

DOCUMENTS AND MINUTES OF THE GENERAL FACULTY
AND
DOCUMENTS AND PROCEEDINGS OF THE UNIVERSITY COUNCIL

The Minutes of the University Council meeting of April 14, 1986, published below, have been prepared for the immediate use of the members of the University Council and are included in its Documents and proceedings. They are also included in the Documents and Minutes of the General Faculty for the information of the members.

H. Paul Kelley
H. Paul Kelley, Secretary
The General Faculty

MINUTES OF THE UNIVERSITY COUNCIL MEETING OF APRIL 14, 1986

The eighth regular meeting of the University Council for the academic year 1985-1986 was held in Room 212 of the Main Building on Monday, April 14, 1986, at 2:15 p.m. President William H. Cunningham presided.

ATTENDANCE.

Present: Lear L. Ashmore, Donald J. Baumann, Jr., Lance Bertelsen, Lowell J. Bethel, Julie H. Bichteler, Harold W. Billings, Shirley F. Binder, Allen H. Bizzell, David L. Bourell, J. Harold Box, Robert E. Boyer, Billye J. Brown, Ronald M. Brown, Cindy I. Carlson, Alan K. Cline, JonAnn E. Coniglio, William H. Cunningham, Wayne A. Danielson, Gerhard J. Fonken, R. LaVerne Gallman, Earnest F. Gloyna, Sheldon E. Good, Maureen M. Grasso, Alan D. Gribben, Vickie L. Hampton, Thomas M. Hatfield, Kurt O. Heinzelman, Elaine K. Horwitz, Ira Iscoe, Sharon H. Justice, H. Paul Kelley, William R. Koch, RoseAnn L. Kutschke, J. Parker Lamb, Steven W. Leslie, John C. Loehlin, Priscilla Nelson, Jack Otis, Jane E. Perelman, Shirley B. Perry, Robert A. Prentice, David J. Quan, Wayne A. Rebhorn, Thomas F. Reese, Bonnie Rickelman, Diane L. Schallert, John M. Scott, A. Donald Sellstrom, Edwin R. Sharpe, Max R. Sherman, Pamela J. Shoemaker, Gideon A. Sjoberg, Charles A. Sorber, Waneen W. Spirduso, William M. Stott, R. Craig Stotts, William O. S. Sutherland, Jr., H. Eldon Sutton, Paul J. Szaniszlo, James W. Vick, J. Robert Wills, A. Leslie Willson, Lewis R. Wiman, Robert E. Witt, Ronald E. Wyllys.

Absent: D. Blake Alexander, Terrell Blodgett, James T. Doluisio (excused), William C. Duesterhoeft, Jr. (excused), Wallace T. Fowler (excused), G. Charles Franklin, Wilma P. Griffin (excused), Robert C. Jeffrey, Gaylord A. Jentz (excused), Lorrin G. Kennamer (excused), Robert D. King, James L. Kinneavy (excused), William S. Livingston, Reuben R. McDaniel, Jr. (excused), David M. Rabban (excused), Scott L. Scarborough (excused), Martha S. Williams, Mark G. Yudof (excused).

Total members present: 65

Total members absent: 18

I. APPROVAL OF MINUTES OF MEETING OF MARCH 17, 1986 (D&P 10438-10472/
D&M 16226-16260). (APPROVED)

Minutes of the meeting of March 17, 1986, were APPROVED as circulated.

II. SECRETARY'S REPORT (D&P 10428-10435).

The Secretary's Report had been previously circulated (D&P 10428-10435).

III. DISCUSSION OF SECRETARY'S REPORT -- None.

IV. QUESTIONS TO THE PRESIDENT.

A. QUESTION CONCERNING THE RECRUITMENT OF SUPERIOR STUDENTS.

Ira Iscoe (Psychology) had requested a report on the success of recruiting superior students. President Cunningham called on Ronald M. Brown (Vice President for Student Affairs) to respond to the question.

Vice President Brown distributed copies of the U.T. Austin General Student Profile for 1985-1986 (reproduced in Attachment A) and a four-page handout (Attachment B). Of the latter, Mr. Brown said: "The top page describes graphically the changes in improvements in the number of National Merit Scholars on the campus; the top table [is] for entering freshmen, the lower table [is] for the total number of scholars. [On the second page, there is information about] National Achievement Scholars, ... a program ... also managed by the National Merit Scholarship Corporation ... for talented and gifted black students from throughout the United States. And as you can see, the number [of National Achievement Scholars] has been growing overall, although we did have a slight drop in the number of freshmen in the Fall of 1985.

