



Texas Tech University

LUBBOCK, TEXAS 79409 / (806) 742-3656

The Faculty Senate

March 3, 1978

TO: MEMBERS OF THE FACULTY SENATE

FROM: Clarence A. Bell, President

SUBJECT: Agenda for meeting #4, March 8, 1978

The Faculty Senate will meet on Wednesday, March 8, 1978, at 3:30 p.m. in the Senate Room in the University Center. The agenda is as follows:

I. Minutes

II. Announcements

- a. Academic Council Minutes
- b. Elections Committee - New Appointment
- c. Report on Resolution Concerning Heating, Ventilating, and Air Conditioning
- d. Report of a meeting of Presidents/Chairpersons of Faculty Senates/Councils of State Universities in Texas

III. Election Results and Determination of Lengths of Terms - Dr. Clarence Bell

IV. Request by President Mackey for a General Faculty Meeting - Dr. Clarence Bell

V. Report of Tenure Review Committee - Dr. Jacquelin Collins

VI. Faculty Merit Raises - Dr. Charles Hardwick

VII. Report of Committee on Committees - Dr. Darrell Vines

VIII. Consideration of Faculty Retirement Policies - Dr. Gary Elbow

IX. Other Business

Encl. (2)

Announcements for Meeting No. 4, March 8, 1978, of the Faculty Senate

1. Academic Council Minutes - from Meeting No. 8, February 14, 1978:

.....The council agreed to a brief statement for the Undergraduate Catalog in regard to the grade appeals policy.....

.....There was a lengthy discussion of budgeting for 1978-79. A number of issues and constraints were considered, including the need to develop faculty salary budgets within the appropriated amount for 1978-79. Another idea discussed was that of improving the relative position of faculty salary at Texas Tech with other major institutions in the state.

The question of whether it would be preferable to increase salaries with a concomitant increase in teaching loads or whether to attempt to maintain existing numbers of faculty with no improvement in relative salary status was discussed. There were questions regarding process including methods of obtaining input from faculty and chairpersons. Deans were asked to meet with chairpersons in the very near future to obtain widespread input.

Information was distributed from the Academic Affairs Office regarding various aspects of faculty load and salaries. It was pointed out that while the data were incomplete, it is the first attempt of developing an automated academic information system to provide various productivity indices. Deans were asked for suggestions for improvement of data.

Merit increases for faculty were discussed at some length. Dr. Hardwick indicated that as much evidence and justification as can be made available should be used in the selection in the merit process. He indicated that it is desirable to use peer and student evaluation within the merit increase consideration but that it is not obligatory for this year if the process has not already been initiated.

It was indicated that the range for merit increases would be from 2% to 8% of the nine month base salary. Not every faculty member can receive an increase and the maximum average by department or college cannot be established until it is determined how many FTE are to be utilized for the coming year.

Deans were asked to discuss the various budgetary options for faculty salaries with the chairpersons and to meet again on Friday, February 17.

A positive note in relation to faculty salaries is the fact that in 1978-79 the state will pay a portion of the social security costs which have previously been borne by individual employees. This amount is expected to be 5.85% of the first \$16,500.00 if an employee receives salary in that amount. It is likely that this increase will be taxable as any other income.....

2. Elections Committee

On February 20, 1978, Dr. John Reichert, Chairperson of the Elections Committee, resigned from his position on the committee. Dr. David Draper, another member of the committee, was named Chairperson and Professor Margarette Harden was appointed to fill the vacant position.

3. Following your action at the February meeting of the Faculty Senate, I wrote a letter to President Mackey urging him to place highest priority on the matter of improving the heating, ventilating and air conditioning of university buildings, and enclosed the resolution passed by the Senate. In the letter were specific recommendations for establishment of a suitable committee to study the problem as well as a specific recommendation for a Chairperson for the committee. A copy of this letter was sent to Mr. Kenneth Thompson, Vice President for Administration.

Announcements

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Two days prior to the transmittal of this letter, and without my knowledge, Mr. Thompson named a committee for this same purpose. The committee is chaired by Dr. Jerry Ramsey and the members are Dr. Duane Jordan, Dr. Don Gustafson, Mr. Fredric Wehmeyer and Mr. M.S. Buckberry.

