The Faculty Senate met in regular session Wednesday, April 24, 1996 at 2:30 P.M. in Conference Room 4, Davis Hall. Chair John Beehler presided.

ATTENDANCE:

Present were President Witt, Provost Wright, Director of Libraries Wilding, Student Congress President Alvarenga, Senators Beehler, Bradshaw, Feigenbaum for Burquest, Dunn, Eidelman, Ellwood, Fairbanks, Frye, Gaupp, Hart, Herrmann, Hickey, Hissong, Jackson, Jones, Korzeniowski, McDowell, McKinney, Moore, Payne, Pinney, Porter, Priest, Rodnitzky, Rome (permanent replacement for Senator Hamilton of Architecture), Rutherford, Thompson, Walker, Weed, Weems, Wilmore, Yardley and Zeidler. Senators Barrett, Chan, Devarajan, Harvey, Himarios, Jarboe, Jordan, Manry, Matthys, and Rajeshwar were absent.

APPROVAL OF MINUTES:

The minutes of the March 6, 1996 Faculty Senate meeting were approved.

REMARKS BY THE CHAIR:

A moment of silence was observed in memory of former Senator Judith Birmingham; Professor John Haynes, former Chairman of Civil Engineering; and Burley Walker, son of Senator Burley Walker.

Tom Hoffman, Chair-elect of the Texas Association of College Teachers, will be on campus in the Fall to speak to the faculty, Faculty Senate Executive Committee, Provost, and President about the Texas Association of College Teachers and higher education in general.

Chair Beehler congratulated Senator Hissong who was recently inducted into UTA's Academy of Distinguished Teachers.

He thanked the Faculty Senate members and Executive Committee for their support during his two years as Chair of the Faculty Senate.

REMARKS BY THE PRESIDENT:

President Witt thanked John Beehler for his service as Chair of the Faculty Senate.

The budget reduction process of three percent has gone relatively smoothly.

The President has welcomed Presidential Scholarship winners, an extraordinary group of young men and women, who will be the leaders of tomorrow. UTA will be increasing the number of recipients next year.

Recruiting efforts are going well. UTA will soon have a new Director of Admissions with all of the positions in that office filled within 45 days.

President Witt will be part of a group visiting a GTE distance learning center at Texas A&M Thursday.
REMARKS BY THE PROVOST:

Provost Wright indicated it would be a mistake for the central administration to tell the deans, departments, and programs where to make their budget cuts.

Beginning this summer, his office will monitor class schedules to see that space is being maximized and to identify under-sized classes. The administration is working with community colleges to make sure courses are offered that students need and want. They are also looking at the time courses are offered.

He has appreciated the help he has received from Dr. Klarman and is looking forward to working with Dr. McElroy as the new Vice Provost for Research and Dean of the Graduate School.

Provost Wright said that faculty governance is alive and well at UTA and the role of the faculty is important. The President and Provost cannot be effective without the involvement of the faculty. He has appreciated the interaction with the faculty during his first year here and hopes to feel that way even when the criticisms come.

QUESTIONS FOR THE PRESIDENT AND PROVOST:

The President was asked whether or not the administration is considering abandonment of any academic programs. The President replied there has been no discussion as to the abandonment of academic programs. There will be some things we will have to stop doing or temporarily suspend, e.g., the Center for Research in Contemporary Art (CRCA).

He believes we will see an increase in the number of first year freshmen and first-time transfers in the Fall of 1997. This Summer, enrollment will be down about 11 percent. Student callers are effective, and everyone at UTA can make some contribution to the recruitment process.

Senator Hart spoke for the art gallery and stated that CRCA did encompass an academic function and published a state-wide journal. President Witt said there is hope that a portion of the work done by the CRCA can be kept going.

It was pointed out that Senior Vice President Dan Williams' recent remark in the Dallas Morning News that there has been an average three percent faculty raise in the last two years is incorrect. The question was raised as to the appropriateness of the comment as well as the comment that salaries at UTA are comparable to those in North Texas institutions. President Witt replied that UTA competes nationally for faculty at the entry level and for retaining faculty and the frame of reference for our salary structure has to be national, if not international. Regarding the appropriateness of who comments on faculty salaries, President Witt replied that the more important focal point is not who is commenting on something, but rather who gets to have a voice, who gets to influence and who is responsible for deciding what is and is not done with respect to faculty salaries. President Witt said that although some of the comments were not correct, Vice President Williams is dedicated and hardworking, recognizes the importance of being accurate, and is doing a great job.

