

The Faculty Senate met on Wednesday, October 10, 1979 at 3:30 p.m. in the Senate Room of the University Center with Gary Elbow, President, presiding. Senators present were Adamcik, Anderson, Aycock, Bell, Blaisdell, Blackburn, Brittin, Collins, Dale, Dixon, Eissinger, Gillis, Gipson, Harris, Hunter, Kellogg, Kimmel, Lee, L. Luchsinger, McGlynn, McGowan, McLaughlin, McPherson, Masten, Morris, Oberhelman, Pearson, Rylander, Sanders, Sasser, Schoen, M. Smith, R. Smith, Sowell, Stewart, Stoune, Troub, Wagner and Williams. Absent because of University business or pressing personal matters were Allen, Filgo, Gundersen, Higdon, V. Luchsinger, McDonald, Shine, Volz and Walkup.

Guests included Lawrence L. Graves, Interim President, TTU; Frank Wright, TACT; Len Ainsworth, Associate Vice President for Academic Affairs; Clyde Westbrook, Budget Office; Dan Williams, Assistant Vice President, Financial Services; Robert Warren, Range & Wildlife Management and Ruthann Brockway, Avalanche Journal.

SUMMARY OF BUSINESS TRANSACTED

The Faculty Senate

1. Heard Dr. Lawrence L. Graves, Interim President, speak on the state of the University
2. Heard comments from Dr. Gary Elbow, President, Faculty Senate relating to the faculty's response to the Senate's questionnaire asking for opinions, concerns and matters which the faculty considers most urgent and of the greatest interest and importance
3. Moved to send the final report of the ad hoc Van Committee back to the committee for minor revisions
4. Directed the Academic Affairs and Status Committee to place in the Senate Office a summary of the recently compiled data relating to merit pay raise procedures within departments and areas and to send Deans, Chairpersons, etc., copies of this information
5. Heard a report on the reallocation of faculty salary monies and voted to urge the administration to use all allocated faculty salary monies for faculty salaries
6. Voted to establish a committee to develop recommendations for improving faculty salaries
7. Heard a resolution relating to the use of radio equipment donated to Mass Communications, but delayed action on the resolution because of the lack of a quorum
8. Was presented data in response to a request from Henry Shine on faculty salary increases, with a comparison of increases within the colleges and schools of this University.

Elbow called the meeting to order at 3:35 p.m. and asked permission of the Senate to consider agenda item #2, Remarks to the Senate by Interim President of Texas Tech, Lawrence L. Graves, as the first order of business so that Graves might be free to keep another appointment. Hearing no objection he introduced Graves.

Graves began his remarks by stating that he felt that the University is basically in sound condition. He discussed the present state of the University, its needs, problems, and challenges. It was his feeling that major universities --Harvard, Yale, Princeton, Berkeley, and so on--have several things in common. Two points, he explained, are particularly important.

I. Remarks to the Senate, Dr. Lawrence L. Graves, Interim President continued.....

1) These universities have very solid liberal arts cores--all major universities have such a core, the base from which the student enters the professional schools.

2) Major universities have a very large budget: roughly \$450 million at Stanford, nearly \$400 million at Wisconsin, over \$300 million for Harvard. Tech's annual budget (including the medical school) is about \$106 million.

He felt that Tech does an excellent teaching job. It has a graduate and research program geared to the resources that it has and is improving in this area yearly. The best faculty possible is being secured.

Graves said that Tech is attempting to proceed toward definite goals and objectives; the greatest need now is improvement in faculty salaries. A fund-raising campaign to finance endowments and so forth is about to begin, and this effort should free some state money for faculty salaries, faculty travel, instructional equipment, etc.

Some of the problems which Graves pointed out involved the teaching hospital, funds for instructional equipment and the renovation of buildings and other facilities. He said that the hospital is Tech's most serious problem because of its relationship to the medical school. Affirmative Action, he said, will become increasingly important. The integration of women into various activities and provisions for the handicapped are areas that need attention.

Graves felt that the Faculty Senate should represent the views of the faculty to the administration and that there is a need for a continuing flow of information from faculty to administration. Through the committee structure the Senate is involved in various administrative decisions. He said that the Budget Advisory Committee should be kept well informed and involved in the making of the new budget next year and that the Faculty Senate is making steady progress in its ability to be of real assistance to the administration.

