TEXAS CHRISTIAN UNIVERSITY

FACULTY SENATE
MINUTES
MAY 2, 1991

The Faculty Senate of Texas Christian University convened at 3:30 p.m. on April 4, 1991, in the Faculty Center with Chair, Ted Klein, presiding. Present were: Senators Forrer, Franzwa, Lewis, Odom, Butler, McNertney, Fortenberry, Tucker, Couch, Fenker, Gorman, Balch, Pittman, Benison, Lacy, Vanderhoof, Garrison, Ellmore, Harden, King, Solomon, Cagle, Davis, Gaul, Nichols, Steele, Lamb, Becker, Conn, Dominiak, Fort, Guy, Hensley, Daniel, Lysiak. Absent were: Senators Moore, Morgan, Craven, Woods, and Payne.

ANNOUNCEMENTS:

The Chair congratulated all newly promoted and/or promoted and tenured Senators. Newly elected Senators were also congratulated and welcomed.

The chair announced that the Chancellor has designated a Martin Luther King, Jr. holiday for TCU.

INVITED REPORTS:

DISCUSSION WITH THE UNIVERSITY LIBRARIAN: Fred Heath, University Librarian, announced that the library budget has doubled during the last four years, although the total number of collections has not changed significantly during the same period of time. Heath also reported that there will be no staffing increases in the TCU Library for the next academic year.

Heath provided Senators with a Status Report for the TCU Library (attached) and announced that the Wright Archive is well underway. The DRA System upgrades will soon include journal holdings. The Librarian reported that faculty on the East side of campus can now or will soon be able to access the CD-Rom Data Bases. Concerning fines for TCU faculty, the Librarian reported that faculty does not have to pay fines for overdue books, but faculty must call the Library and renew books every 120 days. Finally, Heath announced that the Library will soon change to a closed stack arrangement for journals to decrease loss and damage to bound journal holdings.

Senator Tucker asked if funding for Engineering journals would be taken from the existing budget. Heath responded that a funding source for journal holdings in Engineering was undecided and would probably not be taken from existing journal budgets.
OLD BUSINESS:

COMMITTEE REPORTS:

BUDGET AND FINANCE COMMITTEE; Senator Hensley provided Senators with the AAUP Rating Scale for salaries as well as a comparison of salaries at TCU with salaries at selected institutions for 1989-91 (attached). Senator Hensley reported increases in both endowment and quasi-endowment income for TCU. Hensley further announced that TCU continues to remain at the 40th percentile in salary among Category 1: Doctoral institutions.

Hensley reported that Bob Bolen has been named the Tandy Executive in Residence. Additional money has been secured for his salary, and no structured adjustment will be made in university hierarchy.

The Budget and Finance Committee suggests that a more formal method of evaluation be developed for tenured faculty and that faculty annual reports should be discussed with chairs. The Committee further recommends that discussion of faculty raises should be made personally by the Chair prior to the receipt of a letter specifying salary for the next academic year.

Senator Tucker suggested that freezing faculty positions is really a way of reducing the total number of faculty. Hensley responded that only certain faculty vacancies have been frozen.

COMMITTEE ON COMMITTEES: Senator Tucker requested Senate endorsement of the Committee on Committee recommendations for University Committees for the next academic year. The question was called, and the motion carried.

University Advisory Committee elections were then conducted. Members elected were Rhonda Keen Payne (Nursing) and Dave Minter (Natural Science).

Senate Executive Committee elections were then conducted. Along with the Chair, Alice Gaul, and Past Chair, Ted Klein, the newly elected members of the 1991-92 Executive Committee of the Faculty Senate include: Chair-elect, Paul King; Secretary, Mary Anne Gorman; and Assistant Secretary, Chuck Becker.

ROLE AND FUNCTION COMMITTEE: Senator Forrer presented Senators with a detailed report of the activities of the Role and Function Committee for the present academic year (attached). Senator Forrer moved for the adoption of the recommendations outlined in the report. The question was called, and the motion carried. Senator Forrer also announced that an outline of a Faculty Senate Handbook has been prepared.
Senator Becker suggested that the Senate consider the motion proposed at the April meeting of the Faculty Senate to establish an Honor Code at TCU. The Chair suggested that the Executive Committee assign the consideration of the establishment of an Honor Code to a Senate Committee for the next academic year.

**NEW BUSINESS:**

**COMMITTEE ON ACADEMIC HONESTY:** Senator King moved that the Senate consider the four changes in the Academic Conduct Policy proposed as attached to the Minutes of the April meeting of the Faculty Senate. The questions were called, and all four motions carried.

**EXECUTIVE COMMITTEE:** Chair-Elect Gaul asked Senators to consider the changes in the composition of advisory committees proposed as attached to the Minutes of the April meeting of the Faculty Senate. The question was called, and the motion was carried.

Chair-Elect Gaul next asked Senators to consider the change in the Grievance Policy that was attached to the Minutes of the April meeting of the Faculty Senate. Chair-Elect Gaul noted that the word "advise" in the recommended addition to the policy should have been "advice". The question was called, and the motion carried.

Chair Ted Klein then passed the gavel of the Faculty Senate to Alice Gaul, who will serve as Chair for the next academic year. Chair Gaul then announced that Ted Klein would be the Parliamentarian for the Faculty Senate for 1991-92 in addition to serving as Past Chair of the senate.

The Chair expressed gratitude to Bill Vanderhoof and Ellen Page Garrison for their service on the Executive Committee of the Faculty Senate during 1990-91.

**ADJOURNMENT:**

There being no further business, the Senate was adjourned at 5:05 p.m.

Mary Anne Gorman
Secretary
TCU Library
Status Report: May 1991

• Budget
  ▫ Materials
  ▫ Staffing

• Projects of National Significance
  ▫ Wright Archive
  ▫ Cliburn Archive

• Automation
  ▫ DRA system upgrades
    - Journal holdings
  ▫ Database Enhancements
    - CD-ROM acquisitions
    - Meridian tower
    - Internet: "open systems"

• Circulation Policies: Faculty
  - "Bulk" renewal (telephone)
  - "Lost" inventory (due date + 60)

• Other
  ▫ Pilot Project: Electronic Access
  ▫ Current periodicals
  ▫ Departing staff

Fred Heath, University Librarian
CD-ROMS AVAILABLE AT TCU 1991-1992

Current subscriptions:

- Disclosure
  - COMPACT D-SEC 1989-
- Silverplatter
  - ERIC (corresponds to CIJE and RIE) 1983-
  - MEDLINE (Index Medicus, Dental Ind., Int. Ind. Nurs.) 1983-
  - PsycLit (Psychological Abstracts) 1974-
  - SOCIOFILE (Sociological Abstracts) 1974-
  - EconLit (Journal of Economic Literature w. abstracts) 1969-
- Wilson
  - MLA Bibliography 1981-
  - Religion Index 1975-
- UMI
  - Dissertation Abstracts 1861-1989; supplemented by free online searches 1990-present
- Information Access (INFOTRAC)
  - Expanded Academic Index (900 plus journals in the Humanities, Social Sciences, and General Science) 1988-
  - General Business File (Business journals, company profiles, and Investex reports) 1986-
- Dow Jones News/Retrieval is an online business database that can be accessed from the CD-ROM area.

Also available on CD are the following non-serial publications:

- The Oxford English Dictionary
- Econ/Stats 1988 (non-bibliographic)
- Agri/Stats 1988 (non-bibliographic)
- Consu/Stats 1988 (non-bibliographic)
- OCLC Music Library: Musical Sound recordings
### 1990-91

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### 1989-90

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## AAUP Rating Scale

### Category I: Doctoral Institutions

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<tr>
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### Category IIA: Comprehensive Institutions

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### Category IIB: Baccalaureate Institutions

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### Category III: 2-Year Institutions With Academic Ranks

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### Category IV: 2-Year Institutions Without Academic Ranks

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Note: Scale is based on the distribution of 2,215 institutions by average salary for 1990-91, rounded to the nearest hundred dollars. Percentile rankings are as follows: 1+ = 95th percentile; 1 = 80th percentile; 2 = 60th percentile; 3 = 40th percentile; 4 = 20th percentile. An average salary of $65,000 for the rank of professor in Category I Institutions would be rated 3 because it falls between the 60th percentile ($63,800) and the 80th percentile ($69,400).
May 2, 1991

During the course of its deliberations this past academic year, the committee on the Role and Function of the Faculty Senate deemed such issues as faculty governance, teaching and research, leaves of absence, and the reassessment of the Faculty Senate's role in university affairs as meriting full discussion next year. In the spirit of encouraging the Faculty Senate's reevaluation of its role and function in this university community, the committee urges the Executive Committee's to give serious consideration to the following recommendations during its summer meetings. Be it recommended that the Executive Committee consider:

1. commissioning either a faculty member, an Emeritus professor, or a graduate student to write a general history of the Faculty Senate, including a listing of all policies the Senate has passed since its first meeting on May 6, 1968;

2. charging one of the Faculty Senate committees this next academic year to reassess the teaching and research roles of faculty members, that the committee consider the model the Political Science department has established in this regard, and that it make a recommendation at the May, 1992 meeting of the Faculty Senate;

3. charging one of the Faculty Senate committees this next academic year to re-evaluate the university's policy and procedures on leaves of absence, that the committee consider the model the Religion-Studies department has established in this regard, and that it make a recommendation at the May, 1992 meeting of the Faculty Senate.

The next recommendation deserves a brief introductory comment. The "Report from the Faculty/Staff Academic Planning Committee," delivered in March, 1989, has the following statement regarding university governance: "The single most pressing concern expressed by both Faculty and Staff groups involves campus-wide governance issues. As a general statement, governance was characterized by a failure to seek, value, and use input from Faculty and Staff in matters that directly affect them. As a result, it is recommended that efforts be made without delay to involve meaningfully the Faculty and Staff of the University in its governance." Senator

As a historical footnote, on April 9, 1970, at the urging of the newly formed Faculty Senate, a "Task Force on University Governance" was created for the purpose of studying university governance for the proper distribution of function, authority, and decision-making. The members of this task force included two Faculty Senate members, two student representatives, two members of the university administration, and two members of the BOARD OF
Spencer Tucker has noted the administration's failure to abide by the spirit of this recommendation. He offered the following as instances of the administration's failure to solicit sufficient input from Faculty, sometimes even from the Faculty members directly involved: [1] the formation of the "Santa Fe program," [2] the creation of new courses in Japanese culture and language, [3] the institution of a Ph. D. program in Mathematics, and [4] the enhancement of the Ph. D. program in English in the areas of Rhetoric and Composition. His point was not that we do not need such programs or enhancements, but rather that the administration either avoided, ignored, or disregarded Faculty input on the conception and implementation of these important programs and enhancements.

