

3/10/80

Minutes of the March 10, 1980 Meeting

Select Committee to Investigate Faculty Salaries & Related Matters.

Members present Angelotti (for Thomas), Cain, Cummins, Elobw (for Strauss), Turian, and Volz. Allen was absent because of other university business.

At the request of Associate Vice-President for Academic Affairs, Len Ainsworth, the committee discussed possible ways of distributing the approximately 5.1% salary pool for 1980-81. After considerable discussion of the relative merits of allocating the funds as across the board increases to all faculty or as merit, Cummins moved that the pool be distributed 100% across the board. He stated since there was such a discrepancy between salary increase money and the rate of inflation and since even the merit funds would not allow people to catch up with inflation, hence not be more than a token expression of reward for merit, it would be best to distribute the funds across the board. The manner of distribution, either by a fixed percentage or incremental percentages, was left to the discretion of the administration.

The motion passed 3 for and 2 against. Votes for were Cummins, Cain, and Volz, against were Angelotti and Turian. Elbow chaired the meeting and did not vote.

The committee then discussed whether or not it had or would be able to comply with its charge from the Faculty Senate. It was generally agreed that the committee had drifted away from the Senate charge and that it would be difficult to comply in the near future. It was pointed out that if appropriate data were available, the Senate as a whole could probably make rational decisions regarding ways of improving the salary situation without the need for involving a committee. It was further noted that the Select Committee was being called upon to represent the faculty in areas which were possibly more appropriate for the Academic Budget Council. A final point raised was that, given the unsettled nature of the university administration with the impending arrival of Dr. Cavazos as President, it would probably not be helpful to make recommendations on budgetary matters until more is known of the directions of the president will take.

The Committee agreed for these reasons to disband indefinitely.

RESOLUTION

BE IT RESOLVED:

That the Faculty Senate create a SELECT COMMITTEE TO INVESTIGATE THE STATUS OF FACULTY SALARIES AND RELATED MATTERS. The charge of this committee is to examine the status of the faculty salaries at Texas Tech University for the purpose of preparing recommendations for presentation to the Senate. In order successfully to carry out its charge, the Committee may examine the status of course load distributions; departmental and college course listing; current University and Coordinating Board rules pertaining to cross-listings of courses, team teaching, and related matters; the distribution and productiveness of graduate and undergraduate courses and programs; and such additional matters directly or indirectly related to faculty salaries and their allocation. The Committee is to report/periodically on its activities and to prepare a final report stating its findings and recommendations for submission to the Senate. The Committee shall consist of 5 members, nominated by the Committee on Committees and approved by the Faculty Senate.

The Committee is expected to work in cooperation with the Academic Budget Council, the Office of the Vice-President for Academic Affairs, the Office of the Vice-President for Finance and Administration, and such other University offices and committees as may be appropriate.

Select Committee to Investigate the Status of Faculty Salaries & Related Matters

Membership:

B. L. Allen, Agriculture

Dan Benson, School of Law

William G. Cain, College of Business Administration

Monty J. Strauss, College of Arts & Sciences, *Chairperson*

Stephen B. Thomas, College of Education

Raffi M. Turian, Chemical Engineering

Ruth Volz, College of Home Economics