Graves stated that Tech's president will be its representative before the public and the legislature; that person, he said, should be one who understands this institution, its capabilities, its limitations and its resources and one who will build upon the existing base which Tech has.

In response to questions from Senators concerning affirmative action, Graves said that there are many problems involving affirmative action and that recruitment committees greatly influence affirmative action. He reminded the Senate that faculty members recruiting colleagues should be certain that the person recruited is coming on merit, regardless of sex, race and so forth. Graves said that the University is presently seeking an affirmative action officer, but that the position will probably not be filled until after the new president is selected.

Graves was asked whether there is a means by which the faculty evaluates the administrative officers, and, if not, what is being done toward implementing such a policy. Graves said that this should be taken up with the new president and that this person's attitude concerning the matter will greatly influence the degree to which such evaluation is pursued.

I. Remarks to the Senate, Dr. Lawrence L. Graves, Interim President continued.....

Graves was asked what Tech is doing about the governor's mandate to reduce the number of staff at institutions of higher learning by 5%. He replied that the office of the Vice President for Financial Services is presently analyzing Tech's situation in this matter and that the wording of the mandate is unclear.

In response to a question about the Media Center, Graves said that a small budget is set up for the center and that a director is being sought. A subcommittee is working on a plan of action and hopes that by summer the center will actually be in business and be able to give specific assistance in such things as repairs. The goal for the beginning of full operation is Fall, 1980.

Following the questions, Elbow recognized several other guests: Clyde Westbrook, Budget Office; Dan Williams, Vice President for Financial Services; Frank Wright, State Executive Director of TACT; Len Ainsworth, Associate Vice President for Academic Affairs; Ruthann Brockway, Avalanche Journal; and Robert Warren, Range & Wildlife Management.

II. MINUTES OF THE SEPTEMBER 12, 1979 MEETING

Elbow noted one correction to the minutes. Henry Shine's absence from the September 12, 1979 meeting occurred because of University business. Hearing no other corrections, Elbow asked for a motion approving the minutes as amended. McPherson moved the approval of the minutes as corrected. The motion carried.

III. COMMENTS ON SENATOR'S RESPONSES TO QUESTIONNAIRES - Elbow

Elbow reported that approximately twelve to thirteen percent of the total faculty at Tech responded to the questionnaire mailed to the faculty. A large number of those responses reflected concern about the fact that salaries at Texas Tech are lagging behind those of other universities. Low faculty morale and the need for Tech's faculty to take a strong stand with the administration and to make its desires and feelings known were also concerns expressed in the responses. Elbow explained that it is important for Senators to seek specific ideas from their colleagues in order to find out what members of the faculty would like to see the Senate consider. He said that the Senate is already dealing with some of the problems brought up in the questionnaires (such as faculty salaries and affirmative action).

IV. ACTION ON THE FINAL REPORT OF THE AD HOC VAN COMMITTEE - Elbow

Schoen moved that the Senate endorse this report and that it be forwarded to the Office of the Vice President for Academic Affairs. Darryl Sanders, Entomology, commented that the report was excellent and reflected a great deal of work on the part of the Committee. However, he along with John Hunter, Range & Wildlife Management; and Jack Gipson, Plant & Soil Science, voiced opposition to the fact that the report categorized vehicles belonging to the College of Agriculture (which were purchased with non-state funds) as parts of the motor pool. Adamcik suggested that the ad hoc committee refine the report so that it would reflect the purpose of vehicles purchased with non-state funds and that it clarify the paragraph referring to the use of vehicles by disabled persons. Schoen's motion was changed to include these suggestions and the report was sent back to the ad hoc committee for these changes in wording.

