

Minutes
Faculty Senate Meeting #20
January 16, 1980

The Faculty Senate met on Wednesday, January 16, 1980 at 3:30 p.m. in the Senate Room of the University Center with Gary Elbow, president, presiding. Senators present were Adamcik, Allen, Anderson, Aycock, Bell, Blackburn, Blaisdell, Brittin, Collins, Dale, Dixon, Filgo, Finn, Ford, Gillis, Gipson, Harris, Higdon, Hunter, Kellogg, Kimmel, Lee, L. Luchsinger, V. Luchsinger, McDonald, McGlynn, McGowan, McGuire, McLaughlin, Masten, Morris, Oberhelman, Pearson, Rylander, Sanders, Sasser, Schoen, R. Smith, Sowell, Stewart, Stoune, Troub, Volz, Wagner, Walkup, and White. McPherson and Williams were absent because of illness. Shine is on Faculty Development Leave for the spring semester. Absent because of other university business was Eissinger, Gundersen, and M. Smith.

Guests included Charles Hardwick, Vice President for Academic Affairs; Dan Tarpley, University News and Publications; Andrea Sledge, College of Education; Ruthann Brockway, Avalanche Journal; and Donna Rand, University Daily.

SUMMARY OF BUSINESS TRANSACTED

The Faculty Senate

1. Heard Elbow read the portion of Michael Mezack's letter which said that Channel 5 is not experiencing financial difficulties and that KTXT-TV would, with sufficient extra support, be able to house an NPR station
2. Heard Elbow comment on the Personnel Reduction Plan that has been referred to one of the recently established Faculty Senate Study Committees for their consideration and recommendations
3. Heard Charles Hardwick comment on his memorandum, dated October 24, 1979, entitled "Responsibility for Public Statements"
4. Heard Hardwick's comments on faculty salaries and merit pay increases
5. Heard Hardwick report on the search for the Director of the Media Center
6. Heard a report from the Committee on Committees
7. Heard Announcements.

Elbow called the meeting to order at 3:35 p.m. and recognized guests.

I. MINUTES OF THE DECEMBER 12, 1979 MEETING

Kimmel moved that the minutes of the December 12, 1979 meeting be approved as distributed. The motion carried.

II. CORRESPONDENCE FROM MICHAEL MEZACK REGARDING KTXT-TV

Elbow recalled the discussion in the Senate meeting on November 14, 1979, about the possibilities of establishing a National Public Radio station on the Texas Tech campus. During the course of that discussion, Mark Norman, Faculty Director of KTXT, indicated that KTXT-TV (Channel 5) was not financially able to undertake the operation of a radio station. The minutes read: "Channel 5 itself is experiencing financial difficulties." Elbow said that the minutes correctly reflect what Norman said at the meeting. Elbow further said that Michael Mezack, Director of Continuing Education, had requested that the following statement be read at the January 16 Faculty Senate meeting: "Channel 5 is not experiencing financial difficulties." In a memorandum

Correspondence from Michael Mezack regarding KTXT-TV continued.....

to Charles Hardwick, Mezack states that KTXT-TV, Channel 5 would, with sufficient extra support, be able to house an NPR station. He said, "Indeed, KTXT-TV, Channel 5 may be the logical place to house it, since both NPR and PBS are housed in the same federal agency, i.e., The Corporation for Public Broadcasting."

III. PERSONNEL REDUCTION PLAN

Elbow explained that Texas Tech is currently operating without an official faculty and/or staff reduction plan. On May 14, 1976, the Executive Committee of the Faculty Council approved a proposed procedure for faculty reduction, but the proposal was not accepted by the administration. Elbow pointed out that this proposal was enclosed with the agenda (January 16, 1980), and he said that the agenda committee of the Faculty Senate had decided to refer the matter to one of the recently established Standing Study Committees of the Faculty Senate so that that the committee can study it and make a recommendation to the Senate.

IV. HARDWICK'S COMMENTS REGARDING THE MEMORANDUM OF OCTOBER 24, 1979 ON RESPONSIBILITY FOR PUBLIC STATEMENTS

Hardwick said that the memorandum sent out on October 24, 1979, was in response to two complaints. The first was a specific complaint received by his office, and the second complaint occurred at a discussion about the first complaint in the President's Staff meeting. The first complaint came from a local business. A faculty member had written the business a letter requesting employment; he had used university stationery, and the letter had apparently been typed by a departmental secretary. At the staff meeting, it was pointed out that the university received complaints from time to time from members of the state legislature. They had gotten letters on university stationery from faculty members, both from Tech and other Texas universities, regarding legislative matters. Hardwick pointed out that such use of university stationery is a violation of state law. He said that it was decided that he should send a letter to the faculty as a reminder of the policy with regard to these matters. The general policy is stated in the Faculty Handbook. He added to that policy, for clarification, the statement, "When exercising their responsibilities as individual citizens, faculty and staff must not utilize university time, stationery, postage, telephone or other services in meeting those responsibilities." The memorandum was intended to remind the faculty of the existence of such a policy and to encourage faculty members to exercise discretion in the use of university stationery, etc.