The members of the Role and Function of the Faculty Senate committee both share Senator Tucker's concern and embrace his recommendation that the Faculty Senate give this issue of university governance top priority in its deliberations during the 1991/1992 academic year. To this end, we make this last suggestion that the Executive Committee consider:

4. adding the following charge for the coming academic year to the Role and Function of the Faculty Senate committee: "In keeping with the statement on university governance in the March, 1989 'Report from the Faculty/Staff Academic Planning Committee,' make recommendations for more meaningfully involving Faculty and Staff in university governance."

Respectfully Submitted,

The Committee on the Role and Function of the Faculty Senate

David Conn
Gail Davis
Richard Forrer
Paul King
Linda Moore
Bill Vanderhoot, Liaison

TRUSTEES.
The Faculty Senate of Texas Christian University convened at 3:30 p.m. on April 4, 1991, in the Faculty Center with Chair-Elect, Alice Gaul, presiding. Present were: Senators Franzwa, Lewis, Odom, Butler, McNertney, Moore, Fortenberry, Tucker, Couch, Gorman, Balch, Pittman, Harden, King, Solomon, Woods, Cagle, Nichols, Forrer, Steele, Becker, Dominiak, Fort, Guy, Hensley, Daniel, Lysiak, Payne, Craven, and Ellmore. Absent were: Senators Fenker, Morgan, Benison, Vanderhoof, Garrison, Klein, Davis, Conn, Lacy, and Lamb.

APPROVAL OF MINUTES FROM PREVIOUS FACULTY SENATE MEETING:

The minutes of the March meeting were approved with the following correction under New Business: "Senator Fort suggested that the Executive Committee make a proposal for another way of formally recognizing Martin Luther King, Jr.'s birthday and to contact Senator Moore and her class to assist the Senate in such a proposal."

ANNOUNCEMENTS:

The Chair-Elect announced that the Chair, Past Chair, and Assistant Secretary were not present at the Senate Meeting because they were representing the Faculty Senate at the Faculty Relations Committee of the Board of Trustees.

The Chair-Elect welcomed student, faculty, and staff guests who were attending the meeting.

The Chair-Elect announced that elections for Senators for the 1991-1992 academic year were proceeding according to schedule. Senators were encouraged to contact Senate Committee on Committee members regarding their suggestions for Executive Officers for the 1991-1992 Faculty Senate.

The Spring Faculty Assembly will be held April 30, 1991, in SWR I. The Vice Chancellor for Academic Affairs and the Chair of the University Self Study will address the faculty regarding Academic Planning and the Self Study.

A letter from Chancellor Tucker was read to the faculty regarding the establishment of an ad hoc committee to study the merits and ways of recognizing Martin Luther King, Jr.'s birthday. The committee will include: Vice Chancellor Koehler, Chair, Vice Chancellor Barr, Sherrie Barnes, Ralph Belk, John Butler, Logan Hampton, Ted Klein, Larry Lauer, and Ernie Ross.
Senator Rhonda Keen-Payne was commended for receiving the Teaching Excellence Award for 1991 from the Texas League of Nursing.

INVITED REPORTS:

Larry Adams, Associate Vice Chancellor for Academic Affairs, reported to the Senate regarding the impact of the UCR from the department level up to the university level. The Vice Chancellor began the report with a history of the development of the UCR. Presently a total of 416 courses have been approved to meet the UCR. The bulk of the courses are housed in the AddRan College of Arts and Sciences.

Senator Tucker commented that he felt that the UCR was difficult for advisors to implement. Tucker asked if courses were monitored to determine if course objectives were still fulfilling curriculum requirements. Vice Chancellor Adams stated that review of courses currently approved by the UCR Committee was proposed. Vice Chancellor Adams invited Senator Tucker and other interested faculty to meet with the UCR Committee to share their concerns.

Senator King asked if there were categories within the UCR for which there were not enough sections of courses to meet student's needs. Vice Chancellor Adams stated that he did not believe such overall problems existed at present.

OLD BUSINESS:

A motion to reorder the agenda was approved. Senator Moore moved that the resolution in support of recognizing Martin Luther King, Jr.'s birthday as a university holiday be reintroduced. The question was called, and the motion was defeated. Senator Moore then proposed a new resolution that stated, "The Faculty Senate supports the work of the committee established by Chancellor Tucker to investigate the celebration of Martin Luther King, Jr.'s birthday and further resolves that the committee should be educated to the issues represented in all of the university constituencies.

Teto Garcia, a TCU student, expressed to the Senate that he was concerned about the negative impact of not recognizing Martin Luther King, Jr.'s birthday on athletic recruitment. Garcia further urged the Senate to recognize the support from the students present regarding the proposal. Sadd Jackson, a freshman business major and football player, stated that the causes supported by Martin Luther King, Jr., such as justice and Christian ideals, should be honored and supported by TCU. Laura Whitworth, a senior social work major, stated that a holiday is the best and only way of supporting Martin Luther King, Jr.'s birthday.

Senator Fort stated that although he had voted against the proposal at the March meeting, the student's comments had made him reconsider his position. Senator Fort stated that he now supported the proposal.
Chair-Elect Gaul stated that consideration of the new resolution would be placed on the agenda for the May meeting.

COMMITTEE REPORTS:

TENURE, PROMOTION, AND GRIEVANCE COMMITTEE: Senator Lysiak addressed the Senate regarding selection of graduate faculty membership (report attached to the minutes from the February Senate meeting). Senator Lysiak moved that the three recommendations be approved. Senator Butler inquired about a situation in which a faculty member would be applying for graduate faculty membership and the chair of the department would not be a member of the graduate faculty. Senator Lysiak responded that both the chair and the graduate faculty within the department would be informed when a faculty member applied for graduate faculty membership.

Senator Odom asked why applications would be submitted to tenured graduate faculty. Senator Lysiak responded that he would support the removal of the word "tenured" from the proposal.

The question was called, and the motion regarding the three recommendations carried.

Senator Lewis introduced a recommendation for the addition of a statement (attached) to the Faculty Handbook. Senators will consider the recommendation at the May meeting.

BUDGET AND FINANCE COMMITTEE: No report

ROLE AND FUNCTION COMMITTEE: The Faculty Senate Handbook is being assembled and will be presented to the Senate at the May meeting.

NEW BUSINESS:

REPORT FROM ACADEMIC HONESTY COMMITTEE: Senator King announced that the committee was in the process of developing materials. At the present time, the Academic Honesty Committee did not recommend the establishment of an honor code or honor system at TCU. Senator King stated that the majority of colleges and universities do not have honor codes.

Senator Becker recommended that a proposal for the establishment of an honor code be placed on the agenda for the May Senate meeting. The question was called, and the motion carried.

ADJOURNMENT:

There being no further business, the Senate was adjourned at 5:05 p.m.

Mary Anne Gorman
Secretary
Tenure, Promotion and Grievance Committee

We recommend the addition of the following statement to Faculty Handbook, p. 40, under University Procedures.

Policies and Benefits: "Tenured faculty members shall retain tenure until they choose to retire, absent substantiated cause for dismissal or financial exigency. Those over 65 shall have same terms and conditions of employment as their younger colleagues."

Two weeks notice should be given to the releasing supervisor unless a shorter time is agreeable to the involved supervisors.

For further information on the policy and procedures see Personnel Policy and Procedures Manual: Policy 2.003.

Each budget manager has been issued a copy of the manual.

RECORD KEEPING: The Fair Labor Standards Act (FLSA) categorizes employees in two major classifications: exempt and non-exempt. University staff are classified as exempt, General staff as non-exempt.

The FLSA requires that supervisors maintain accurate and complete time records for all non-exempt staff. Records must include hours worked, paid leave accrued and taken. Time records are reported to and retained by the Controller's Office.

RETIREMENT: The Amendment to the Age Discrimination in Employment Act, 1985, which became effective January 1, 1986, prohibits mandatory retirement of any faculty or staff member (except reserved faculty) at any age. Tenured faculty may be required to retire at age 70 under current law until January 1, 1994.

Early retirement is possible, beginning at age 55, with a minimum of five years service. Provided that years of service plus age equals at least 75. Faculty and staff who retire on this basis are eligible for all University benefits normally provided to retirees.

Faculty or staff members planning to retire should contact the Personnel Office to discuss their benefit options. Benefit enrollment must be completed at least three months prior to the date of retirement so that new benefits can be provided for retirement.

Pension benefits are available from the Pension Fund of the Christian Church beginning at age 62. Benefits under TIAA/CREF are available at any retirement age. Benefits received prior to age 55 are subject to an additional 10% federal income tax.

TCU offers two basic retirement plans:
1. Teacher's Insurance and Annuity Association/College Retirement Equity Fund (TIAA/CREF).
2. Pension Fund of the Christian Church (PFCC).

Faculty and University staff who have two years service with TCU and who are employed to work at least 1,000 hours per year, or who perform research or teach at least fifteen credit hours per year, are eligible for membership in one of the plans. Benefits under TIAA/CREF are available at any retirement age. Benefits received prior to age 55 are subject to an additional 10% federal income tax.

TCU offers tax-deferred annuity programs. The University offers tax-deferred annuity programs with the following companies: Teachers Insurance and Annuity Association/College Retirement Equity Fund (TIAA/CREF), Pension Fund of the Christian Church, Benefits Advisory Services (formerly the Kemper Group), Fidelity Investments, The Traveler's, and the Variable Annuity Life Insurance Company (VALIC). There is no waiting period for these annuity plans.

If the faculty or staff member declines to contribute his or her portion, the University's portion of the contribution will be deposited in a supplemental retirement account with the Pension Fund of the Christian Church. In such a case, the disability, death and education benefits associated with the basic retirement plan of PFCC will be reduced.

SALARY ADVANCES TO FACULTY AND STAFF: Salary advances to faculty and staff are made on an emergency basis only. The Controller's Office is not authorized to make additional advances to faculty and University staff employees during their contract years. Repetitive advances can only be made after the Committee on Faculty and Staff Affairs has determined that the emergency is urgent. The Committee on Faculty and Staff Affairs shall be authorized to make exceptions to this policy.
Recommendation from the Executive Committee of the Faculty Senate regarding changes in composition of advisory committees and change in Grievance Policy:

Faculty and University Staff Handbook

Page 16, Section 2: Add after first sentence, "Ordinarily, faculty serving on the University Advisory Committee shall not be eligible for election or appointment to the College Advisory Committee. Faculty serving on the Executive Committee of the Faculty Senate shall not be considered eligible for service on the College Advisory Committee."