Upon learning of the existance of this committee, I contacted Mr. Thompson. He stated that he had become aware, partly because of Senate action, of strong faculty concern about this problem and acted to meet the problem without knowledge that I was preparing to recommend the establishment of a similar committee. He assured me tht the Senate would be kept informed of all official actions and recommendations of the committee.

I believe that the will of the Senate has been perceived and understood by the administration and that the establishment of Mr. Thompson's committee is a proper initiation of activities toward an alleviation and possible solution of the problem.

4. On February 24, 1978, in Austin, Texas, as your Senate President, I attended a meeting of Presidents or Chairpersons of Faculty Senates or Councils at state universities in Texas. Representatives of 28 universities were invited and 20 attended. This meeting was the first such meeting to be held, to the best knowledge of the participants. Many matters of mutual interest were discussed and it was decided to hold another meeting of Presidents or Chairpersons next year.

TERMS OF OFFICE OF NEW SENATORS

Representation	No. of Senators	Term begins, 1978	Term ends, May
At-Large	3	May 14	1981
Ag	1	March 8	1980
	2	March 8	1981
A&S	7	March 8	1979
	8	March 8	1980
	6	March 8	1981
	1	May 14	1981
BA	1	March 8	1980
	1	March 8	1981
Ed	1	March 8	1979
	1	March 8	1980
	1	May 14	1981
Eng.	1	March 8	1979
	2	March 8	1980
	2	March 8	1981
H.E.	1	March 8	1979
	1	March 8	1981
Law	1	March 8	1979

TEXAS TECH UNIVERSITY
FACULTY SENATE
1978-79
MARGARET E. WILSON, PRESIDENT

Joe Adamcik (Chemistry) 1980	Clara McPherson (Food & Nutrition) 1981
Theodor Alexander (German/Slavic Lang.) 1979	Herschel Mann (Business Administration) 1981
B. L. Allen (Plant & Soil Sciences) 1980	** Shamus Mehaffie (Education) 1981
Wendell Aycock (English) 1980	Marion Michael (English) 1979
Helen Brittin (Food & Nutrition) 1980	Joe Mogan (English) 1979
Valerie Chamberlain (Home Economics Education) 1979	Robert Morris (Classical/Romance Lang.) 1981
Duane Christian (Education) 1979	Otto Nelson (History) 1979, Vice President
David Cummins (Law) 1979	Ben Newcomb (History) 1979
Dale W. Davis (English) 1979	Harley Oberhelman (Classical/Romance Lang.) 1980
** Charles Dale (Business Law) 1981	Mary Owens (HPER) 1979
Paul Dixon (Education) 1981	Neale Pearson (Political Science) 1980
James R. Eissinger (Law) 1980	John D. Reichert (Electrical Engr.) 1979
Gary Elbow (Geography) 1980, Secretary	Michael K. Rylnader (Biological Sciences) 1980
Edward George (Classical/Romance Lang.) 1980	Darryl Sanders (Entomology) 1981
John Gillas (Music) 1980	Elizabeth Sasser (Architecture) 1980
Leon Higdon (English) 1981	Henry Shine (Chemistry) 1981
John R. Hunter (Range & Wildlife Mgmt.) 1980	Milton Smith (Industrial Engr.) 1981
Harry Jebson (History) 1979	Virginia Sowell (Education) 1980
Cliff Keho (Civil Engr.) 1979	Michael Stoune (Music) 1981
Charles Kellogg (Mathematics) 1981	George Tereshkovich (Plant & Soil Science) 1979
Hong Y. Lee (Ag. Economics) 1981	Roger Troub (Economics) 1981
** Louise Luchsinger (Marketing) 1981	Darrell Vines (Electrical Engr.) 1979
Vincent Luchsinger (Management) 1980	Charles Wade (Business Administration) 1979
James R. McDonald (Civil Engr.) 1981	Fred Wagner (Engr. Technology) 1980
Richard McGlynn (Psychology) 1980	John Walkup (Electrical Engr.) 1980
Richard McCowan (Music) 1980	Peggy Williams (HPER) 1981
Thomas McLaughlin (Mathematics) 1980	Ruth Wright (Political Science) 1979

** At-Large Senators