairman Newsom called the meeting to order at 3:32 p.m.

The minutes of the October 6, 1983, meeting were corrected to show that Senator Pat Paulus was present, and were approved as corrected.

The Chair announced that members of the Senate Executive Committee had met with Dr. Wolverton of the Southern Association Visitation Committee. Dr. Wolverton seemed favorably impressed by his visit here and had no issues to raise.

The Committee on Tenure, Promotion, and Grievance submitted a report on the proposed changes in the University's tenure document. A copy of the proposed changes and of the Committee's report are appended to these minutes. Chairman Newsom urged Senators to get opinions from their constituents about this proposal.

Mr. Mike W. Lang, President of the House of Student Representatives, presented copies of a student resolution opposing a faculty petition to change the status of the "thirty-minute permit lot." The resolution was signed by 1000 students. Professor Randall Kahan, Chairman of the Traffic Regulations and Appeals Board, was present at the Senate's request to report the Board's recommendation regarding the faculty petition. It is as follows:

The Board finds that the current allocation of parking spaces for visitor and short term use in Quad and Fountain lots is essential to the University. The Board recommends against reassignment of these spaces for faculty parking.

Professor Kahan reported that he had filed a minority opinion noting that 15 additional faculty parking spaces are needed on the West Campus to accommodate persons working in Reed and Sadler Halls.

Chairman Newsom reported that no nominations for honorary degrees have yet been received. Those wishing to make nominations should do so soon.

Mr. Larry Lauer, Director of University Relations, was present to inform the Senate about the "1990s Project." It is mainly a communication project, he reported, to reach friends of the University. About 130 "opinion leaders" from the TCU public are involved. The Project seeks to cultivate these friends by helping them to know the University better and by our getting to know them better. The Project was inaugurated with a luncheon on October 6, 1983.

Reporting for the Committee on Tenure, Promotion, and Grievance, Senator Daniel introduced a motion to adopt a revision to the Faculty Advisory Committee Structure. The motion was seconded and carried. The revision consists of the following paragraph, to be inserted after the two existing paragraphs of IV.B.Section 1 of the existing document:

Any school or college that, by virtue of the number of full-time faculty there employed, is unable on practical grounds to conform with the structure prescribed for the college (school) advisory structure, may apply to the Academic Vice Chancellor and to the Faculty Senate proposing an alternate structure, which may be used with the concurrence and approval of the Academic Vice Chancellor and Faculty Senate.

For the Chancellor's Question Time, Vice-Chancellor Koehler responded to the following question:

Does the Administration have an unstated policy that promotion from Assistant Professor to Associate Professor will be considered only in the sixth year?

The Vice-Chancellor said there is no such unstated policy. There have been a few cases of such promotion prior to the end of the probationary period, and this is more likely to happen than an award of tenure without such promotion.

Reporting for the Budget Committee, Senator Ludvigson distributed a salary study. He called attention to the note on page 7 of the study. Moved, seconded, and carried to distribute the study to all faculty members. The study is appended to these minutes.

The meeting was adjourned at 4:40 p.m.

Respectfully submitted,



David Graham
Secretary



Faculty Senate

MINUTES
FACULTY SENATE MEETING
OCTOBER 6, 1983

Present: Coerver, Cole, Daniel, Frye, Newsom, Quarles, Reuter, Robinson, Wortham, Naff, Dominiak, Jones, Oppenheimer, Travelle, Vanderhoof, Harden, Jurma, Smith, Whitlock, Curry, Payne, Williams, Berliner, Graham, Haviland, Hensley, McNertney, Odom, Schmidt. →

Absent: Colquitt, Jackson, Lawrence, Ludvigson, Paulus, Routt, Rowell, Southard, Knepper, Huckaby, W. Tucker, Koehler, Routt.

The meeting was called to order by Chairman Newsom at 3:30 p.m.

The Chairman announced that Vice-Chairman Jackson had asked the Vice-Chancellor for Academic Affairs whether he and Chancellor Tucker would be willing to answer prepared questions from senators at the end of Senate meetings. Dr. Koehler assented. The Chairman asked senators to submit questions in writing; the administrators will answer orally.

The minutes of the September 1, 1983, meeting were approved as distributed.

Senator Vanderhoof submitted a report from the Senate Committee on Committees recommending (1) that Dr. Jennifer Watson be suggested as a replacement for Dr. Roger Rees on the Safeguards In Human Research Committee, and (2) that Dr. Ken Morgan be suggested as a replacement for Dr. Mike Dodson as Chair of the Admissions Committee.

Moved, seconded, and carried to accept the report.

Senator Vanderhoof asked the Senate's guidance on a charge that the Committee on Committees develop a simple instrument for evaluating administrators' performance in their oversight of University committees, pointing out that there is already a University Committee on Evaluation. When questioned about the need for Senate involvement the Chairman replied that we should move ahead in the absence of action from the Committee on Evaluation and perhaps report to that committee. Senator Berliner will be attending a workshop on such evaluation in Austin about the middle of November, at the Senate's request.

Senator Berliner presented a petition asking that the "thirty-minute permit lot" south of the main entrance revert to full time faculty parking. Moved, seconded, and carried to forward the petition to the Committee on Traffic Regulations and Appeals.

The meeting was adjourned at 4:10 p.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'David Graham', written over a horizontal line.