Page 17, Section 2: Add after first sentence, "Ordinarily, faculty serving on the College Advisory Committee shall not be considered eligible for election or appointment to the University Advisory Committee. Faculty serving on the Executive Committee of the Faculty Senate shall not be considered eligible for election or appointment to the University Advisory Committee."

Page 20, Section 2: Add "D": "Faculty who have questions or desire advise regarding the grievance procedures at Texas Christian University should contact the Chair of the Mediators."

Note: The names of the members of the Committee of Mediators would be published in the Faculty and University Staff Handbook.
SECTION II. A. 5.

If the student admits the charges, the faculty member may impose the sanctions defined in III. A. below or lesser sanctions, as may seem warranted under the circumstances. In addition, the faculty member may recommend to the Dean of the college, as described in section II.B., below, a more serious sanction.

SECTION II. A. 6.

If the student denies...under the circumstances. In addition, the faculty member may recommend to the Dean of the college, as described in section II. B., below, a more serious sanction.

SECTION II. B. 4.

Upon receiving the report and recommendation of the hearing officer, the dean may impose or recommend the sanction recommended by the hearing officer, or a lesser sanction, if that seems warranted. In deciding on sanctions, the dean may take into account any previous recorded incidents of academic misconduct on the part of the student. The dean (old version: He) may...

SECTION IV.

In cases where a student has been penalized for academic misconduct, the student's academic dean shall (old version: may) file with the Dean of Students an account of the incident, an account of any ensuing investigations, and an account of the sanctions assessed...
The Faculty Senate of Texas Christian University convened at 3:30 p.m. on March 7, 1991, in the Faculty Center with Chair, Ted Klein, presiding. Present were: Senators Forrer, Franzwa, Lewis, Odom, Butler, McNertney, Moore, Fortenberry, Tucker, Couch, Fenker, Gorman, Morgan, Balch, Pittman, Benison, Vanderhoof, Garrison, Harden, King, Solomon, Woods, Cagle, Davis, Gaul, Nichols, Steele, Becker, Conn, Dominik, Fort, Guy, Hensley, Daniel, Lysiak, and Payne. Absent were: Senators Craven, Lacy, Ellmore, and Lamb.

ANNOUNCEMENTS:

The Secretary noted that Senator Balch was present (not absent) at the February Senate meeting.

The Chair announced that Senator Fortenberry had received the New Achievers Award from the Texas Home Economics Association.

The Chair announced that a report from Nadia Lahulsky of the University Library Committee will be made to the Faculty Senate at the May meeting.

The Chair welcomed Linda Moore's Social Work 4843 class to the meeting. The Chair also welcomed Morrison Wong, Noel Donovan, Ernie Ross, Teoby Gomez, Ollie Zimmerman, Vice Chancellor Bronson Davis and Vice Chancellor Edd Biven to the meeting.

INVITED REPORTS:

DISCUSSION WITH THE VICE CHANCELLOR FOR ADMINISTRATIVE SERVICES, EDD BIVEN, REGARDING THE PROPOSED INSTITUTIONAL ENVIRONMENTAL PRACTICES AND RECYCLING POLICY:

Vice Chancellor Biven reported that newspapers and aluminum cans were currently being recycled primarily in residence halls. White paper and computer paper was presently being informally recycled. Money from these informal recycling efforts is currently being donated to benefit world hunger. Beginning March 1, 1991, a university project to collect and recycle white paper and colored paper was initiated in the following buildings: Sadler, Reed, Tandy, and Rogers. The collected paper is currently sold to Southwestern Recycling at the rate of $.18/ton for white paper and $.07-.08/ton for colored paper. The proceeds are currently being used to pay for recycling containers.

Senator McNertney stated that some students were using the recycling bins as trash cans. Senator King suggested that trash cans be placed next to the recycling bins. Senator Odom noted his concern for the number of leaky faucets on the campus. Senator Tucker stated a concern regarding noise pollution from leaf blowers that only function to move leaves from one place on
campus to another. Senator Fort recommended the need for publicity to increase the success of the recycling efforts. Vice Chancellor Biven noted the suggestions.

Senator Payne inquired regarding efforts to reduce automobile traffic on campus and the establishment of bicycle lanes on campus. Vice Chancellor Biven stated that the Master Plan did address the issue of reducing automobile traffic on campus.

OLD BUSINESS:

The Chair asked that Senators consider the resolution introduced last month by Senator Moore in behalf of the SOWO 4843 class in support of recognizing Martin Luther King, Jr.'s birthday as a university holiday. Senator Nichols also asked Senators to consider a similar motion developed by Gregory Brauer which stated:

"The sense of the TCU Faculty Senate, speaking on behalf of the faculty, is that Texas Christian University should observe the federal holiday honoring the birthday of Martin Luther King, Jr. as an official university holiday including the recess of all classes."

The Chair explained that although Vice Chancellor Koehler could not attend the meeting today, the Executive Committee of the Senate had spoken with the Vice Chancellor regarding the procedures for setting the University Calendar. The Chair also explained that an official university holiday was expensive, since essential personnel who reported to work on that day were paid a regular salary plus an additional rate over the regular salary. A closed day at the university was also noted by the Chair to be an expensive undertaking, although not as expensive as an official holiday.

Senator Moore clarified that both resolutions were proposing that the University be closed for classes on Martin Luther King, Jr.'s birthday.

Senator Fort inquired how the closing of classes would support the statements on Senator Moore's resolution. The students from SOWO 4843 responded that closing is the way society recognizes official holidays.

Senator Morgan asked if a speaker or a program would be a more effective in drawing attention to the ideals proposed by Martin Luther King, Jr. than closing classes. Senator Morgan further suggested that broadening the event over a longer period of time was better than simply closing class for one day. The students from SOWO 4843 responded that certain organizations would also set up programming activities during the week of the proposed holiday.

Senator Franzwa asked why the additional motion from Greggory Brauer was before the Senate. Senator Nichols responded that the motion by Brauer was developed and submitted independently of the Moore proposal.

Senator Tucker asked if the students wanted another day added to the semester so the length of class days would not be changed for the Spring Semester. The students from SOWO 4843 responded that from their research of accrediting agencies, no minimum number of hours of classes were required.
Senator Steele suggested that there was a distinct difference between the two resolutions. The question of substituting the Brauer resolution for the Moore resolution was called, and the motion was defeated. Therefore, the only resolution under consideration at the present time was the Moore resolution.

The students from SOWO 4843 proposed the cost to the University for each Official University Holiday. The students stated that from their research there are 23 necessary employees that must work on a university holiday. If each necessary employee works 8 hours a day and makes an average usual wage of $10.00/hr, it would cost approximately $4000 dollars (23 employees X 8 hour work/day X ($10.00 hour in wages X 2 for the double time rate)).

The Vice Chancellor for Administrative Services, Edd Biven, responded that the hourly wage is increased to triple time wages on university holidays.

Senator Hensley reminded the Senate that the administration actually makes the decision regarding the establishment of an Official University Holiday. She suggested that the practice of not observing Martin Luther King, Jr.'s birthday sends a message to the community that TCU does not endorse the policies of equality and social justice proposed by Martin Luther King, Jr. Senator Moore seconded the message conveyed by Senator Hensley.

Senator Fenker suggested that an Official University Holiday is not as powerful a positive a way of recognizing Martin Luther King, Jr.'s birthday as other ways suggested.

The question was called, and the motion was defeated.

COMMITTEE REPORTS:


The question to endorse the nominated Mediators, Hearing Committee, and Hearing Committee Alternatives was called, and the motion carried.

The Committee on Committees next requested the Senate to endorse a policy which would give University Committee Chairpersons the right to recommend that certain people not be re-appointed to the Committee for a variety of reasons which includes lack of attendance at Committee meetings and lack of interest in Committee activities. The Chair explained that the Chancellor did endorse the policy as proposed.

Senator Fenker suggested that this policy would be another form of evaluation. Chair-Elect Gaul pointed out that Chairpersons would contact Committee members prior to recommending that these Committee members not be re-appointed to Committees. The purpose of this contact would allow a Committee members the option of explaining why they had not been able to come to
Committee meetings or had shown an apparent lack of interest in Committee activities. Those Committee members who wished to remain appointed to the Committee would be allowed the option. Chair-Elect Gaul further responded that the Chancellor would not know the reason for not re-appointing the member to the Committee.

The question was called, and the motion carried.

Senator Tucker asked Senators to contact the members of the Committee on Committees regarding nominations to the Executive Committee slate of officers.

ACADEMIC EXCELLENCE COMMITTEE: Senator Fort announced that Larry Adams, Associate Vice Chancellor for Academic Affairs, will be invited to attend the April meeting of the Senate to discuss the impact of the UCR on university programs. Senator Fort also noted that a summary of the Teaching/Scholarship survey was attached to the minutes. Senator Fort stated that the Academic Excellence Committee will continue with this project. Senator Fort also stated that the Academic Excellence Committee will be making recommendations to improve the Annual Report Form.

TENURE, PROMOTION, AND GRIEVANCE COMMITTEE: Report deferred to next month.

EXECUTIVE COMMITTEE: The Chair suggested that each year the Committee on Committees recommend to the Chancellor (along with nominations for University Committee appointments), changes in University Committee charges. This would enable the tracking of issues of ongoing faculty concern.

NEW BUSINESS:

Senator Fort suggested that the Executive Committee contact Senator Moore regarding a proposal for another way of formally recognizing Martin Luther King, Jr.'s birthday. The question was called, and the motion carried.

ADJOURNMENT:
There being no further business, the Senate was adjourned at 4:55 p.m.

Mary Anne Gorman
Secretary
The Faculty Senate of Texas Christian University convened at 3:30 p.m. on February 2, 1991, in the Faculty Center with Chair, Ted Klein, presiding. Present were: Senators Forrer, Franzwa, Odom, Butler, McNertney, Moore, Fortenberry, Tucker, Couch, Fenker, Gorman, Morgan, Pittman, Benison, Lacy, Vanderhoof, Ellmore, Garrison, Harden, King, Solomon, Woods, Cagle, Davis, Gaul, Lamb, Nichols, Steele, Becker, Dominiak, Fort, Guy, Hensley, Daniel, Lysiak, and Payne. Absent were: Senators Lewis, Balch, Craven, and Conn.

ANNOUNCEMENTS:

The Chair introduced the new Skiff reporter for the Spring Semester, Jamie McIlvain.

Dates for the Spring 1991 lunches with the Chancellor were announced. The lunches are scheduled for February 13, March 14, April 9, and April 11, 1991.

The Chair announced that Ken Lawrence had resigned from the Faculty Senate. Chairman Klein introduced Lee Daniel, who has agreed to serve the remaining term vacated by Senator Lawrence in the position of Senator At-Large.