The comment was made that if persons are not conversant with the facts, they can say they don't know but will find out and get back to the questioner.

Provost Wright added that entry level salaries at UTA compare well with other institutions. Senior faculty salaries are low and this raises the issue of equity across the board. It was pointed out by a member of the Faculty Senate that most of the UTA salaries are below the average both in the region and in the nation.

The statement was made that an increase in price reduces demand and that newspaper articles deal with decline in enrollment and discussion about raising student fees at the same time. Was the administration aware that TCJC will have classes in southeast Arlington this summer and what impact will this have on our enrollment? President Witt replied that they were aware. He added that our university would be weakened if there were no increase in fees. We need facilities that are not inferior to those the students had in high school and junior college. The environment for teaching and research needs to be improved.
It was mentioned that sometimes we are not quoted accurately by the media. President Witt said that Nancy Bartosek, who has connections with UTA, is now writing for *The Star-Telegram*. Chair Beehler introduced Wayne Huddleston as the new President of the UTA Student Congress. Reace Alvarenga, outgoing President of Student Congress, was recognized for her outstanding contributions.

As there were no objections, the Committee Reports were moved below new business on the agenda.

**OLD BUSINESS:**

A motion was made and seconded to adopt the Graduate Assembly version of the University Mission and Purpose Statement. After a lengthy discussion, a substitute motion was made and seconded to retain the existing Purpose Statement that is currently in the June 1995 Undergraduate Catalog. The substitute motion passed and the primary motion was defeated.

The Guidelines for Promotion and Tenure document was presented by Tom Hellier and Burley Walker. For purposes of discussion, Senator Hissong moved that the document be adopted. The motion was seconded. Editorial changes were proposed by Senator Walker as committee recommendations and will be incorporated in the document. Senator Porter made the motion to postpone action on the document until the second regularly scheduled (October) Faculty Senate meeting in the Fall and that the senators circulate the document in their units for input from the faculty with an opportunity for an open forum in the Fall before the October Faculty Senate meeting. The motion was seconded and passed. Appeal process changes and editorial changes will be done before circulation to the faculty.

Chair-elect Rod Hissong presented a plaque to Chair John Beehler in appreciation for his leadership of the Faculty Senate from 1994-96.

Senator Hissong then presented the Faculty Grievance Procedure as a committee report. Various issues were covered including informal consultation; formal grievance procedure; mediation; grievance panel selection, pre-hearing procedures, and hearing procedures; admissibility of evidence; burden of proof and consideration of evidence; and review and decision of the President. A motion was made to adopt the procedure. The motion was seconded and discussion was held. It was pointed out that this document is a modification of one from the University of Texas at Dallas. The question was brought up as to whether such things as the composition of the committee has been approved by the UT-System lawyers. Might the panel members need to retain legal counsel?

Senator Ellwood made a motion to reconsider the document at the second regularly scheduled (October) Faculty Senate meeting in the Fall. The motion was seconded and passed.

The Nominations Committee slate of candidates was presented by Senator Fairbanks. The slate was accepted with no other nominations. John Beehler will serve as Past/Vice Chair. Rod Hissong is the incoming Chair, Catheleen Jordan will serve as Secretary, Michael Moore as Parliamentarian, and Tim McKinney as Council on Faculty Governance Organization (COFGO) Representative.

In the absence of Senator Jordan, the COFGO report was given by Senator Porter. One of the main topics of the meeting recently held in Austin was sexual harassment. The following guidelines are generally accepted for the definition of sexual harassment by a faculty member.

1. If it can be proved that it is targeted at a single person
2. If it is inappropriate to the teaching field
3. If it is repeated and judged by one's peers to be inappropriate.

Issues concerning the future of the TRS and mandatory post-tenure review were also discussed at the meeting.
Committee Reports:

The Tenure and Academic Freedom Committee has one petition.

ADJOURNMENT: The meeting was adjourned at 5:00 P.M.

Respectfully submitted,

Michael K. Moore, Secretary