MINUTES
FACULTY SENATE
THE UNIVERSITY OF TEXAS AT ARLINGTON

The Faculty Senate met in regular session on Wednesday, April 22, at 2:30 p.m. in Conference Room 4, Davis Hall. Chairman I. Bernstein presided.


APPROVAL OF MINUTES: Chairman asked for approval of minutes. It was requested that the minutes be amended to reflect the presence at March meeting of Senators Chuong and Tees. So amended. Minutes were approved.

REMARKS BY THE CHAIRMAN: Chairman Bernstein informed the Senate of an unusually full agenda. He began the meeting by thanking all of those who served on committees and assisted him in various ways during his tenure as Chairman and expressed his pleasure at having served in that capacity.

The Chairman prefaced the opening of business by stating the necessity of "walking a tight line between matters of influence and matters of procedure," the reason for which would become more clear as the agenda items were presented.

One of the items to be presented, which evolved too late to be included on the agenda, concerns the dismissal of Lola Rhodes, a Senior Instructor in the Accounting Department. This is of great concern to several faculty members. The Chairman asked for support in adhering to certain ground rules in this situation. He explained that Ms Rhodes has two avenues of petition through the University faculty bodies, plus a path to administrative appeals. It is important for her that in the event she does not get satisfaction that the process from the Faculty Senate body be "as clean and non prejudicial as possible". He further stated that since, in all probability, one or more of the faculty committees inclusive in this body will be handling the case, he would rule it inappropriate for the Faculty Senate to act on any issues pertaining specifically to her case and that motions are not in order. There are explicit rules that form the basis for this decision. Ms Rhodes would be allowed to introduce herself later in the meeting and general issues could be addressed. He made it clear that prejudgement of her case would not be allowed.

Chairman Bernstein introduced the new President Elect, Amacher, who will assume his new position July 13, 1992. President Amacher told the group he was here in Arlington at this time house hunting and becoming better acquainted with the campus.
QUESTIONS FOR THE CHAIRMAN: Questions for the Chairman were inquiries concerning whether or not the presence of some members who would later be hearing Ms Rhodes case could be influenced by information and opinions expressed in this meeting.

Chairman Bernstein reiterated that opinions were not to be expressed since at this point in time all of the facts were not available and the Senate was not to pass judgment on information not yet obtained.

REMARKS BY THE PRESIDENT: President Nedderman was in Austin.

QUESTIONS TO THE PRESIDENT: No questions of the President.

FURTHER REMARKS BY CHAIRMAN: No further remarks by Chairman.

REMARKS BY VICE PRESIDENT BAKER: Dr. Baker was in Austin.

COMMITTEE REPORTS: Chairman Bernstein called on Senator Smith, Chairman of the Nominating Committee, to give a report on the new officers of the Senate.

Senator Smith thanked his committee for their efforts and announced there were two candidates for both Chairman and Vice Chairman and one for Secretary and one for Parliamentarian. Candidates for Chairman were Thomas M. Petry, C.E. and Mary E. Ridgway, ESH. Remarks were heard in support of each candidate. Chairman Bernstein called for nominations from the floor for all positions, there being none, ballots were distributed to the members and votes were counted by Teller Prof. Tolbert. Prof. Senator Mary Ridgway was elected Chair. A like procedure was followed in the election of the Vice Chair, the candidates being Glen R. Jarboe, Marketing and Mary Elaine Jones, Nursing. Senator Mary Elaine Jones was elected. The new Secretary is Senator Burley Walker, Jr., Management and the Parliamentarian is Peter G. Gaupp, Social Work.

Professor Giradot reported The Academic Liaison Committee was asked by Dr. Baker to consider the matter of faculty and student ethical responsibilities and to produce some guidelines in this area. The committee prepared what they consider to be a viable statement, copies of which were distributed to Senate members. Professor Giradot said he knew that there would be differences of opinion on some components of the statement which would necessarily require compromise.

Senator Mykytyn questioned where this would be published to make students aware of it and how it would conflict or compliment that which already exists in this regard.
The Chairman responded that it would appear in The Student Hand Book and possibly in the student newspaper.

Discussion which followed included challenges of individual items contained in the statement.

Questions were asked concerning the academic responsibilities contained therein.

Chairman Bernstein stated these guidelines addressed ethical, not academic, responsibilities.

The Chairman suggested that 'grading criteria' should be changed to 'grading standards.'

Senator Ridgway inquired whether or not legal advice had been sought.

Senator Smith opined that the group would be better served by having legal advice before proceeding.

Chairman Bernstein intervened in the discussion to announce the seminar with the UT Systems Lawyers on Wednesday, April 29, in A-1 Classy Theatre, noon to 1:00 P.M. The seminar will cover rights and responsibilities. The Chairman urged all to attend.

Senator Stegall asked, in reference to the first item in the statement, whether or not there was a worry that there would be a standard syllabus.

Senator Girardot responded it states A syllabus not The syllabus.

Professor Stegall assumed there would be different interpretations.

Chairman Bernstein stated that "any document in writing can be used in court against you." He cited a case of extremes in the recent past.

Senator Hermann made a motion to table the item until legalities could be determined. Motion was seconded.

Hand vote was taken. Motion carried.

The Chairman thanked the committee for its efforts.

OLD BUSINESS: There was no old business.

NEW BUSINESS: Chairman Bernstein called on the representative of the History Department to speak to the issue of inequitable summer teaching salary policy.
Professor Rodnitzky distributed copies of a resolution signed by eleven members of the History Department Faculty. He explained that this was an equity complaint against the 15% reduction in traditional Summer salaries, stating that Liberal Arts faculty were listed as teaching only 85% of course load, while other faculty were considered 100% in the teaching of Summer school classes.