The Chair reminded Senators that the Committee on Committees has sent University Committee preference forms to all faculty. Senators were asked to encourage their constituencies to complete the forms and return them as soon as possible.

The Chair announced that the Assistant Secretary of the Faculty Senate, Ellen Garrison, will soon be mailing a form to faculty on which they will indicate their willingness to stand for election to the Faculty Senate.

The Chair announced that Stephanie Woods will replace Laura Talbot on the Student Conduct Committee.

INVITED REPORTS:

DISCUSSION WITH REPRESENTATIVES REGARDING THE PROPOSAL ON INSTITUTIONAL ENVIRONMENTAL PRACTICES AND RECYCLING POLICY: Libby Proffer asked for the Senate's endorsement of a draft of The Proposal on Institutional Environmental Practices and Recycling Policy. Proffer stated that the project was begun in July, 1990. A committee composed of John Butler, Claudia Camp, Leo Newland, Fred Oberkircher, Elizabeth Proffer, and John Wortham prepared the draft of the proposal. Proffer stated that the draft of the policy has been sent to Chancellor Tucker, the Vice Chancellors, and the Faculty Senate. Chair-Elect Gaul inquired about costs associated with implementation of the policy. Proffer introduced Fred Oberkircher, who responded that purchasing recycled paper is currently more expensive than new paper. In addition, proceeds derived from recycling are less than the cost of pick-up of paper for recycling.
Senator Fort inquired about the existence of similar projects at other campuses. Proffer responded that the committee had not been able to find other universities with a Recycling Policy. Proffer further responded that many universities participate in recycling efforts. However, the space requirements for a recycling center are large, because trucks must have access to and from the recycling area. Another problem identified by Oberkircher is that trash added to recycling bins contaminates the materials.

Senator Tucker stated that he supports the policy and urged the Senate to also support the policy. Proffer stated that personnel in Sadler will soon be given the opportunity to participate in a recycling effort by placing white and colored paper in appropriate receptacles that will be emptied daily. Oberkircher reminded Senators that a major aspect associated with the success of the policy involves a change in attitude toward recycling. Proffer urged Senators to encourage colleagues and students to develop a positive attitude toward recycling efforts. Proffer also stated that TCU has donated approximately $4000 (collected through recycling efforts) this year to benefit world hunger.

Senator Tucker moved for endorsement of the policy and implementation as quickly as feasible. In addition, Senator Tucker recommending sending a copy of the Senate’s endorsement of the policy to Chancellor Tucker. The motion was seconded.

At the suggestion of several Senators, Mr. Bivin will be asked to address the Senate regarding the actual implementation of the policy. Senator Morgan urged the Senate to assign a Senate Committee the charge of routine monitoring of policy implementation. The question was called, and the motion carried.

OLD BUSINESS: COMMITTEE REPORTS:

TENURE, PROMOTION, AND GRIEVANCE COMMITTEE: The Chair moved that Senators consider the statement regarding extension of the probationary period for non-tenured faculty that would be added to department and/or school/college Tenure, Promotion, and Merit Increase Criteria documents and verbally announced by the Vice-Chancellor for Academic Affairs at the new faculty briefing each year:

In the case of an extraordinary experience or event beyond the individual’s control that affects a non-tenured faculty member’s professional performance, the faculty member may request an extension of the probationary period. Such request should be timely, but no later than one year after the event of consequence. In making request for an extension of the probationary period, the faculty member relinquishes any and all claims to de facto tenure. A faculty member may address such a request directly to the Vice-Chancellor for Academic Affairs or to the Dean or Department Chair who will forward such request to the Vice-Chancellor for Academic Affairs for decision. Prior to rendering a decision, the Vice-Chancellor for Academic Affairs will consult with the Academic Dean.”

As an example of the actual implementation of the policy under discussion, the Chair announced that the Vice Chancellor for Academic Affairs had been recently notified that a faculty member had been immediately called to Active Duty associated with Operation Desert Storm. An offer from Vice Chancellor Koehler to count or not count the current academic year toward the probationary period was made to the faculty member. The faculty member was told that she
will be reinstated on the payroll as soon as she returns to TCU, but the probationary period will not begin again until the beginning of the fall semester following the faculty member's release from Active Duty and return to TCU. The question was called, and the motion carried.

Senator Lysiak asked for input from Senators concerning the current criteria for graduate faculty status. Senator Lysiak announced that the Tenure, Promotion, and Grievance Committee will be discussing the possibility of the establishment of permanent graduate faculty status.

ROLE AND FUNCTION COMMITTEE: Senator Forrer read a report (enclosed) to the Senate regarding two charges to the Role and Function Committee: (1) "Investigate the need for the development of a code of professional ethics for faculty and the appropriateness of the establishment of a professional ethics review committee", and (2) "Develop a Faculty Senate Handbook that contains pertinent policies and procedures".

ACADEMIC EXCELLENCE COMMITTEE: Senator Fort reported that a summary of the Teaching/Scholarship survey is being prepared by the Committee.

NEW BUSINESS:

The Chair announced that on February 6, 1991, a communication was sent by Larry Kitchens, Director of instructional Services, to chairpersons concerning the policy printed in the TCU Faculty & University Staff Handbook regarding evaluation of instruction for the Spring Semester, 1991. Tenured faculty who wish evaluation of instruction for the Spring Semester, 1991, must request that such evaluation be conducted.

Senator Moore introduced a resolution in behalf of the SOWO 4843 class (enclosed) in support of recognizing Martin Luther King, Jr.'s birthday as a university holiday. The Chair suggested that the resolution be considered at the April Senate meeting. Senator McNertney inquired regarding the policies involved with determination of university holidays. Senator Fort suggested that Vice Chancellor Koehler report on guidelines surrounding the setting of the university calendar.

Senator Tucker recommended that an annual report should be made to the Senate regarding the TCU Library. In addition, Senator Tucker expressed his concern over the present state of university governance. Senator Tucker cited four recent examples of policies made without input from faculty members: the establishment of the TCU at Santa Fe program, reactivating the PhD program in Math, enhancing the focus on rhetoric and composition studies in the PhD program in English, and the inclusion of Japanese as a foreign language. Senators Moore, Odom, and Fort suggested that the Senate should form a Committee which addresses ongoing concerns of the Faculty Senate. Senator Davis suggested that the charges to the Role and Function Committee could encompass ongoing concerns of the Faculty Senate and university governance. Senator Gaul proposed that the Executive Committee of the Faculty Senate investigate the issue.

ADJOURNMENT:
The being no further business, the Senate was adjourned at 4:50 p.m.

Mary Anne Gorman
Secretary
NOTES ON THE FACULTY SURVEY ON TEACHING AND SCHOLARSHIP

Summary by the Academic Excellence Committee
of the Faculty Senate

Below is an attempt to summarize the feedback (47 responses) from the faculty survey on teaching and scholarship at TCU. The response was limited, but the 36 respondents who gave such information (8 excluding name) represented a wide range of departments, divisions, and years spent teaching. The responses are available in the Faculty Senate office.

This summary is meant to be a fair and accurate reporting of results, but makes no claim to statistical validity. For each question, the summary leads with majority opinion (if any), follows with other views, and tries to represent, in general terms, the relative numbers of adherents of each view and degrees of intensity with which the views were expressed. At times, there were different interpretations of exactly what each question asked, which influenced the sort of answer given. Also, questions 2, 3, and 5 were somewhat more difficult to report faithfully, because many respondents sometimes used the words "research" and "scholarship" interchangeably, even if they had made a distinction between the terms elsewhere in their answers.

What does being a teacher mean at TCU? Most faculty began their responses by being descriptive. Being a teacher at TCU means: instructing, imparting knowledge, meeting classes, lecturing, organizing and presenting material coherently and clearly. Many said something about being a role model/example or mentoring, and about being available/a resource, caring, and working with students one on one. Also mentioned were: motivating/challenging students to meet standards, teaching students to think and learn critical skills, and developing new teaching strategies and methods.

On occasion, a different view appeared: teaching at TCU is about being popular/well-liked, giving easy tests, or generally pandering to students. Frustration was expressed at having to teach introductory courses repeatedly, often to very large classes, and mention was made that the administration lacked appreciation for the performance of this responsibility.

What does being a scholar mean at TCU? Many said it means one thing: Publishing. It also involves (in order of times mentioned) getting grants, getting tenure, and delivering papers at conferences. Despite differing reasons, a wide consensus existed among respondents that publishing
legitimates one as a scholar here. Some also said that "being a scholar" is about: studying a field in depth, staying current with ongoing inquiry, writing, sharing expertise and furthering knowledge. Some also said publishing gives administrators something to "count" for rewards and faculty something to include on a vita.

A number also expressed frustration about the insufficiency of time or resources for doing scholarship here, feelings of isolation, and insufficient support of leaves.

What is the relationship between teaching and scholarship at TCU? In responding, many made a distinction between what should be and what is. According to the majority, the relationship is--ideally, if not always at TCU—a fruitful interplay, with one informing and enriching the other. In a variety of ways, many respondents suggested that scholarship keeps one up to date and thinking critically, while teaching hones one's communication skills. Some said teaching, informed by scholarship, should come first at TCU; others said that a critical part of being a professor was role-modeling life-long learning via scholarship.

A number said that administrators give preference to and reward scholarship more than teaching and a few suggested that some administrators have forgotten how hard and time-consuming teaching is.

A few said that introductory courses are too basic to integrate much scholarship, and that teaching and scholarship are really for two different constituencies. Many pointed out the difficulty of balancing teaching and scholarship, and noted that some faculty ignore one or the other at different times. Some further mentioned the need to note individual and departmental differences.

What are the rewards of and for teaching at TCU? This question prompted the most unanimity of response: the intrinsic personal satisfaction of developing minds, helping students learn and mature, and receiving student response and appreciation. A few mentioned awards.

What are the rewards of and for scholarship at TCU? Rewards were seen primarily as extrinsic: promotion, tenure, raises, leaves. There were numerous comments that publication (according to quantity) rather than "scholarship" was rewarded. Among the other rewards mentioned were intellectual stimulation, contributing to knowledge, recognition in one's field, and resume-building.
A majority of respondents again made clear that they felt publication (vs. "scholarship") is more rewarded than teaching at TCU, though the perceived degree of imbalance varies. A few suggested that neither was sufficiently rewarded or supported.

With which universities is TCU comparable? What are your criteria? While no majority opinion emerged, the most commonly cited schools were (in order) SMU, Baylor, Trinity, and Tulane. Some said Rice, others emphatically not Rice (Trinity as well). A number said not Duke or Vanderbilt. The criteria used varied widely, with size, teaching/student focus, quality of students and faculty, library, and private liberal arts schools in the South being mentioned. Discipline-based comparisons were also noted.