"The [third] page, headed 'The University of Texas at Austin High Ability Students: Enrollment Trends,' ... gets at the heart of Professor Iscoe's question. The table on the lower portion of the page gives the percentage of new freshmen who graduated in the top 20 percent of their high school class. Not surprisingly, that percentage rose markedly when we changed the admission requirements [in] 1982. You see there was a substantial jump.

"The [last] page ... gives the percentage of new freshmen who graduated in the top 10 percent of their high school class. You can see that that [percentage] took a particularly steep rise in 1983, then came back down to 44 percent the last two years. Something that is of equal interest is the number of credit-by-examination tests submitted to the University in this same period of time, 1976-1984. You can see that there has been a steady rise in that [number]. Most importantly, we have gone from roughly 36,000 credit hours generated by this means in 1976 to almost double that, 63,000 generated last Fall. We have numerous other

data on the number of valedictorians and that sort of thing, but I think ... this tells most of the story."

Ira Iscoe said, "The record of attraction of high quality students ... is very impressive. I would point out, [however,] that when we have 300 students and we say we are next to Harvard, the Harvard entering class is about 1,200; our entering class is 6,000. So ... it is not a very good comparison, because they have a much higher percentage of Merit Scholars than we have. I do not know how we compare to other schools that we are competing with, like Michigan. I did check with U.C.L.A. I would point out for the record that we have many more Merit Scholars than U.C.L.A., which I think is good. When I asked them about it they said [that the Merit Scholars] all want to go to Stanford or Berkeley.... But I would like to know [but not today] how well we do [compared with the Universities of] Michigan and Wisconsin. The other question ... is, what do we need next? Is it money? As I have said before, I am concerned about A&M being able to offer \$6,000 right off the top to students.... I think we owe it to tradition if nothing else to make sure that we attract those students, and I know it is a tough job now with student aid being cut down. How could we best help in this particular situation?"

Vice President Brown replied: "We are on the verge of expanding some of our scholarship opportunities and, although we do hear about some of the generous offers made at A&M and other institutions, overall, I think, we are holding our own reasonably well.... I think there will be some news forthcoming in the near future which will show ... significant expansion of those opportunities even further.

"Before giving further answer to the question of how we can help, I can respond in part to your question about other institutions. As you have in front of you, we had 271 National Merit freshmen. If we skip over the smaller private institutions and [look at] Michigan State University, which I think has an enrollment somewhere in the neighborhood of 40,000 ..., they had 117 [National Merit] freshmen. The University of Michigan, which is around 36,000 or 37,000 enrollment, had 77 [National Merit freshmen]....

"[In response to your question about what else we can do], I think there is a limit to what Ms. Binder and her staff and the student paraprofessionals, and for that matter scholarships, can do. I think in the last analysis the question is what kind of education do these young people get when they arrive here. I think, for the most part, that answer is 'superb'; it is an outstanding education. I think at the same time there are problems, for example, of students not being able to get sections of courses that they want and need. I think there are problems of large classes sometimes -- not very often, but occasionally. And I think, in the last analysis, the answer to your question lies in the classroom, in the faculty member's office when advising is done, in the libraries, and in the Computation Center -- in the educational realm."

President Cunningham concluded the discussion by pointing out that he had heard remarks to the effect that U.T. Austin provided scholarships to attract National Merit Scholars, Harvard did not. He said that while that was indeed the case, it was also true that a number of outstanding institutions (e.g., the University of Chicago) that do provide scholarships attract fewer National Merit Scholars than does U.T. Austin.

B. QUESTIONS CONCERNING REMEDIAL EDUCATION.

President Cunningham called on Gerhard J. Fonken (Executive Vice President and Provost) to respond to another set of questions submitted by Ira Iscoe (Psychology). Paraphrasing, Vice President Fonken said, "The question was, ... 'What do we do by way of remedial education; what is the University's policy?' There are two answers to that. One is a technical answer, [which is,] in effect, set by the Coordinating Board. [Coordinating Board policy] permits the offering and the listing on the course inventory of a certain number of remedial courses ... by senior colleges and universities, and which permits, I believe ..., three formal credit hours of such courses to be used and reported for formula-funding; all remedial education enrollment has to be reported to the Coordinating Board. U.T. Austin has no courses on its inventory under the category 'remedial,' nor do we report any instruction at the remedial level to the Coordinating Board; so, in a technical sense, we offer no remedial courses. It is the University's policy not to offer remedial coursework.

