

## M I N U T E S

The Faculty Senate met Wednesday, March 8, 1978 in the Senate Room of the University Center with Clarence A. Bell, President, presiding. Present were: Brittin, Burford, Collins, Davis, Eissinger, Elbow, Hunter, Keho, Kimmel, McGowan, Nelson, Pearson, Sasser, Smith, Strauss, Tereshkovich, Vines and Wilson. Wade was absent because of other business. Also present were the recently elected senators: Dale, Mehaffie, Cummins, Allen, Sanders, McDonald, Reichert, Smith, Wagner, Walkup, Chamberlain, McPherson, Christian, Dixon, Sowell, Adamcik, Alexander, Aycock, George, Gillas, Jebson, Kellogg, McGlynn, McLaughlin, Michael, Mogan, Morris, Newcomb, Oberhelman, Owens, Rylander, Troub, Williams and Wright. Guests included Charles Hardwick, Vice President for Academic Affairs; Richard Klocko, Director of Personnel Relations; Kim Hovden, University Daily; David Draper, Chairperson of the Election Committee; and Yolanda Casarez, assisting Draper.

Bell convened the meeting at 3:30 p.m. and recognized the guests.

### I. MINUTES OF THE FEBRUARY 8, 1978 MEETING

Vines moved approval of the minutes as distributed. Davis seconded. The motion was approved by a voice vote.

### II. ANNOUNCEMENTS

#### 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%

Announcements -- continued

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.....

from meeting No. 9, February 28, 1978:

..... The development of the 1978-79 budgets for faculty salaries, departmental operating expense and instructional administration was discussed at some length. Materials related to budget development were distributed from the Academic Affairs Office.

The development of the faculty salary items for 1978-79 include calculation of a 3.4% increase amount for existing faculty. It was indicated that if FTE are reduced for the coming year the funds thereby released may be used within the colleges for additional salary increases within the 2-8% range.

There was a question regarding local income from enrollments, toward the need for determining how much the financial picture of the University is affected by the under realization of local income through tuition and other fees.

There was an additional suggestion that the computer center be funded to the extent that equipment rental and major contracted salaries be provided and that direct charges be made to user departments to recover other necessary funds. This would require redistribution of funds to departmental operating expense and payment for services rendered.

The instructional administration and departmental operating amounts allocated essentially contained only those additional requirements for increased salaries. With continuing inflation this will likely mean some reduction in purchased goods and services for 1978-79 in comparison with 1977-78.

## 2. Elections Committee

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

3. Following the Faculty Senate action at the February meeting, Clarence Bell 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 -- continued

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

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

Bell believes 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, Clarence Bell 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.

III. ELECTION RESULTS AND DETERMINATION OF LENGTHS OF TERMS - Clarence Bell

Faculty Senate elections have been completed and no run-off elections were necessary. Three hundred and ninety-six ballots were received, which is about 51% of the voting faculty. Bell read the names of the newly elected Senators and asked each to stand as his/her name was read by way of introduction. He introduced the continuing members in the same manner. The lengths of the terms of office of the newly elected Senators were determined by lot by David Draper, Election Committee Chairperson, with the help of Yolanda Casarez. The terms of office of the at-large senators and the senator from the School of Law were determined earlier. (See enclosed list of Faculty Senate members.)

IV. REQUEST BY PRESIDENT MACKEY FOR A GENERAL FACULTY MEETING - Clarence Bell

A letter from President Mackey requesting a meeting of the faculty has been received and arrangements have been made for such a meeting on THURSDAY, APRIL 27, 1978, at 3:30 p.m. in the UNIVERSITY CENTER THEATRE.

V. REPORT OF THE TENURE REVIEW COMMITTEE - Jacquelin Collins

The committee is almost finished to the point that a document will be distributed to the Senate, the President of the University, and the Tenure and Privilege Committee soon. All three of the above named groups will have the right to express opinions, and make recommendations; after which the Tenure Review Committee will receive and consider all comments before making final recommendations to the President. If he approves the document at this stage, it must then come back to the faculty for formal

and final approval. The President can then send the document to the Board of Regents for their action. Collins does not anticipate that this matter will be presented to the faculty this semester.

VI. FACULTY MERIT RAISES - Charles S. Hardwick

Hardwick felt there is an urgent need to get Tech salary averages at par with other institutions in the state. He anticipates that a pool of 3.4% of the nine month base salary will be distributed to each college for use next year in awarding merit increases to the returning faculty. Deans may use their discretion about which returning faculty members within their departments should receive merit salary increases ranging from 2 to 8%. In response to a question, Hardwick replied that deans have not been instructed to limit the number of merit raises. It will have to be decided whether to give a large number of faculty small raises or to be highly selective and give a small number of faculty larger raises and certainly not every faculty member can expect a salary increase other than the across-the-board increase to the entire faculty effective at such time that the state begins paying the social security tax. In response to another question, Hardwick confirmed that there is no "cost of living" raise budgeted. Another question concerned whether deans and chairpersons had been instructed to obtain faculty input concerning the various options available regarding the distribution of merit increases. Hardwick agreed that they were so instructed. Members of the Faculty Senate were polled as to whether their departments had provided for "satisfactory" faculty input into the questions involved in merit increases for next year. Approximately 40% indicated in the affirmative. Hardwick continued by explaining that factors determining the figure of 3.4% available for increases included the repayment of a \$218,000.00 loan made last year to supplement the amount appropriated for faculty salary increases, the upgrading of teaching positions, new teaching positions in growing areas, and a large ratio of FTE faculty.