What is the faculty's responsibility for setting the university's academic agenda? How are we fulfilling our responsibility? A large majority felt that the faculty's responsibility for the academic agenda was supreme, but others stated that the faculty is fragmented, uninformed, and too interested in their own or their department's agendas.

Many felt that the faculty is not fulfilling its academic responsibilities well, due both to administration domination/control/intimidation and faculty passivity/weakness/fragmentation/ignorance (to pick a few from the many terms used by respondents). Respondents critical of the administration mentioned lack of vision, autocracy, and corporate mind-set. Others pointed out that though the faculty complain, they are rarely pro-active, often don't use the available channels, and some only look out for their own selves/group. In general, there is more satisfaction on the department than university-wide level.

At the end, we asked for questions and comments, and got quite a few of both. One question arose in various forms: "how can we improve?" or "what do you need to do your job (teaching or research) better--from yourself, your department, or the administration?" There were also some thoughts about whether the system should allow for variations in the teaching and scholarship balance, for individuals or departments.

Other questions included: How can we protect faculty from teaching and service overload? Is your course load reasonable? What is the role of student evaluations (and possible administrator evaluation)? What do students expect of us? What is academic excellence? How will these findings be shared? Should we unionize?
Comments ranged widely. A number pointed out that one can be or is more of a teacher or scholar at different times. There were recommendations for a better sabbatical policy, a charter of faculty responsibility, and separate cost of living and merit pay raises. One respondent asked why course preparation (updating and deepening knowledge for teaching) doesn't count as scholarship. Another suggested that TCU adopt a marketing strategy of person-centered, exceptional teaching to draw students, since it cannot compete with major research universities in breadth or depth. One person wondered if our committee had studio faculty representation (the answer is yes).

A few said the questions asked were too simplistic, a few were very appreciative of the opportunity to voice their views, and a number wrote separate letters. The committee is considering what to do next, and feedback on that question would be welcomed.
3. Richard Lysiak reported on his continuing work regarding selection of graduate faculty membership. He would suggest faculty apply for graduate faculty status rather than being recommended by their department chair.

Currently faculty are reconsidered every five years. Some discussion was given to lengthening the term from five to seven or ten years with the possibility of an appointment of permanent graduate faculty status at some point for proven scholars.

The committee makes the following recommendation to the Faculty Senate:

We recommend that application for membership on the graduate faculty be initiated by the individual faculty member and submitted to the tenured graduate faculty of the department (including the chair) for review and recommendation to the dean.

Currently no appeal process seems to exist and the committee will urge the Graduate Council to form an appeal process.

This committee makes the following recommendations to Faculty Senate:

We recommend Graduate Council review the term of membership on the graduate faculty with special consideration for permanent graduate faculty membership.

We recommend that the Graduate Council review and publish the appeal process for membership in the graduate faculty.

A motion was made for approval by Joyce Harden and seconded by Marjorie Lewis. The vote was unanimous approval.
DATE: February 7, 1991

TO: Faculty Senate

FROM: Linda Moore (for the SOWO 4843 class)

RESOLUTION

 Whereas Martin Luther King, Jr. stood for social justice, equality, and world peace, and

 Whereas Texas Christian University strives to promote the development of mature individuals who respect others, who understand the past, who cherish a free and just society, and who are prepared to act as responsible citizens, and

 Whereas the United States government recognizes Martin Luther King, Jr.'s birthday as a national holiday, and

 Whereas Chancellor Tucker has presented to the University a goal of multicultural awareness,

 Therefore, be it resolved that Texas Christian University recognize Martin Luther King, Jr.'s birthday as a university holiday.
TEXAS CHRISTIAN UNIVERSITY

FACULTY SENATE
MINUTES
DECEMBER 6, 1990

The Faculty Senate of Texas Christian University convened at 3:30 p.m. on December 6, 1990, in the Faculty Center with Chair Ted Klein, presiding. Present were: Senators Foster, Franchette, Lewis, Gipson, Bub, McVittney, Moore, Fortenberry, Tucker, Couch, Fenster, Demmer, Morgan, Craver, Pittman, Benson, Lacy, Vanderhoof, Ellmore, Garrison, Hargan, King, Columbia, Woods, Caulin, Davis, Gaul, Lamb, Nichols, Steele, Becker, Conn, Dominick, Tidwell, Ivey, Holub, Eyrich, and Payne. Absent were: Senators Salch and Lawrence.

MINUTES.

The minutes of November 1, 1990, were approved.

ANNOUNCEMENTS.

The Chair announced that Bill Ray had resigned from the faculty Senate. Chairman Klein introduced Sally Fortenberry, who has agreed to accept the position of Senator representing Arts and Social Sciences.

The Chair announced that prior to the November meeting of the TCU Board of Trustees, the Executive Committee of the Faculty Senate met with the Faculty Relations Committee of the Board. The Chair further announced that since this meeting was considered a "closed" session, all matters discussed in the meeting could be reported to the Faculty Senate.

INVITED REPORTS:

DISCUSSION WITH THE VICE CHANCELLOR FOR ACADEMIC AFFAIRS. The Chair introduced the Vice Chancellor for Academic Affairs, Bill Kaehler, who addressed the Senate regarding the need for separate budget lines for purchasing, maintaining, and replacing technologically sophisticated equipment. Vice Chancellor Kaehler's report began with a historical perspective on the equipment budget. In 1983-84, the TCU equipment budget totaled $174,000, which was distributed in specific amounts to units within the University. There were several problems observed in the budget existing at that time. Access by non-budgeted departments and units was difficult. In addition, the budget was insufficient for many departments to purchase major pieces of equipment.
Lately, the budget has been revised. The 1990-91 Instructional and Research Equipment Budget totaled $321,000. Presently, each dean or unit head still allocates a certain amount of money to address the equipment needs of the unit. However, a lack of a budget account that contained $185,000 in 1990-91 for the purchase of major pieces of equipment can sometimes be frustrating. In the spring, an individual unit may submit a request that the rest of money be used to purchase a piece of technologically sophisticated equipment that expands the budget allocated to the individual unit.

In an interview, the Chancellor explained that an additional $5,000 was currently budgeted for equipment repairs. The Chancellor further explained that equipment utilization in a cost-sharing basis for repairs was not to be considered. However, there was a request for additional equipment that could be purchased in the future.

The decision to allow the library to publish a newsletter was made by the administration. It was intended to help staff adjust to advances in electronic automation that have occurred in the library. The possibility exists for the publication of an electronically transmitted TCU Library newsletter.

Senator Fowler inquired about the potential utilization of the university in light of the fact that a full-time faculty member has been selected for the present academic year. The Chancellor responded that he was encouraged by the TCU community and that revenue is down. Each year, a certain number of unfilled faculty positions are anticipated. Freezing some positions ensures that a talented faculty is not lost.

Carolyn White, Director of Career Planning and Placement, gave an overview of the program. She noted that the program is a joint effort through Career Planning and Placement and the various colleges. Carolyn explained that the program is designed to help students improve their job-seeking skills, develop a network of alumni, and provide placement support. Providing on-campus interviews, workshops, and career fairs, the program is currently available to the TCU community in Career Planning and Placement as well as in the Center for Academic Services.

Senator Baumgarner inquired if Career Planning and Placement administered career preference tests. Representatives from Career Planning and Placement responded that those tests were free to students and were administered at the TCU Counseling Center.
OLD BUSINESS

The Chair asked the Senate to consider the Institutional Environmental Practices and Recycling Policy. Senator Fort suggested that a representative from the committee proposing the policy address the Faculty Senate regarding the proposal before the Senate considers the policy.

COMMITTEE REPORTS:

ACADEMIC EXCELLENCE COMMITTEE: Senator Fort asked senators to encourage faculty members to return the survey instrument sent to faculty by the Academic Excellence Committee. Senator Fort reminded the faculty that a group of documents collected from the Faculty Senate file were distributed at the November Faculty Senate meeting (enclosed). These documents are current faculty regarding new tenure for the extension of individuals for another year later.

WELL-BEING COMMITTEE: Chairwoman Moore moved that Senators adopt the following statement concerning members of University Committees under insert at the end of the first sentence, second paragraph, page 50 of the 1988-91 Handbook for Faculty and University Committees. Members are restricted to full-time faculty in tenure-track positions.

Senator Donnelly raised concerns about the philosophy behind the proposal statement. Senator Moore reported that full-time faculty in tenure-track positions would have time than part-time faculty to devote to membership in University Committees. Senator Davis suggested that there are presently not enough positions on University Committees for all full-time, tenure-track faculty members to have a committee appointment. Senator Fort stated that he would vote against the amended statement because it would exclude the appointment of certain faculty members in full-time, non-tenure-track faculty positions to University Committees. Senator Moore suggested that the wording of the motion be inserted before the word "extension" in the proposal. The motion was voted on, and the motion carried.

STUDENT RELATIONS: Senator Morgan reported that the Student Relations Committee had met with the Student Relations Committee of the Faculty Senate to investigate the university's requirement for individual students to provide representation at general meetings. Senator Morgan reported that the Senate approved the recommendations from the Student Relations Committee regarding the proposed rule that were attached to the minutes from the November meeting of the Faculty Senate.

Senator Morgan asked about the cost of the software to update computer capabilities for registration and drop/add. Senator Morgan suggested that the amount would not be insignificant and would probably be in the low six-figure range. The question was asked, and the motion carried.

Senator Morgan then distributed the Faculty Senate's Report from the Student Relations Committee regarding the Summer School Program at FDU (enclosed). The Chair questioned the following statement in the document: "The issues of student or course offerings are given to Departments of Colleges." Senator Cary stated that the existence of a budget for Summer School would necessitate the limitation of course offerings by Departments of Colleges. Senator Lewis asked if Senators could be provided with a percentage of classes in each College or School listed
In the summer course offerings that have been taught in the last three years, Senator Morgan asked about the possibility of faculty receiving partial payment of salary for teaching a course in which enrollment is less than the minimum enrollment criteria to cover salaries and indirect costs. Senator Morgan responded the University does not support such a proposal.

**ELECTION, PROMOTION, AND GRIEVANCE COMMITTEE:** Senator Craven asked Senators to consider the report and statement regarding extension of the probationary period for non-tenured faculty that was attached to the minutes of the November meeting of the Faculty Senate. The Chair announced that he had received two changes to the report and statement as printed from the Vice Chancellor for Academic Affairs. The revised report from Tom Craven, Chair of the Tenure, Promotion and Grievance Committee and statement regarding extension of the probationary period for non-tenured faculty appear as follows:

In September, 1989, Tom Craven and Tom Rains visited with Vice Chancellor, Kemper. The following statement is a summary of that meeting.

