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 with 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 MacCey 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.
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 existence 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 that 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

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

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

** At-Large Senators