V. REPORT OF THE ACADEMIC AFFAIRS AND STATUS COMMITTEE ON ISSUES RELATED TO MERIT
PAY INCREASES - Hong Lee

Hong Lee recognized other members of the Academic Affairs and Status Committee: Mike Bobo, Louise Luchsinger, Earlene Paynter, Clara McPherson, George Peng and Virginia Sowell. He then briefly explained the questionnaire concerning merit pay raise procedures that was sent out last March to deans, area coordinators and chairpersons. The questionnaire went to each of sixty-one departments and areas; of the sixty-one academic areas or departments, fifty-nine were expected to respond, and fifty-seven responded. Six responses were received from deans or associate deans. Thus, there was a 97% response. According to information compiled, 33% of the respondents gave all of their faculty increases in salary; 70% utilized formal procedures for granting merit pay raises; and the aggregate weights for categories evaluated in granting merit raises were: teaching-43%, research-35%, services to TTU-14%, community service-5%, and other-3%. The committee is now working on a questionnaire to survey the general faculty.

Adamcik moved that the Senate direct the Academic Affairs and Status Committee to place on file in the Faculty Senate office a summary of the data compiled and that this data be made available to faculty members on a short term basis for their review and/or copying. Adamcik's motion carried.

Kimmel moved that a summary of the results of this report be sent to each chairperson, area coordinator and dean on campus, other than those in the medical school. Kimmel's motion carried.

R. Smith expressed appreciation to the Academic Affairs and Status Committee for their time and effort in compiling this report. The Senate endorsed Smith's statement of appreciation.

VI. REPORT ON THE REALLOCATION OF FACULTY SALARY MONIES - Jacq. Collins

Collins reported that, after having learned that a certain amount of money is appropriated each year for faculty salaries, a certain amount budgeted, a certain amount expended and that the amount expended is traditionally less than the amount budgeted or appropriated (the question was raised at the September 12, 1979 Faculty Senate meeting concerning what happens to the faculty salary money that is not spent during the year it is budgeted), he contacted Clyde Westbrook, Texas Tech Budget Officer, and Dan Williams, Vice President for Finance and Administration, about the matter. Westbrook and Williams provided the following information regarding the amounts appropriated, budgeted and expended on faculty salaries.

Fiscal	Amount Appropriated	Amount Budgeted	Amount Expended	Remainder Reallocated
1975-76	\$18,743,926	\$18,802,163	\$18,432,962	\$310,964
1976-77	20,019,813	20,109,227	19,639,328	380,475
1977-78	20,863,044	21,091,176	20,428,422	434,622
1978-79	21,577,741	21,577,741	21,333,660	244,081
1979-80	22,608,896	22,708,896		

VI. Report on the Reallocation of Faculty Salary Monies continued.....

Collins pointed out that these figures are not final because changes occurring late in the fiscal year, which ended August 31, 1979, may not yet be reflected. He then asked Westbrook and Williams to comment about the procedures that are now being used for budgeting. Westbrook explained that it is impossible to expend the exact amount appropriated or budgeted. He gave several reasons for this situation. Faculty die, move away, or change their plans, and, for these reasons money remains at the end of the year. Money not expended during one year only cannot be rebudgeted in a way that it becomes a permanent commitment to increase the base amount needed the following year. Such money is reallocated. If it were not, it would revert to the state Comptroller and be lost to the University. The money could be spent on salaries, but, if it were, social security payments would have to be made from that fund, and normally social security payments are made from a separate account in the Comptroller's office which the state provides for that purpose. The University has to this point decided that the amounts reallocated from unexpended faculty salaries can more efficiently be given to other projects. It is not possible to say exactly where the money goes since it is added to funds coming from many other sources and the total amount is then expended in many places. Legislation forbids the reallocation of unexpended faculty salary monies for Faculty Development Leaves.

Following this explanation Westbrook and Williams said that they were available to answer Senators' questions and to explain reallocation further. They said that the reallocation process is a means provided by the Legislature through which the University can avoid having monies lapse or go back into the state treasury. Without this process the monies shown in the Remainder Reallocation column would revert back to the state treasury. The possibility of giving this money to the faculty in the form of a bonus was discussed.

A lengthy discussion about the University's methods of budgeting revealed that the Senate felt that major improvement is needed in the budgeting process at Tech.

Bell moved that the Faculty Senate go on record as urging the administration to spend all allocations of faculty salary monies on faculty salaries to the maximum extent permitted by law. The motion carried, nineteen for, eleven opposed and one abstention.