We would suggest that the statement be added to department and/or school/college Tenure, Promotion and/or Lysak. See correct statement and verbally announced by the Vice Chancellor for Academic Affairs. The new faculty briefing each year.

In the case of an extraordinary experience or event beyond the individual's control that affects a non-tenured faculty member's professional performance, the faculty member may request an extension of the probationary period. Such a request should be timely, but no later than one year after the event. In making the request for an extension of the probationary period, the faculty member relinquishes any and all claims to seniority. A faculty member may address such a request directly to the Vice Chancellor for Academic Affairs or to the Dean or Department Chair who will forward such requests to the Vice Chancellor for Academic Affairs for decision. Prior to non-renewal decisions, the Vice Chancellor for Academic Affairs will consult with the Academic Dean.

Senator Craven suggested that the Faculty Senate consider the statement presented above at the February Senate Meeting.

Senator Lysak suggested that the Faculty Senate also consider the Tenure, Promotion, and Grievance Committee's progress report on the status of Graduate Faculty (including the minutes of the November Senate Meeting) at the February Senate Meeting. Senator Lysak reminded the Senators that the Faculty could apply for Title V grants.

**ADJOURNMENT:**

There being no further business, the Senate was adjourned at 3:17 p.m.

Mary Anne Suman
Secretary
Date: November 1, 1990
To: Members of the TCU Faculty Senate
From: Academic Excellence Committee
Re: Honorary Degrees

The Academic Excellence Committee is to report to the Senate on December 6, 1990 concerning its charge to develop, in cooperation with the Chancellor, criteria for the nomination of individuals for honorary degrees.

In preparation for the discussion of that report, the Executive Committee requests that you review the attached documents from the Senate files.

Thank you.
March 25, 1982

TO: Members of the Faculty-Trustees Relations Committee

FROM: The Faculty Senate

RE: Comprehensive Statement on Criteria for Honorary Degrees

The Faculty Senate Committee on Academic Excellence, chaired by Professor Ed McNertney and including Professors William Countryman, David Graham, and Ken Lawrence, responded to a request made last spring by the Executive Committee of the Faculty Senate to compose a careful comprehensive policy statement on honorary degrees. The Academic Excellence Committee presented an interim report to the Senate last fall, were requested to reconsider, reexamine, and revise their fall statement, and at the March 4, 1982, meeting of the Faculty Senate presented the attached statement for consideration by the members of the Senate. The Faculty Senate voted overwhelmingly to approve this document.

The Faculty Senate intends this to be a comprehensive statement regarding criteria for the awarding of honorary degrees. It is appropriate for all responsible bodies in the University to utilize the same criteria. Therefore, we urge that it be adopted as University policy.
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.
General Guidelines for Use by Members of the
Faculty Senate in Processing Nominations of Individuals
to Receive Honorary Degrees from
Texas Christian University

1. Persons considered will normally be classified in one or more of the following categories:
   A. National figure whom TCU would like to honor
   B. An individual with renown in his field
   C. TCU Alumnus and/or TCU Faculty Member
   D. Donor or Trustee
   E. Clergyman or other religious leader

2. TCU will normally award 4 to 6 Honorary Degrees each 12 months.

3. Recommendations and nomination of an individual is conducted on a confidential basis.

4. Persons not nominated one year may be reconsidered in succeeding years.

5. Recommendations may be made by individuals or by TCU departments or schools.
The Faculty Senate of Texas Christian University convened at 3:30 p.m. on November 1, 1990, in the Faculty Center with Chair, Ted Klein, presiding. Present were: Senators Forrer, Franzwa, Lewis, Odom, Butler, Tucker, Couch, Fenker, Gorman, Morgan, Balch, Pittman, Benison, Lacy, Vanderhoof, Ellmore, Garrison, Harden, King, Solomon, Cagle, Davis, Gaul, Becker, Dominiak, Fort, Hensley, Lawrence, and Payne. Absent were: Senators McNertney, Moore, Ray, Craven, Woods, Lamb, Nichols, Steele, Conn, Guy, Lysiak.

MINUTES:

The minutes of October 4, 1990, were approved.

ANNOUNCEMENTS:

OLD BUSINESS:

DISCUSSION WITH THE UNIVERSITY LIBRARIAN: Fred Heath, University Librarian, made a presentation entitled "The TCU Library and the Future". The University Librarian stated that TCU has progressed into being included as a member of the major Southern private universities with 1988-1989 library expenditures in excess of one million dollars for materials. In the past decade the acquisitions budget has increased 164 percent. Currently, 40 percent of the library's budget is allocated for materials. The University Librarian pointed out that a vast increase in the TCU periodical's budget has occurred during the past three years. The number of journal titles per Ph.D. granted at TCU compares favorably with various other Ph.D. granting institutions. The TCU library materials budget for 1990-91 is 1.2 million dollars, with 655,000 dollars currently budgeted for journals. European journals subscriptions renewed in October 1990 for the 1991 subscription year exhibited a 30-40 percent increase in cost. These subscriptions to European journals are controlled by three vendors. The University Librarian reported that the 30 percent cost increase of these journals was due to currency devaluation, actual price increases, and increased page costs. The Librarian projected that next year (1992), journal costs would continue to rise at the same rate. The Librarian also reported that three departments (all within the AddRan College of Arts and Sciences) expend over one-half of the entire journal budget for TCU. The cost of journals presently purchased by TCU is projected to increase to 3 million dollars by the year 2000.
Librarian Fred Heath proposed the following solutions to the problem: additional money; establishing purchasing agreements with other institutions; and providing "Table of Contents" services with telefacsimile delivery. In closing, the University Librarian suggested that faculty should convey to their own national professional organizations the need to publish their own journals and to develop new domestic journals.

Senator Becker suggested that if current economic trends existing within the United States continue, the resulting recession should indeed drive down the cost of journals. Heath responded that he did not feel that the costs for journal subscriptions will ever decline.

Senator Fort asked why the Library did not publish a Newsletter. Heath responded that Academic Affairs support units were currently not permitted to publish their own Newsletters.

DISCUSSION WITH THE CHANCELLOR: Chancellor Tucker invited the Senate and faculty to attend the Fall Faculty Assembly which will be held on November 16, 1990, at 3:30 p.m. in SWR Lecture Hall 1. The topic of the Faculty Assembly will include the recommendations from the Chancellor to the Board of Trustees regarding the Academic Planning Process.

Chancellor Tucker reported that over 100 applications and nominations were received in the search for a Vice Chancellor for Development and University Relations. The Advisory Search Committee consisted of the President of the Student House of Representatives, the Chairman of the Faculty Senate, a representative from Development, a representative from University Relations, the Dean of Fine Arts and Communication, and the Director of Intercollegiate Athletics. An Executive Consulting Firm directed the search process. The Chancellor announced that three candidates have made one day visits to the TCU campus, and one candidate (and spouse) was asked to return for a two day visit. Chancellor Tucker was pleased to announce to the Senate that the new Vice Chancellor for University Advancement (the new name for Vice Chancellor for Development and University Relations) is Bronson Davis. The new Vice Chancellor for University Advancement is currently the Vice Chancellor for Development and Alumni Relations at Tulane. Chancellor Tucker thanked the Chair of the Faculty Senate, Ted Klein, for serving on the search committee.

Chancellor Tucker stated that the TCU library is a priority of his administration. The early 1980's were marked by the doubling of the library facility, and the decade closed with the automation of the library. Chancellor Tucker stated that he does not support the following proposal drafted by Senator Tucker that was presented to the Faculty Senate at the November meeting: "Resolved, that the Faculty Senate calls on the TCU administration not to add any new academic programs until funds are found to make up the shortfall in the library acquisitions budget for periodicals. We also call on the University Library Committee to study the adequacy of the overall library budget at TCU and report on this as soon as possible to the Faculty Senate."

Chancellor Tucker also stated that he felt that it was to TCU's advantage to remain in the Southwest Conference, since the alternatives to membership were not promising. The Chancellor stated that participation in Southwest Conference intercollegiate athletics does benefit TCU.
Senator Tucker asked if Chancellor Tucker will make any recommendations to the Board of Trustees regarding new Ph.D. programs that have not been endorsed by the Graduate Council. Senator Tucker also inquired if funds for library acquisitions would be available to support new Ph.D. programs. Chancellor Tucker responded that if new graduate or undergraduate programs were proposed, incremental funding would have to be made available to build a collection of library resources.

Senator Morgan asked how the price of oil affects TCU. Chancellor Tucker responded that high oil prices benefit TCU more than it penalizes TCU. The Chancellor stated that TCU has a balance of assets which includes balance oil and mineral royalties along with equity portfolios.

Senator Fort asked why the library was not allowed to have a newsletter. Chancellor Tucker responded that the number of internally generated periodicals has increased at TCU regardless of the constancy in number of faculty and students. Chancellor Tucker further reminded the Senate that these publications and newsletters were expensive. Senator Fort asked why the University Librarian does not report directly to the Vice Chancellor for Academic Affairs. Chancellor Tucker responded that the existing reporting structure had been in place for some time. Chancellor Tucker also questioned if more consideration would actually be given to the library if the University Librarian reported directly to the Vice Chancellor for Academic Affairs.

Senator Odom asked if the new Vice Chancellor for Advancement could be asked to get more money for the library. Chancellor Tucker explained that there are competing needs for funds. The Chancellor concluded with the statement that he is pleased that the faculty recognize the need for increased funds for the library.

COMMITTEE REPORTS:

ACADEMIC EXCELLENCE: Senator Fort reported that the University Committee on Evaluation was currently in the process of collecting instruments for the evaluation of administrators from other institutions. Senator Fort also announced that the Academic Excellence Committee will soon be conducting a survey to faculty asking questions regarding what it means to be a teacher and a scholar at TCU. Input from Senators was requested. Senator Pittman handed out a group of documents collected from the Faculty Senate files which are related to the following charge to the Academic Excellence Committee: "To develop, in cooperation with the Chancellor, criteria for the nomination of individuals for honorary degrees." The Academic Excellence Committee asks that the Senate review these documents and discuss the criteria for honorary degrees at the Faculty Senate meeting on December 6, 1990.

BUDGET AND FINANCE: Senator Hensley announced that Vice Chancellor Koehler will attend the December meeting of the Faculty Senate to discuss the following charge to the Budget and Finance Committee: "Study the need for separate budget lines for purchasing, maintaining, and replacing technologically sophisticated equipment." Senator Hensley also distributed the Texas Christian University Instructional Faculty Salary Study for Fall, 1990.