"The second answer is more a conceptual answer, and it relates to individual views of what is remedial or what is not remedial. I rather expect that in the language departments, at least in some departments, you would find a view amongst our colleagues that the introductory course, [the] first semester course, is in a sense remedial. Students should have had that level of language education and training at some earlier point in time. But that is a debate amongst faculty. I would probably agree with that if we were talking about the historically common languages taught in the high schools -- i.e., French and German and the like.... One would be hard pressed to consider a first course in, let us say, Farsi (or something of this sort) to be necessarily remedial, or perhaps a first course in Russian, since it is not historically common to the secondary school system in the United States.

"So, to go back to my original statement, in a technical sense we offer no remedial coursework. We have none on the inventory, and it is contrary to University policy."

President Cunningham added that U.T. Austin does have "a variety of retention programs. Many of those are aimed at minority students; some are not. We will continue to provide retention programs and support, but I do not believe that is what [Mr. Iscoe was] getting at."

C. QUESTION CONCERNING THE STATUS OF COURSE-INSTRUCTOR SURVEY LEGISLATION.

Reuben R. McDaniel, Jr. (Management) had requested a report on the status of the University Council recommendations concerning the Course-Instructor Surveys -- legislation growing out of the "Kelley-Stice" and Faculty Senate recommendations. President Cunningham reviewed the provisions of the recommendations and the outcome of the pilot projects which had been conducted. He further reported, "There has been a lot of discussion about this with the deans. There has been a lot of discussion with individual faculty members. I do want to go on record as saying, as I have many times, that I strongly believe in evaluation of faculty members in response to their teaching. It is an important part of the promotion process. It should be, and in many cases is, an important part of the salary adjustment process.

"I am always concerned about how we use any individual instrument. I am always concerned about the interpretation of the percentages. I find the raw numbers much more useful to me than the percentages alone. And while I think these kinds of instruments can be misused very easily, I think they also provide a great deal of information to a lot of people.

"After saying all of that, I have decided to turn down the Kelley-Stice report for a variety of reasons, one of which is the financial consideration. A second one is that I really do believe the system that is being used in the colleges right now works probably quite well. It [might] not work [much] better if it was modified significantly. I have asked the deans this morning to submit to Dr. Fonken by May 15 a status report on exactly how they do monitor and evaluate teaching within their own colleges, and I will look forward to seeing a summary of that report. So in that sense I will turn this down.

"If the Faculty Senate chooses to bring it back up, I will be more than happy to see what they do, and be happy to review it again. But time has passed us by a little bit on this, and in that sense, I am going to turn [these] specific [recommendations] down. In no way does that ... indicate that I do not think they are important. In no way does it indicate that I do not feel faculty members should use [these instruments]. I always used them when I was teaching. In the college that I came from we had a mandated rule that you use them. But I think that is best dealt with at the college level, not at the University level."

V. SPECIAL ORDERS.

A. STATUS OF FOOTBALL INVESTIGATION.

President Cunningham said: "I [want] to bring you up-to-date ... on the football investigation. The N.C.A.A. is something I have learned a great deal about recently. You do not get a lot of fun out of these [situations]. The only fun I have really been able to have out of it so far is in several speeches I have been making across the state. One I

made in Ft. Worth recently, where I had 250 or 300 people in the audience. I got up and said, after a little story, that I thought we ought to begin with bringing the whole N.C.A.A. question right now to the group, and I wanted to get it on the table. There was just total silence; I mean you could have dropped a pin at 50 yards and you would have heard exactly how many times it bounced. I paused then for about 20 seconds to let the ... tension and interest build up, and then I said, 'We really do have the finest women's basketball team in the world.'

"The very truth of the matter is that we are undertaking this investigation in the way I think that you would like us to. We have hired outside counsel. They are doing a joint investigation with the N.C.A.A. This is a very unusual kind of practice, and I think it reflects the confidence they have in the University and the confidence they have in our outside counsel. The results of the investigation by definition go immediately to the N.C.A.A.; if it had not been a joint investigation it still would have gone immediately to the N.C.A.A. We will play this right on top of the table. There will be no coverups. And I am confident we will get to the bottom of it fairly shortly.