VII. RESOLUTION ESTABLISHING A SELECT COMMITTEE TO DEVELOP RECOMMENDATIONS FOR IMPROVING FACULTY SALARIES - Collins

Collins moved that the Senate endorse and forward to the Chairperson of the Committee on Committees the following 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

VII. Resolution Establishing a Select Committee to Develop Recommendations for Improving Faculty Salaries continued.....

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.

After a very brief discussion Collins' resolution passed unanimously.

VIII. RESOLUTION IN RESPONSE TO A UNIVERSITY DAILY ARTICLE REPORTING ON THE USE OF RADIO EQUIPMENT DONATED TO MASS COMMUNICATIONS - Richard McGowan

McGowan moved that the Faculty Senate endorse the following resolution and that the resolution then be forwarded to the office of Interim President Lawrence Graves with a copy to the office of the Vice President for Academic Affairs, Charles Hardwick. He spoke briefly in favor of the resolution saying that the quality of broadcasting from the campus station is a matter of concern to a number of faculty members and that the interest of the Faculty Senate in the matter and the forwarding of the resolution would possibly add emphasis to proposals currently being considered by the administration.

RESOLUTION

In response to the article in the University Daily "Tech Receives Audio Equipment" (9/28/79) raising the prospect of future Texas Tech University affiliation with National Public Radio (NPR), and

whereas Texas Tech University has the obligation and responsibility to improve the quality of life and expand the cultural and intellectual horizons of its students, and

whereas Texas Tech University has the obligation and responsibility to lead in providing cultural and educational services to the Lubbock community and the region at large, and

whereas the in-depth news, public affairs, Classical music, and other broadcasts presented by NPR could enrich the cultural and intellectual climate of the University and this region of West Texas, and

whereas many universities and communities in this State and in the Nation as a whole have taken advantage of the opportunities provided by NPR (e.g., KTEP, El Paso; KENW, Portales; KUNM, Albuquerque; KUT, Austin; KAMU, College Station; KETR, Commerce; and stations in Houston, Dallas, Beaumont, and Killeen),

We, the Faculty Senate, for the good of the students and faculty at Texas Tech University and the citizens of the greater Lubbock community, urge the University to establish an affiliation with National Public Radio.

VIII. Resolution in Response to a University Daily Article Reporting on the Use of Radio Equipment Donated to Mass Communications continued.....

McLaughlin questioned whether or not a quorum was present. Elbow reminded the Senators that no action could be taken on the resolution on the floor because of the lack of a quorum. A vote on the resolution was delayed until the next Senate meeting.

Before adjourning, President Elbow called attention to figures which he received from Henry Shine.

Nine Months Budget

	1978-79 salaries <u>a</u>	Increase from 1978-79	Actual % represented by increase	5.97% increase
Ag Sci	1,384,139	119,983	8.67	82,633
A & S	10,670,960	476,658	4.47	637,056
BA	1,727,974	168,090	9.73	103,160
Ed.	1,278,546	35,879	2.81	76,329
Engr.	2,590,570	256,265	9.89	154,657
HE	1,122,635	40,252	3.58	67,021
Law	722,000	66,690	9.24	43,103
	<u>19,496,824</u>	<u>1,163,817</u>	<u>5.97</u>	<u>1,163,959</u>

- a) Calculated by deducting the increase over 1978-79, from salaries for 1979-80.
See Administration's data in the minutes of the September 12, 1979 Senate meeting.

Elbow then quoted Shine's letter as saying that, at the May 9, 1979 Faculty Senate meeting, Shine had said to Hardwick that raises, promotions and upgradings in some colleges were being made at the expense of other colleges. Shine further said, in his letter, that the inequalities in percentage increases, although they may in part represent the economic facts of life, could also represent the setting of priorities for academic excellence. In his letter Shine said that he does not know how the overall 5.97% increase rather than 5.1% was determined. He said that maybe the Administration can explain or refine his calculations. Shine also thought that perhaps the Administration could explain to the faculty the inequalities in his column 4.

After a brief discussion of Shines's information the meeting adjourned at 6:05 p.m.

Respectfully submitted,

Wendell Aycock
Wendell Aycock, Secretary
Faculty Senate

The officers of the Faculty Senate have been requested to publish a periodic reminder to the faculty that Senate meetings are open and that interested faculty are encouraged to attend as often as they wish.