David Graham
Secretary

*Approved by
Senate
11/3/83*

PROPOSED REVISION OF FACULTY ADVISORY COMMITTEE STRUCTURE

- I. Purpose (no change)
- II. Name (no change)
- III. Functions and Procedures (no change)
- IV. Structure
 - A. Department Advisory Committee (no change)
 - B. College (School) Advisory Committee

*Bill - need to
notify academic
deans and
assume and
hand book for
inclusion*

Section 1. With the exception of AddRan College of Arts and Sciences, the College (School) Advisory Committee shall consist of four faculty members. Two shall be elected by the faculty of the college (school). Two shall be appointed by the dean. No department shall be represented by more than one member of the committee.

The AddRan College Advisory Committee shall consist of six faculty members. Three shall be elected by the faculty in the following manner. The faculty of each division--Humanities, Social Science, Natural sciences--shall elect one faculty member from that division. The dean shall appoint three faculty--one from each division. For purposes of this document, Fine Arts is excluded from Humanities, ROTC is excluded from Social Sciences.

Any school or college that, by virtue of the number of full-time faculty there employed, is unable on practical grounds, to conform with the structure prescribed for the college (school) advisory structure, may apply to the Academic Vice Chancellor and to the Faculty Senate proposing an alternate structure, which may be used with the concurrence and approval of the Academic Vice Chancellor and Faculty Senate.

Section 2-7. (no change)

- C. University Advisory Committee (no change)



TEXAS CHRISTIAN UNIVERSITY
Fort Worth, Texas 76129

Faculty Senate

MINUTES
FACULTY SENATE MEETING
SEPTEMBER 1, 1983

Present: Coerver, Cole, Colquitt, Daniel, Frye, Jackson, Lawrence, Ludvigson, Newsom, Paulus, Quarles, Robinson, Wortham, Naff, Routt, Dominiak, Jones, Oppenheimer, Southard, Travelle, Vanderhoof, Harden, Jurma, Knepper, Smith, Whitlock, Curry, Payne, Williams, Graham, Hensley, Huckaby, McNertney, Odom, Schmidt, Tucker, Koehler.

Absent: Reuter, Rowell, Berliner, Haviland.

The meeting was called to order by Chairman Newsom at 3:30 p.m.

The minutes of the May 5, 1983, meeting were approved as distributed.

Senate committee assignments and charges for the current year were distributed.

Mr. Raul Armendariz, by invitation, spoke to the Senate about TCU's benefits programs. A consultant will be selected in October and a major review of benefits, especially regarding insurance, will begin. The University community will be able to participate in various ways and will be kept informed of the proceedings.

The Chair announced that Mr. Armendariz also has placed copies of the various policy statements in the Reference section of the Library, where they may be seen by faculty members.

Chancellor Tucker spoke briefly about the Self-Study. A Visitation Committee will be here October 30-November 2. They will send a report to TCU, the University will respond to it, and the study will be completed.

The Senate was in Executive Session from 3:55 to 4:10.

Vice-Chancellor Koehler spoke of ambiguities concerning prior credit in the present Tenure Policy. He will meet further with the TCU Chapter of AAUP and the Executive Committee of the Senate, then consult with the Senate to try to resolve the ambiguities. The purpose is to provide junior faculty members maximum opportunities to establish a record. He also asked that the Faculty Assembly be convened this semester. A date will be announced later.

Senator Hensley commented on some of the problems with our group insurance, many arising partly out of the small size of the group.

The meeting was adjourned at 4:30 p.m.

Respectfully submitted,

David Graham, Secretary

X00000468

Mrs Becky Roach
VC Academic Affairs
30788

1983-84 / ROSTER
THE FACULTY SENATE
TEXAS CHRISTIAN UNIVERSITY

Ex Officio Members

Chancellor William Tucker
Vice Chancellor William Koehler
Past President Bob Frye

School of Education

Luther Clegg - 1983
Etta Miller - 1984
Bill Vanderhoof - 1985

Add-Ran College of Arts and Sciences

June Clements, English - 1985
Steven Cole, Psychology - 1985
Betsy Colquitt, English - 1983
Michael Dodson, Political Science - 1984
Jim Farrar, Religion - 1983
Bobby J. Frye, English - 1984
Don Jackson, Political Science - 1985
Ken Lawrence, Religion - 1985
Wayne Ludvigson, Psychology - 1983
Edward McNertney, Economics - 1983
Douglas Ann Newsom, Journalism - 1984
C.A. Quarles, Jr., Physics - 1984
Spencer Tucker, History - 1984
John L. Wortham, Economics - 1983

School of Fine Arts

Jerry Cochran, Modern Dance - 1983
Linda Guy, Fine Arts - 1983
Joyce Harden, Speech Communication - 1984
Noah Knepper, Music - 1985
Ruth Whitlock, Music - 1984

Harris College of Nursing

Linda Curry - 1985
Ann Kirkham - 1983
Willadean Williams - 1984

Brite Divinity School

Harold Glenn Brown - 1983
L. William Countryman - 1984
Glenn Routt - 1985

Members At-Large

Arthur Berliner, Sociology - 1984
Jim Chambers, History - 1983
David Graham, Music - 1984
Linda Haviland, Sociology - 1985
Richard Hoehn, Brite - 1984
Dale Huckaby, Chemistry - 1985
Margaret McWhorter, Home Economics - 1983
Keith Odom, English - 1985
Nell Robinson, Home Economics - 1985

M.J. Neeley School of Business

Geraldine Dominiak - 1983
Jack Jones - 1984
Henry Oppenheimer - 1985

OFFICERS: Doug Newsom, Chairman
Don Jackson, Vice Chairman
David Graham, Secretary
Joyce Harden, Asst. Secretary