The group was reminded that in Spring 1991 the Faculty Senate passed a resolution urging UTA's Central Administration not to accept any Summer Budgets that called for percentage deductions.

The Chairman commented that a group, such as the eleven aforementioned, could file a Class Action petition which could go to the Equity Committee.

Professor Rounitzky was in agreement.

Chairman Bernstein noted that others might be interested in signing and there should be some notification.

Ms. Rhodes was introduced by the Chairman who restated the ground rules in connection with her case. He informed the Senate that she is authorized to present her situation to the Faculty Senate but that any expression of sentiment from the group would be out of order.

Ms Rhodes distributed a memo on which she detailed her background of duties, accomplishments and honors during her twenty years as an instructor in the Accounting Department at UTA. She stated that this is her career and that she has no outside employment. She related that she had received a "very curt memo" within the past week informing her that she was not being renewed, that no reason was given, and that she did not believe there was just cause for that action. Her reason for addressing this assembly was the hope that the situation would be investigated. She has filed a letter containing the pertinent facts with Dr. Nedderman as she feels there may be a violation of certain rights under the constitution as well as various rules of this University.

Chairman Bernstein queried her as to her willingness for all information concerning this case to be reviewed.

Ms Rhodes responded that she wanted her position to be heard by as many of the appropriate bodies as possible. She particularly mentioned the committee on Tenure and Academic Freedom and requested that it report back to the Faculty Senate.

For clarification the Chairman stated that she was explicitly authorizing the Faculty Senate to receive a copy of any reports.

The Chairman called on Professor Dunn of COFCO.
Professor Dunn said he would not speak to the merits of this specific case. He spoke generally to the concerns of people for just treatment, especially those of lesser "status." He urged the body to reaffirm its commitments to basic fundamental rights not just for tenured faculty but for all individuals of the University community.

Following his statements a discussion ensued relative to Ms Rhodes' situation.

Senator B. Walker confirmed that the position Ms Rhodes held was to have been a tenure-track position.

Senator Hermann made a motion to reaffirm the content as expressed in The Standards for Notice of Nonreappointment, a copy of which had been distributed to the Senate members.

Motion was seconded by Senator Green.

The Chairman invited discussion.

Professor Postlewaite reminded the Senate that he found himself in a situation similar to that of Ms Rhodes four years ago. He said there were differences and similarities. The difference was that he was a tenured faculty member, but similarly it involved lack of due process. He commented on how diligent the Senate was in pursuing the rights of individuals at that time and hoped they would be just as diligent in the case of Ms Rhodes.

Discussion concluded.

Chairman asked for a hand vote on the motion. Motion passed unanimously.

Discussion on the case of Ms Rhodes continued.

Senator Harwood asked if Faculty Senate could not decide upon a time frame for the reviewing committee.

The Chairman ruled it inappropriate as it would put limitation on the Tenure and Academic Freedom Committee.

Senator Duwaji called attention to the fact that there is some urgency involved in as much as Ms Rhodes termination is at hand. He expressed concern indicating that a decision should be reached before that time if at all possible.

Discussion continued concerning a time frame for the Senate to receive the report from the TAFC.

The Chairman continued to rule inappropriate any motion that would intrude on the committee and would limit its process of due deliberation.
Senator Green inquired if a motion would be in order to call a Faculty Senate meeting based upon the completion of the report.

Chairman Bernstein said he would accept a motion that would give the Tenure and Academic Committee sufficient time for deliberation and completion of their task.

Professor Weed informed the group that he had served on the committee during such a case and that it had been a lengthy procedure. In order to render a fair decision it was necessary to conduct many interviews and evaluate materials relevant to the case at hand.

Opinions continued to be expressed.

Chairman Bernstein continued to stand firm in ruling against expressing opinions reminding everyone that these are allegations and that the Senate must remain objective.

Several members of the Senate gave the Chairman verbal support in his stand of objectivity.

The Chairman called for a vote to end debate.

Motion made and seconded.

Motion carried unanimously.

The case will be referred to Tenure and Academic Freedom Committee. When deliberations are completed the committee will report back to the Chair of the Faculty Senate.

Professor B. Walker inquired about the committee report expected on the mid-term grade problem.

The Chairman announced that the Special Project and Research Development Committee report had not yet been submitted.

Additional discussion on Ms Rhodes case produced inquiries about general motions which were again ruled out of order by the Chairman.

Professor Green withdrew his earlier appeal to the Chair.

Professor Dunn thanked the Senate for following through in its intention to refer the case to the proper committee.
Senator Hermann addressed the issue of raising the High School Math unit requirements for all entering "freshpersons" at UTA from the present two units to three, (2 units algebra, 1 unit geometry), and Science from the present two units to three units, beginning with the next printing of the UTA Undergraduate Catalog, but not before 1993. In addition, he recommended changing "Other High School Courses" from the present 7 to 5 units and to notify area ISD's of these changed requirements.

Motion was made and seconded the resolution be adopted.

Vote taken, motion carried.

A gavel and plaque were presented to the outgoing Chairman. Appreciation was expressed for his able leadership.

ANNOUNCEMENTS: There were no announcements.

ADJOURNMENT: Meeting adjourned at 4:45 P.M.

Respectfully submitted:

Lana Rings
Secretary of the Faculty Senate

C. Florence Zuefeldt, Recorder