VII. REPORT OF COMMITTEE ON COMMITTEES - Darrell Vines

Vines distributed copies of the charge of the Academic Budget Council, which the Committee on Committees proposed to replace the Faculty Senate Committee, the Budget Advisory Committee. The primary difference in the Budget Advisory Committee and the Academic Budget Council is the method of selection of members. To be consistent with the rest of the University Committees/Councils, the President will make appointments from a slate nominated by the Senate. Vines moved, on behalf of the Committee on Committees, that the charge of the Academic Budget Council be approved as distributed. Hunter seconded. The motion carried by a voice vote.

VIII. CONSIDERATION OF FACULTY RETIREMENT POLICIES - Gary Elbow

Elbow felt that inequities or the potential for inequities may exist in the deferment of retirement of professors past the usual retirement age. His opinion was based partly on conversations with Orlo Childs, Chairperson of the Benefits and Retirement Committee, who expressed the feeling that it would be appropriate for the Senate to create an ad hoc committee to consider the entire matter of retirement policies at Texas Tech. Elbow stressed that Child's opinions were his personal opinions and not necessarily those of the Benefits and Retirement Committee. Elbow moved that the Faculty Senate establish such an ad hoc committee.

Sasser seconded.

Through general discussion of the matter it became apparent that the Faculty Senate felt that the Benefits and Retirement Committee should consider this matter, if it so chose. Elbow's motion was defeated.

Newcomb moved that the matter be referred to the Benefits and Retirement Committee for consideration along with the request that the Benefits and Retirement Committee report on the matter to the Faculty Senate at the April 12, 1978, meeting. Jebson seconded. Newcomb's motion carried.

IX. OTHER BUSINESS

Jacquelin Collins reported on his activities as a member of the Coordinating Board's Advisory Committee on Faculty Workloads and Small Classes.

The committee was appointed by the Coordinating Board to advise it regarding its compliance with legislation requiring the reporting of faculty assignments to governing boards and the limiting or forbidding the teaching of small classes. He reported that the committee was on the point of approving a preliminary report and that after public hearings, probably in April, there would be a final report written during the summer and fall. The substance of the preliminary report would contain a recommendation that the guidelines of the Coordinating Board to the various institutions be general, authorizing the separate colleges and universities to write their own regulations and standards of faculty workloads. These regulations and standards would have to be reviewed and approved by the Coordinating Board, and semester reports on faculty assignments and workloads would be made to governing boards and be monitored by the Coordinating Board to see that they were in compliance with the institutions' own established regulations. The advisory committee was recommending that the semester-hour standard with its numerous equivalencies be abandoned and that the idea of faculty working a forty hour week be substituted. Regarding small classes, the advisory committee was recommending that the Coordinating Board approach the next legislature to see that some degree of flexibility be restored and to see that the prohibition of formula funding of small organized classes be removed.

The meeting adjourned at 5:25 p.m.

Respectfully submitted,



Roland E. Smith, Secretary  
Faculty Senate

/gf

# FACULTY SENATE

Joe Adamcik(Chemistry) 1980	**Shamus Mehaffie(Education) 1981
Theodor Alexander(German/Slavic Lang.) 1979	Marion Michael(English) 1979
B. L. Allen(Plant & Soil Sciences) 1980	Joe Mogan(English) 1979
Wendell Aycock(English) 1980	Robert Morris(Classical/Romance Lang.)1981
Clarence A. Bell(Mechanical Engr.) 1978	Otto Nelson(History) 1979
Helen Brittin(Food & Nutrition) 1980	Ben Newcomb(History) 1979
Charles Burford(Industrial Engr.) 1978	Harley Oberhelman(Classical/Romance Lang.)1980
Valerie Chamberlain(Home Economics Ed.) 1979	Mary Owens(Physical Education) 1979
Duane Christian(Education) 1979	Neale Pearson(Political Science) 1980
Jacquelin Collins(History) 1978	John D. Reichert(Electrical Engr.) 1979
David Cummins(Law) 1979	Michael K. Rylander(Biological Sciences) 1980
Dale W. Davis(English) 1979	Darryl Sanders(Entomology) 1981
**Charles Dale(Business Law) 1981	Elizabeth Sasser(Architecture) 1980
*Paul Dixon(Education) 1981	Henry Shine(Chemistry) 1981
James R. Eissinger(Law) 1980	Milton Smith(Industrial Engr.) 1981
Gary Elbow(Geography) 1980	Roland Smith(Political Science) 1978
Edward George(Classical/Romance Lang.) 1980	Virginia Sowell(Education) 1980
John Gillas(Music) 1980	*Michael Stoune(Music) 1981
Leon Higdon(English) 1981	Monty Strauss(Mathematics) 1978
John R. Hunter(Range & Wildlife Mgmt.) 1980	George Tereshkovich(Plant & Soil Science)1979
Harry Jebesen(History) 1979	Roger Troub(Economics) 1981
Cliff Keho(Civil Engr.) 1979	Darrell Vines(Electrical Engr.) 1979
Charles Kellogg(Mathematics) 1981	Charles Wade(Business Administration) 1979
Panze Kimmel(Education) 1978	Fred Wagner(Engr. Technology) 1980
Hong Y. Lee(Ag. Economics) 1981	John F. Walkup(Electrical Engr.) 1980
**Louise Luchsinger(Marketing) 1981	Peggy Williams(Physical Education) 1981
Vincent Luchsinger(Management) 1981	Margaret Wilson(Physical Education) 1979
James R. McDonald(Civil Engr.) 1981	Ruth Wright(Political Science) 1979
Richard McGlynn(Psychology) 1980	
Richard McGowan(Music) 1980	
Thomas McLaughlin(Mathematics) 1980	
Clara McPherson(Food & Nutrition) 1981	
Max Manley(Education) 1978	
Herschel Mann(Business Administration) 1981	

\*\* Recently elected At-Large Senators whose terms of office will begin on May 14, 1978.  
 \* College representatives whose terms of office will begin on May 14, 1978.