"I do not have any more specifically to tell you. I am sure you have read a lot about it in the newspapers. There have been some questions raised about the tactics that were used to obtain some of the data. The University has felt it was best not to comment on that and [to] get the entire investigation done. And we are doing it the way it should be [done] — with two people, and a lot of questions, and done in an attorney's office; I think that is the way the investigation ought to take place. I hope that it will be completed within two weeks; it may take three weeks."

Ira Iscoe (Psychology) asked if the President could cast any light on the timing of the N.C.A.A. investigation. President Cunningham said that he could not. He concluded his report by saying: "But the one thing I do want to assure you [is] that we will play it straight and find out what the problem is. If we have to have some medicine, we will take the medicine; we are not going to cry about it. And we will move on from there."

B. REPORT ON STUDENT PROTESTS.

President Cunningham asked Ronald M. Brown (Vice President for Student Affairs) to comment on the student protest which had occurred on the West Mall on the preceding Friday. Vice President Brown said: "Over the last 20 years or so since the protest movement of the Vietnam era, the courts have repeatedly insisted that a University does have an obligation to allow free expression of dissident ideas. But with equal frequency they have affirmed that we do have the right, and indeed the responsibility, to regulate [as] to time, place, and manner. Our rules, which are extensive (... I refer you to Appendix C of the General Information bulletin,) ... do meet, we believe fully, the tests that the courts have applied over that period of time.

"... We have ... basically two responses [to what occurred]. One is [that] we have two spaces on campus, the Union patio and the area around the East Campus fountain, that are free speech areas where anybody may gather at any time to comment upon, to rally about, to protest against any issue. Secondly, we do have a well established procedure whereby either University organizations or registered student organizations (and we have about 550 of those who have registered with the Campus Activities Office) may schedule the West Mall for a rally and demonstration. On Friday the group involved was not [an organization]; it was a loose group and was not representing, as far as we can tell, any registered student organization. The event was not scheduled. Our staff repeatedly asked [the protesters] to move to one of the free speech areas, [one of which] was just 100 feet or so away. They repeatedly refused. The situation was deteriorating, and in particular we had the circumstance of the Round-Up Parade which was coming at the other end of the West Mall; [that bore] with it the possibility of some conflict. This being the case, I made the decision (in consultation with our police and our student affairs staff) that we should remove the group [of protesters] and should remove the shanty which they had put up there. This is what we did. At the current count 35 out of the 42 [protesters] who were arrested we now have identified as students; we have proceeded already with the machinery for discipline against them. The question of civil charges against them and the non-students is pending. We have, actually, up until two years to make the decision about that...."

VI. PETITIONS - none.

VII. OLD BUSINESS - none.

VIII. NEW BUSINESS.

A. RECOMMENDATIONS CONCERNING EXPANDING THE ROLE, RESPONSIBILITY AND MEMBERSHIP OF THE FACULTY WELFARE COMMITTEE (D&P 10412-10413). (AMENDED AND APPROVED)

The first item of New Business was a set of recommendations from the Faculty Senate concerning expanding the role, responsibility, and membership of the Faculty Welfare Committee. They were presented by David L. Bourell (Mechanical Engineering), Vice Chairman of the Faculty Senate. The composition of the Committee would be changed to insure the inclusion of a faculty member specializing in health insurance and a faculty member representing one of the health professions. In addition, the Committee would be charged with preparing and distributing annually to the faculty and administration an analysis of the degree to which the University's health insurance policies meet the needs of University faculty and staff. It was also recommended that the Committee strive to increase its input into the decision-making process on health insurance at the System level. In his motion that the Council approve the recommendations, Mr. Bourell amended the wording of the Function section (D&P 10412). As amended by Mr. Bourell, the motion was as follows:

Motion: The Faculty Senate recommends to the University Council that it amend the POLICY MEMORANDA FOR THE UNIVERSITY OF TEXAS AT AUSTIN, Section 1.501, page 2, section 6, Faculty Welfare Committee, as follows:

Composition: At least seven members of the General Faculty, including a faculty member from the School of Law, a faculty member specializing in health insurance, and a faculty member representing one of the health professions.

Function: To advise the president on all matters pertaining to faculty welfare and to prepare and distribute annually to the faculty and administration an analysis of the degree to which the University's health insurance policies meet the needs of University faculty and staff.

The amended motion was seconded.

H. Eldon Sutton (Zoology), asked for clarification of the phrase "representing one of the health professions." Wayne A. Danielson (Journalism), Chairman of the Faculty Senate Committee on Medical Insurance Programs, said that the intent was that one member of the Committee should "come from" one of the health professions faculties on campus, and that a representative from the Department of Zoology would be welcome. Mr. Danielson added that the report to the Faculty Senate resulted from a two year study, and that interested members should read the 14-page report.

