



# Texas Tech University

The Faculty Senate

April 13, 1984

TO: Members of the Faculty Senate  
FROM: William J. Mayer-Oakes, President  
SUBJECT: Agenda for meeting #59, April 18, 1984

The Faculty Senate will meet on Wednesday, April 18, 1984, at 3:30 p.m. in the Senate Room of the University Center. The agenda is as follows:

- I. Introduction of guests
- II. Consideration of the minutes of the March 7, 1984 meeting
- III. Continue reports of standing committees re feasibility of study of Senator Wright's issues
- IV. Statement by Vice President Darling re "General Education Commission"
- V. \*Report of the Faculty Status & Welfare Committee (Twyman)
- VI. \*Report of Budget Study Committee (Elbow)
- VII. Report of April 9 meeting with Southern Association Commission visitor (Davis)
- VIII. New Business
- IX. Announcements
- X. Adjournment

## ANNOUNCEMENTS

## CORRESPONDENCE

Since the March 7, 1984 meeting letters have been written to:

Faculty Senate Study Committee "A" charging that committee with the study of the Faculty Senate Election process,

IX. Announcements continued.....

Correspondence.....

Dr. Samuel Richards, Vice President, Health Sciences Center -- tenure policy,

Professors Minor and Hunt, recently named Horn Professors,

Professor William Nicholls, Arts & Sciences, informing him of his election to the Faculty Development Committee,

Dr. Robert Rouse pertaining to the self study and Southern Association visitation teams,

Forwarded to the appropriate administrative officials the Senate approved nominees for appointment to University Councils and Committees,

Dr. Cavazos requesting him to address the Senate on April 18 and forwarding to him the resolution approved on March 7, 1984 requesting retention of the independent office of Vice President for Research,

Faculty Senate Elections Committee appointing committee members.

ACTIONS

The Senate office has circulated nomination ballots for nominees to be elected to the Faculty Senate and to the various committees whose membership is made up of elected faculty. Three colleges and schools failed to submit the required nominees and nomination ballots have now been recirculated to those colleges and schools,

Election ballots have been prepared for those schools who have completed nominations and will be circulated as soon as the nomination ballots from the three colleges and schools determine nominees from those areas.

Report of the Budget Study Committee - April 3, 1984

The Budget Study Committee was charged to look into the matter of merit salary raises with specific reference to recommendation 12.1 of the Study Committee B report of February 3, 1984. That recommendation is "to develop and recommend a workable university merit system".

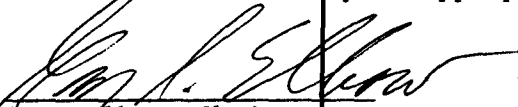
The committee met on February 16 and March 22, at which times merit salary was discussed. The committee referred to two reports on merit salary that were prepared by the Faculty Status and Welfare Committee in 1979 and 1980. It also reviewed the university-wide merit salary policy recently adopted at Texas Women's University and the existing merit salary policy of Texas Tech University (OP 32.08, January 31, 1983).

Under current policy, merit salary decisions at Texas Tech University are initiated at the department level and approved by the college dean and the Vice President for Academic Affairs. The procedures for awarding of merit at the department level vary widely, but all give consideration to quality teaching, research productivity, and university community service. Complaints generally involve the weight given to each of the three categories.

The committee found the merit salary policy of Texas Women's University to be so vague in its definition of merit as to be no improvement over current Texas Tech University policy. The committee also feels the great diversity of departments and academic activities at Texas Tech University makes it unlikely that any more specific policy for merit salary increases could be found that would be acceptable to a greater number of faculty than at present. The locus of primary merit decisions at the department level and following criteria and procedures agreed upon in the departments is probably the most practical approach.

However, there is some justification for further investigation of the awarding of merit salary percentages by college and to administrators. The Budget Study Committee reports for 1982 and 1983 both note considerable variations in percentage of salary increase among colleges and the 1983 report noted significantly higher percentage salary increments for administrators than for teaching faculty.

It is the opinion of the Budget Study Committee membership that such an investigation does not fall within its charge. The committee recommends that the Faculty Status & Welfare Committee or one of the Faculty Senate Study Committees be charged with investigating the criteria that are used to determine merit salary distributions among colleges and administrators and making such recommendations as may be appropriate.



Gary Elbow, Chair

April 1984

REPORT OF THE FACULTY STATUS & WELFARE COMMITTEE

I.

The committee was charged to consider the feasibility of an indepth study of the following questions raised by Senator Wright:

Are the resources, both fiscal and other, available to the University used in such a manner as most efficiently to advance its mission in teaching and research? What are the facts, and what is the faculty's perception of the facts?

In response, the committee refers Senator Wright, and other interested Senators and faculty to the recently published Institutional Self-Study prepared by several large faculty committees, esp. pp. 126-173, the chapter on "Financial Resources." Adding, significantly to their exhaustive study is beyond the committee's capability and inclination.

II. In regard to the statement from the Texas Tech AAUP chapter on tenure policy(see agenda for March 7, 1984, attachment #4) the committee recommends the following resolution:

The Faculty Senate is cognizant of the new provision in the tenure policy for renewable-term contracts in the Health Sciences Center. The Senate hereby advises the President of the University that it opposes and will continue to oppose any move to make such appointments in place of tenure-track appointments in the University proper.

The committee further urges "the Faculty Senate to initiate the amendment of the existing tenure policy to specify faculty appointment or election of the faculty committee that is designated to hear preliminary appeals."

Briggs L. Twyman  
Chairperson