COMMITTEE ON COMMITTEES: Senator Tucker announced that the report from the Committee on Committees regarding the general charge, structure, and composition of University Committees will be made at a future Faculty Senate meeting.
OLD BUSINESS:

The Senate discussed the following proposal from Senator Tucker: "Resolved, that the Faculty Senate calls on the TCU administration not to add any new academic programs until funds are found to make up the shortfall in the library acquisitions budget for periodicals. We also call on the University Library Committee to study the adequacy of the overall library budget at TCU and report on this as soon as possible to the Faculty Senate." Senator Franzwa suggested that it might be better to recommend that the TCU administration not add any new academic programs that would make any additional demands on the library budget. Senator Payne stated that the real issue is that the library should not fall from the constant scrutiny of the faculty. The Chair stated that he felt that the Library Committee is currently quite active in communicating information to the faculty. The Chair further stated that the Senate should not get in the way of the proposals of new programs being made by the Chancellor to the Board of Trustees. Senator Tucker's proposal was amended to read: "Resolved, that the Faculty Senate calls on the TCU administration not to add any new academic programs that would make any additional demands on the library budget without incremental funding. We also call on the University Library Committee to study the adequacy of the overall library budget at TCU and report on this as soon as possible to the Faculty Senate." The question was called, and the motion carried.

NEW BUSINESS:

Cathy Collins was elected to serve on the University Advisory Committee as a representative from the School of Education.

The Chair distributed copies of the Proposal on Institutional Environmental Practices and Recycling Policy (enclosed). The Chair asked that Senators be prepared to discuss the Proposal at the December meeting of the Faculty Senate.

ADJOURNMENT:

There being no further business, the Senate was adjourned at 5:17 p.m.

Mary Anne Gorman
Secretary
The Faculty Senate of Texas Christian University convened at 3:30 p.m. on October 4, 1990, in the Faculty Center with Chair, Ted Klein, presiding. Present were: Senators Forrer, Franzwa, Lewis, Odom, Butler, McEntire, Moore, Couch, Fenker, Gorman, Morgan, Balch, Craven, Pittman, Benison, Lacy, Vanderhoof, Ellmore, Garrison, Solomon, Woods, Cagle, Davis, Gaul, Steele, Becker, Fort, Lysiak, and Payne. Absent were: Senators Ray, Tucker, Harden, King, Lamb, Nichols, Conn, Dominiak, Guy, Hensley, and Lawrence.

MINUTES:

The minutes of September 6, 1990, were approved with the correction of the insertion of the words, "faculty membership of the", before the words, "pool of investigators ...", in sentence two, paragraph three, under Announcements.

INTRODUCTIONS:

The Chair introduced the new Skiff Reporter, Patti Pattison.

ANNOUNCEMENTS:

The Chair announced that the Charges for the Senate Select Committee on Academic Honesty were included with the agenda for the October Senate meeting. The members of the Committee are: Paul King and David Graham, Co-Chairs, Matt Hood, Marjorie Lewis, Kathryn McDorman, Don Mills, Ken Morgan, Randall Morris, Pat Paulus, Andrew Wright, and Matthew Vossler.

The Chair announced that the membership of the Task Force on Minority Affairs has been established by Chancellor Tucker and includes: John Butler, Chair, Emma Baker, Mike Dodson, Logan Hampton, Jack Hesselbrock, Hortencia Kayser, Morrison Wong, Tisha Coleman, Matt Hood, and Gine Ramos.

Three candidates for the position of Vice Chancellor of Development and University Relations are visiting the TCU campus.

The Chair announced that Geraldine Dominiak will replace Don Nichols on the Academic Appeals Committee.
A Search Committee for the position of Director of Scholarships and Financial Aid is currently being formulated. Members of the Search Committee will be announced to the Faculty Senate as soon as the membership is finalized.

The Chair- Elect, Alice Gaul, announced that the luncheons sponsored by the Executive Committee of the Faculty Senate for faculty members and the Chancellor have been extremely successful. Fortcoming luncheon dates for the Fall Semester include October 10th, November 20th, and December 6th. If faculty who responded have not been contacted for one of the scheduled luncheons, every effort will be made to include them in the Spring schedule.

The Chair announced that the Master Plan is scheduled to be presented to the Building and Grounds Committee of the Board of Trustees in October and to the entire Board of Trustees in the Spring of 1991.

COMMITTEE REPORTS:

ACADEMIC EXCELLENCE: Senator Fort again solicited input from Senators regarding the Academic Excellence Committee's Charge 3, "Develop a statement describing the characteristics of the TCU faculty member who is both a teacher and a scholar". Senator Payne announced that surveys were sent to faculty to solicit input regarding TCU courses focusing on Women's Studies. Thirty-nine surveys were returned from the following units: Brite (4 surveys), HCN (3 surveys), School of Business (1 survey), Education (3 surveys), Art (2 surveys), Ballet (1 survey), and AddRan College of Arts and Sciences (25 surveys). The Committee is currently in the process of summarizing survey results. Senator Fort asked the Chair of the University Library Committee, Nadia Lahutsky, to report on the activities of the University Library Committee. Nadia Lahutsky presented a report (enclosed) from the University Library Committee which identified items for consideration by the Academic Excellence Committee of the Faculty Senate. Nadia Lahutsky pointed out that there is currently a $59,000 shortfall in the area of the journal budget for the TCU library. Additionally, the Library Committee Chair suggested that the Faculty Senate issue an annual invitation to the University Librarian to appear at a stated Faculty Senate meeting to give a "State of the Library" report.

Senator Fort asked why the library does not publish a Newsletter. The Library Committee Chair responded that such a newsletter was currently not allowed. Senator Craven asked if faculty could now renew library books by phone. The Library Committee Chair responded that a communication would soon be issued which stated that faculty could now renew library books by phone. Senator Vanderhoof suggested that such information could be communicated in the Faculty Bulletin. Senator Vanderhoof also asked for the proportion of the 1.2 million dollar Library budget for 1988-89 devoted to monographs (books) and journals. The Library Committee Chair responded that approximately $655,000 was spent on monographs (books) and $521,000 was spent on journals.

BUDGET AND FINANCE: No report.
COMMITTEE ON COMMITTEES: Senator Odom presented a draft of a survey developed by the Committee on Committees which will be sent to all TCU Faculty in January. The survey is designed to identify University Committee membership preferences of faculty members. Also presented was a draft of a form on which University Committee chairs would submit an annual report of their Committee's activities for the academic year to the Chair of the Faculty Senate Committee on Committees. It is hoped that such a reporting form will assist the Committee on Committees in carrying out its functions relevant to Committee appointments and evaluation.

STUDENT RELATIONS COMMITTEE: Senator Morgan announced that he had spoken with the President of the Student Senate, Matt Hood, regarding a working agenda in common with the Student Senate of Representatives. Matt Hood stated that the Student Senate had nothing to bring to the Faculty Senate's Student Relations Committee at this time. Senator Morgan further announced that the Registrar, Pat Miller, will attend the meeting of the Student Relations Committee next week to discuss possible alternatives to the current policy of requiring individual academic units to provide representation at general registration sessions.

ROLE AND FUNCTION COMMITTEE: Senator Forrer announced that the Role and Function Committee was currently collecting materials which would be incorporated into a Faculty Senate Handbook. Senator Forrer solicited input from faculty members regarding procedures for routine communication between constituencies and elected Senators. Finally, Senator Forrer announced that the Role and Function Committee is investigating the need for the development of a code of professional ethics for faculty and the appropriateness of the establishment of a professional ethics review committee. Information is currently being collected from various disciplines on the TCU campus and AAUP.

SELECT COMMITTEE OF ACADEMIC HONESTY: No report.

OLD BUSINESS:

The chair announced that the change in Charge recommended last semester for the Intercollegiate Athletic Committee has been made.

NEW BUSINESS:

The Chair read the following proposal drafted by Senator Tucker: "Resolved, that the Faculty Senate calls on the TCU administration not to add any new academic programs until funds are found to make up the shortfall in the library acquisitions budget for periodicals. We also call on the University Library Committee to study the adequacy of the overall library budget at TCU and report on this as soon as possible to the Faculty Senate."
The Chair suggested that Senators consider the proposal and that Fred Heath, University Librarian, and Chancellor Tucker be invited to the November Senate meeting to discuss the issue before the Senate membership votes on the proposal. The Chair reminded the Senate that recommendations from the Academic Planning Committee regarding the implementation of new programs would be presented to the Board of Trustees at their November meeting. The Chair also provided Senators with an article from the September 24, 1990, issue of the UT publication, *On Campus*, entitled "Serials crisis forces hard choices for library".

Senator Moore suggested that the best solution was to find the monetary resources to add the new programs recommended by the Academic Planning Committee as well as to adequately fund the library. Senator Fort suggested that Vice Chancellor for Academic Affairs, Bill Koehler, also be invited to attend the November meeting of the Faculty Senate, since the Vice Chancellor for Academic Affairs is the faculty's advocate to the Chancellor. Senator Fort stated that he would like to know the reason why the University Librarian reports to the Associate Vice-Chancellor for Academic Affairs. Senator Lewis suggested that the library shortfall is an emergency that should be addressed as soon as possible. Senator Ouel responded that although the library situation must be perceived as a crisis, halting the progress of the recommendations of the Academic Planning Committee is not a solution to the problem. Senator Odom suggested that the recommendations of the Academic Planning Committee were made in the good faith that funds would be available to support these programs. Senator Craven stated that she agreed with Senator Fort that Senators need more information before the Senate votes on the resolution presented by Senator Tucker.

**ADJOURNMENT:**

There being no further business, the Senate was adjourned at 4:37 p.m.

Mary Anne Gorman
Secretary
To: The Academic Excellence Committee of Faculty Senate  
Andy Fort, Chair

From: University Library Committee  
Nadia Lahutsky, Chair

The library is the lifeblood of any academic institution. Indeed, it is the heart of the university, affecting the health of undergraduate and graduate programs and faculty productivity. Because of this truism and in light of recent developments at TCU affecting the Library, the University Library Committee wishes to place before the Academic Excellence Committee of the Faculty Senate the following items for their consideration and possible action over the course of the year:

1. Changes in the world economy (the accelerated devaluation of the dollar) have created a shortfall of some $59,000 in the area of journals. The Library requested and received a $70,000 increase in the journals budget for this year, but it will not be enough to contain the rapidly increasing cost of journals, especially foreign ones. The Library staff has already devised a plan to contain this $59,000 deficit. By shaving a few thousand dollars from each of several areas, the total for journal cancellations is now at (only?) $17,600. Library acquisitions staff have been meeting with Departmental Library Representatives to solicit faculty advice on which titles should be in that $17,600. Needless to say, there aren't many faculty who can imagine the loss of several thousands of dollars worth of journals in their field without seeing unfortunate consequences for their academic programs. The impact is particularly strong in the sciences, where research depends primarily on journals rather than monographs, and in our Ph.D. granting departments. Thus, we encourage the Faculty Senate to register its concern over this recent round of journal cancellations. Is there not a way for the University budget to absorb all (or at least a major portion) of these costs?