The amended motion was then APPROVED unanimously by a voice vote.

B. REPORT FROM THE AD HOC COMMITTEE ON CAREER PLACEMENT SERVICES (D&P 10414-10427). (AMENDED AND APPROVED)

The second item of New Business was a report from the ad hoc Committee on Career Placement Services. David J. Drum (Associate Vice President for Student Affairs), Chairman, reported that the Committee had been authorized by the Council as a result of growing concern among students that there is an inequitable distribution of career placement resources on campus. He summarized the Committee's activities and the information it had collected. The Committee had concluded that career placement resources and facilities can be improved, but felt that centralizing services was not the preferable method. The core issue is not whether the services are centralized or decentralized, but whether students have sufficient resources to conduct an effective job search. The Committee recommended:

1. That both the placement offices and the Career Center place substantial emphasis on self-placement training.
2. That the Career Center be charged with compiling a master list of organizations and company recruiters who conduct on-campus interviews.

3. That the Guide to Career Planning and Placement be condensed into a pamphlet or letter aimed at acquainting prospective employers with U.T.'s decentralized placement system. [This wording includes amendments made by David J. Drum when he presented the recommendation to the Council.]
4. That each placement office work closely with the student organizations of their school or college to ensure well-coordinated and publicized placement programs and activities, and to become better acquainted with organization members and their career concerns and interests.
5. That better use be made of alumni to help students learn about jobs and gain employment.
6. That a minimum standard of service be set for all U.T. students.
7. That a standing committee composed of career planning and placement coordinators or others designated by the Deans, chaired by a designee of the President, be created and charged with: (1) sharing career placement information; (2) encouraging coordination of career placement activities; and (3) issuing an annual report of campus placement activities to the Deans of all schools and colleges and to the President's Office.

It was MOVED and seconded that the Council approve the amended recommendations. After several questions were answered, the motion was APPROVED unanimously by a voice vote.

IX. REMAINING QUESTIONS TO THE PRESIDENT.

Kurt O. Heinzelman (English) submitted two written sets of questions for response at the next meeting of the Council. The first set concerned the disposition of English 306, who will teach it, and for how long. The second set concerned the basis for allocating faculty salary money to the various colleges and schools, the basis for determining the starting salaries at the various academic ranks, and the procedure for keeping the salary structures in the various disciplines from being too disparate.

In a belated response to a request made at the last Council meeting by David M. Rabban (Law), James W. Vick (Mathematics) expressed concern about the undergraduate English requirement. "I left [the last Council meeting] in a state of some frustration, like many ... of you perhaps did, after the debate that we had over the English proposal (which was tabled). Many of us, like myself, were quiet [when] at one point in the discussion Professor Rabban asked if anyone really had a sincere interest in this.... I think that is very misleading, because I think all of us

are concerned about it. I did not have a proposal to make; it seemed to be very much an internal debate within the English department. But it seems to me that we have a serious problem, and I do not really see a good resolution for it.

"To be specific, we face a two-semester English requirement at the present time which in our college will, without some change, be included in our next catalogue which goes to press within the next few months. Just to give you an idea of how this problem affects students, our catalogue will be the 1987-1989 catalogue, which will live until August of 1995. So we are talking about a requirement that will effectively last for a decade. I do not have a proposal to make right now to address it, but I have a sincere concern, and I think maybe others here do, that we would like to see a change or at least an option that we can institute in our colleges that could present students with a different kind of requirement in the very near future. Right now we are waiving a course [E. 346K] that is on the books, and if we take that course off ... the books (which we very likely will in our next catalogue) we will have what I would consider a very weak English requirement -- not one that most faculty members would support. I just did not want last meeting's ending with the motion being tabled to communicate the idea that most of us do not feel concern."

President Cunningham responded that he thought everyone shared Mr. Vick's concern.

President Cunningham announced that Robert E. Witt, former Chairman of the Department of Marketing Administration and Associate Dean, had been appointed Dean of the College of Business Administration.

X. ADJOURNMENT.

The meeting was adjourned at 3:05 p.m. The next regular meeting of the Council is scheduled for 2:15 p.m. on May 12, 1986, in Main Building 212.

Distributed to members of the University Council and to members of the General Faculty who want Minutes on May 7, 1986.