The discussion which followed involved several problematic topics. Joe Adamcik asked, "What is university time?" Other Senators asked about faculty members' participation in community projects, the use of WATS or TEX-AN telephone facilities by faculty members who hold state or national offices in professional societies, etc. Hardwick said that faculty members should rely upon their professional judgement and sense of responsibility as a guideline in such cases.

V. FACULTY SALARIES

Hardwick reported that he attended a meeting of the Faculty Salary Formula Study Committee in December. He explained that, preceding each biennium, the Coordinating Board has the responsibility for establishing formula rates for the seven or eight different formula areas through which Tech is funded. This committee recommended to

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Faculty salaries continued....

the Senior College's Advisory Committee that the faculty salary formula should be increased in all program areas by a rate of 18.67% for the first year and 15% the second year. This recommendation was based upon the results of two studies. One study compared current faculty buying power with that of 1967. The second study involved the study of the consumer price index on faculty salaries, in particular from the base period of 1967 until this current biennium. Both studies calculated that approximately a 33% increase would be needed to bring faculty salaries up to the buying power that faculty had in 1967. Hardwick said he does not expect the faculty to receive the entire suggested increase. In the past, an approximate 15% increase was requested. The coordinating board cut the proposed increase to 6% and the legislature handed down a 5% increase. Hardwick said that he felt that this year, for the first time since he has been serving on the advisory committee, there is greater sympathy for considering the inflation factor in calculating salary increases.

VI. SEARCH FOR THE DIRECTOR OF THE MEDIA CENTER

Hardwick said that the university is now interviewing persons for the directorship of the Media Center. It is planned that the director will begin work this summer. There is not enough money to fund the center this year, but there is enough to employ a director to plan and begin organizing the center so that next year money may be allocated to put the center into operation.

VII. COMMITTEE ON COMMITTEES - Paul Dixon

Dixon said that Dan Benson, School of Law, had resigned from the Faculty Senate ad hoc Committee to Investigate Faculty Salaries, and he moved that Dave Cummins, School of Law, be elected to fill that vacancy. The motion to elect Cummins carried.

Dixon then moved that the Senate elect the following persons to serve on the three standing study committees established by the Faculty Senate at its December 12th meeting.

COMMITTEE A

B. L. Allen
Joe Adamcik
Gary Blackburn
Dave Finn
Fred P. Wagner, Jr.
Ruth Volz
Roland Smith

COMMITTEE B

Darryl Sanders
Michael White
Richard McGowan
Dorothy Filgo
John Walkup
Vernon McGuire
Michael K. Rylander

COMMITTEE C

Richard McGlynn
James McDonald
Wayne T. Ford
Rod Schoen
Peggy Williams
Elizabeth Sasser
John Hunter

Dixon's motion carried unanimously.

VI. ANNOUNCEMENTS

The Monday following Easter has been designated as a holiday, and classes will meet on the day of no classes at the end of the semester. The decision was made late and may have caused disruption of faculty's class outlines. Hardwick offered his apology for whatever inconvenience this change caused faculty members, and he said that he felt that such decisions should be made before the academic calendar is made up.

Announcements continued.....

Hardwick said that Tech is currently planning a merit pay allocation. Faculty salary lapsed monies will be distributed to the faculty under what is called a merit pay plan. These lapsed funds have been allocated to the deans who will be asked to identify faculty who qualify for exceptional merit. No more than one third of the faculty will be awarded these merit pay increases. During the months of March, April and May those faculty who qualify for exceptional merit will be paid a supplement. At the end of the May pay period, salaries will revert back to what they were before March. This plan will thus make possible the distribution to the faculty all of the monies that are appropriated for faculty salaries, with none lapsing. The decision to allocate lapsed faculty salary funds on a merit basis was made after consultation with the Faculty Senate Select Committee on Faculty Salaries and the Academic Budget Council.

Hardwick said that one of the main concerns at this university is the upgrading of faculty salaries; one way of accomplishing this task is to hold the FTE level as constant as possible and perhaps even attempt to reduce it in order to get that money back into faculty salaries.

Elbow called attention to a report, "Research in the Mission of the University," by Arnold Gully, in the minutes of the Academic Council (December 11, 1979). He referred especially to the section of the report recommending that research coordinators have a role in matters of tenure, promotion, and merit salary considerations.

Hardwick said there had been no reaction on the report from the administration. There was discussion about the current role of research coordinators. In response to a question from Bell, Hardwick said that the role of research would probably receive greater emphasis and that the report reaffirms the importance of research. Jac Collins warned against the university giving the appearance of de-emphasizing the teaching mission for the sake of research.


Elbow announced items that have been referred to the recently established Standing Study Committees of the Faculty Senate.

Committee A is charged with (1) the investigation of the operation of the university's pass/fail grading policy, and (2) the faculty role in student advisement, with special attention to provisionally admitted students.

Committee B is charged with advising the Senate on two matters: (1) the possibility of formulating a statement regarding the faculty involvement in tenure termination, and (2) the appropriateness of the Senate responding to the report entitled "Research in the Mission of the University," prepared by the Director of Research Services.

Committee C is charged with advising the Senate with regard to (1) Modification of the class schedule to eliminate 7:30 classes during the regular session and also consider 7:20 classes during summer session. (2) A university personnel reduction plan.

The meeting adjourned at 5:15 p.m.


Wendell Aycock, Secretary
Faculty Senate
1/31/80