2. This year's shortfall pales in significance when placed next to projections for the next year. Fred Heath, University Librarian, is projecting that the Library will require something like $150,000 more than the current journals budget just to stay even with our current position. This assumes no new titles, just
cost increases and a continued decline of the dollar. To include a rough estimate of $50,000 for monographs, this means about $200,000 increase in the Library budget over this year just to keep running in the same spot. (This figure is without consideration of any new programs.) The Faculty Senate needs to continue to offer its concern for the health of the Library, as the budget-making process for next year proceeds. Not to keep abreast of our current position is to fall even further behind those other Southern private universities that offer Ph.D.'s, that category in which TCU so often places itself.

3. Currently the University Librarian reports to the Associate Vice-Chancellor for Academic Affairs (along with the directors of TCU Press, TAGER-TV, Ranch Management, Instructional Services, and Academic Services). We think the importance of the Library to the entire University community suggests a different organizational structure and we urge the Faculty Senate to identify other university models (again, perhaps those Southern private, Ph.D. granting institutions) and present them to the appropriate offices for consideration.

4. We request that the Committee on Academic Excellence of the Faculty Senate institutionalize an annual invitation to the University Librarian to appear at a stated Faculty Senate meeting to give a "State of the Library" report. Such an annual Report would have the effect of keeping the Library and its concerns regularly in front of the faculty, through its Senate.
Dr. William H. Koehler
Academic Affairs, VC
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TEXAS CHRISTIAN UNIVERSITY

FACULTY SENATE
MINUTES
SEPTEMBER 6, 1990

The Faculty Senate of Texas Christian University convened at 3:30 p.m. on September 6, 1990, in the Faculty Center with Chair, Ted Klein, presiding. Present were: Senators Forrer, Franzwa, Lewis, Odom, Butler, McNertney, Moore, Ray, Tucker, Couch, Fenker, Gorman, Morgan, Balch, Craven, Pittman, Benison, Lacy, Vanderhoof, Ellmore, Gorman, Harden, King, Solomon, Woods, Cagle, Davis, Gaul, Nichols, Becker, Conn, Dominiek, Fort, Payne, Guy, Hensley, Lysak. Absent were: Senators Steele, and Lawrence.

INTRODUCTIONS:

The Chair introduced the Officers of the Senate. Senators, visiting faculty, and guests were asked to introduce themselves. The Chair then introduced the Skiff Reporter, Tiffany Arend, and Student Secretary for the Senate office, Angela Huber.

ANNOUNCEMENTS:

The Chair announced that the Faculty Senate now has an office in the Faculty Center (Reed 214A, P.O. Box 30791) that is staffed by a Student Secretary who has posted office hours on the door to the Senate Office. The telephone number for the Senate Office is 921-7859. The primary reason for holding the first Senate meeting in the Faculty Center rather than in the Sid Richardson Board Room was to make Senators aware of the location of the new Senate Office.

The Chair announced that the Charge to the Task Force on Minority Affairs has been established by Chancellor Tucker. The charge was read to the Senate. Composition of the committee will include three faculty, three staff, and three students members who will soon be announced to the TCU community.

The membership of the pool of investigators associated with the enforcement of the Sexual Harassment Policy is presently undergoing training. The pool of investigators is comprised of Neil Daniel, Linda Moore, Rhonda Keen Payne, Manfred Reineke, and Jennifer Watson.

The library policy which specified that unpaid fines and costs for unreturned books would be deducted from the salary paid to faculty members is currently on hold. The University Library Committee will be investigating the policy.

Faculty will soon receive notification regarding the final exam schedule for seniors graduating in December, 1990.

The Advisory Search Committee for the Vice Chancellor for Development and University Relations has been formed and is working with an Executive Search Firm, Korn/Ferry, International, to identify potential candidates for the position.
A Design Week was recently held to introduce the TCU Community to the work currently being undertaken regarding the Master Plan for TCU. Another invitation will soon be extended to explain the next phase of the Master Plan.

OLD BUSINESS:

Report from the Vice Chancellor for Academic Affairs regarding proposal to stop the tenure clock: Vice Chancellor Koehler addressed the Senate regarding the proposal to stop the tenure clock that was approved by the Faculty Senate on May 3, 1990. The deans and Vice Chancellor for Academic Affairs do not support the proposal for a number of reasons. First, the policy as written would place TCU in a position of non-compliance with AAUP policy regarding tenure procedures. Second, the policy does not contain categories of situations which would be considered as possible reasons to request an extension of the probationary period. Third, the decision to extend the probationary period should be made coincident to or soon after the event. Fourth, if the department chair does not support the request to extend the probationary period, there is no need to forward the request to the appropriate dean or Vice Chancellor for Academic Affairs.

Senator Lamb suggested that the categories of situations which would be considered possible reasons to request an extension of the probationary period were so numerous that it was best to leave specific situations unstated. Senator Lamb also asked if another draft of the proposal could be resubmitted. The Vice Chancellor for Academic Affairs responded that (1) it would be possible to submit another draft of the proposal, and (2) he felt that categories of situations could be stated.

Senator Morgan asked if a mechanism was currently in place to consider requests to extend the probationary period. Vice Chancellor Koehler responded that during the years that he has been Vice Chancellor for Academic Affairs, two requests to extend the probationary period have been made. In both cases, the request was granted.

Senator Craven suggested that perhaps a statement regarding the existing possibility of extension of the probationary period should be printed in the Faculty Handbook. Senator Tucker stated that existing policy could be stated either in the Faculty Handbook or communicated to faculty at the time of initial employment in tenure track positions. Senator Lamb concurred that this information could be stated in a letter sent to new faculty in tenure track positions. Vice Chancellor Koehler responded that he felt the best approach would be for Department Advisory Committees and Chairs to make the recommendation for extension of the probationary period as part of the annual tenure review letter. Vice Chancellor Koehler also suggested that deans and chairs could be reminded each year of the possibility to make such a recommendation.

It was moved and seconded that the Senate Committee on Tenure, Promotion, and Grievance reconsider the proposal. The question was called, and the motion carried.

Senator Tucker asked Vice Chancellor Koehler to comment on the TCU at Santa Fe Program, which involves study at St. John's College in Santa Fe, New Mexico. Vice Chancellor Koehler responded that courses in anthropology, geology, landscape painting, and photography were currently under consideration. It is hoped that these courses would increase interest in a summer experience and enhance existing TCU program opportunities.
Report from the Chair regarding progress on the Faculty Grievance Policy, Advisory Committee Structure, and the Faculty Appointment, Reappointment and Promotion Policy. The Chair reported that all three policies were approved with minor changes. The Senate Executive Committee has approved the few changes recommended. The new policies will appear in the 1990-1991 Faculty Handbook.

Academic Conduct Policy. Changes in the proposed Academic Conduct Policy were discussed. Senator Dominick asked for a clarification of section I.E. (Computer Misuse) and suggested that the word "affecting" be changed to "affecting." The Chair explained that the intent of section I.E. of the Academic Conduct Policy (Computer Misuse) was directed solely toward unauthorized or illegal use of computers for the purpose of affecting the academic standing of a student. Other types of computer misuse were not covered by this policy. The motion to change the word "affecting" to "affecting" in Section I.E. of the Academic Conduct Policy was moved and seconded. The question was called, and the motion carried.

Senator Lamb asked for a clarification of sections II.A.8, II.A.9 (Procedures for Dealing with Charges of Academic Misconduct), and III.B (Possible Sanctions). Senator Lamb questioned why deans should not have the right to increase penalties. Senator Moore responded that she felt that faculty decisions regarding penalties for academic misconduct should not be overruled by deans. It was moved and seconded to send the policy back to the appropriate committee to clarify the sections noted. The question was called, and the motion carried.

Report from Academic Honesty Committee. Senator King reported that both a general charge and specific charges have been developed and will be forwarded to the Executive Committee. Senator King also suggested that the Academic Honesty Committee be composed of 10-11 members which would include a representative from Student Affairs.

NEW BUSINESS:

The Chair announced that the Senate Archives that were collected by Linda Moore from the library are now housed in the Faculty Senate Office. The Chair urged Senate Committees to file copies of all reports in the Senate Office.

The Chair announced that Chancellor Tucker will host lunches for faculty. Senators were encouraged to attend and show support for the luncheons. Chair-Elect, Alice Gaul, will be surveying faculty regarding their availability for attending the luncheons. Any Senator who would enjoy attending the first luncheon, scheduled for September 20, 1990, was asked to inform Senator Gaul.

The Chair asked if the Senators would prefer to continue to meet in the Faculty Center or would rather return the meetings to the Sid Richardson Board Room. The preference of the senate was to continue to meet in the Faculty Center.
Charges to Senate Committees were distributed. The Chair suggested that Senate Committees try to meet on the second Thursday of the month. The Chair also suggested that Senate Committees take advantage of the Faculty Center for Committee Meetings and enlist the services of the Student Secretary as needed. Senator Fort solicited input from Senators regarding the Academic Excellence Committee's Charge 3, “Develop a statement describing the characteristics of the TCU faculty member who is both a teacher and a scholar”. Senator Tucker provided Senators with copies from the September 4, 1990, New York Times, entitled “Concern Grows on Campuses At Teaching's Loss of Status”. Senator Hensley was announced as the Chair of the Senate Budget and Finance Committee. Senator Forrer solicited input from Senators regarding the Role and Function Committee’s Charge 2, “Investigate the need for the development of a code of professional ethics for faculty and the appropriateness of the establishment of a professional ethics review committee”.

Senator Moore asked that the Senators be provided with a list of Senators for 1990-1991.

ADJOURNMENT:

There being no further business, the Senate was adjourned at 5:00 p.m.

Mary Anne Borman
Secretary
TEXAS CHRISTIAN UNIVERSITY
FACULTY SENATE

SELECT COMMITTEE ON ACADEMIC HONESTY

CHARGE

General

Seek ways and means of creating at TCU an environment in which academic honesty is honored and practiced as a fundamental condition for true learning.

Specific

1. Seek to include sessions on academic honesty at entering-student orientations and at new-faculty orientations

2. Develop and distribute materials for the students and for the faculty

3. Consider the possibility of establishing an honor system or a partial honor system at TCU, working with the Student House of Representatives

4. Explore any other ways and means that the Committee may consider promising in striving to attain the goal of the General charge.