

## MINUTES OF FACULTY SENATE MEETING #93

The Faculty Senate met on Wednesday, December 9, 1987 in the Senate Room of the University Center with Tom McLaughlin, Vice President, presiding. Senators present were Aycock, Barnard, Barr, Bravo, Brink, Burnett, Cartwright, Coulter, Craig, Dometrius, Ethridge, Fish, Gades, Gustafson, Hartwell, Hayes, Howe, Ketner, Lawrence, Lee, M. Mann, U. Mann, Mathis, Muma, Payne, Pearson, Platten, Rinehart, Rogers, Samson, Sasser, Savage, Schoenecke, Skoog, Stoune, Tereshkovich, Trost, Whitehead, Wilson and Wood. Senators Koh, Petrini, Reid, Scott and Smith were absent because of University business. Senator Long was absent and President Gettel was on official leave.

The meeting was called to order by Vice President McLaughlin at 3:40 p.m.

### I. Recognition of guests

Guests present were Lauro F. Cavazos, President; Thomas G. Newman, Assistant Vice President for Academic Computing; Joe Sanders, Director, News and Publications; Amiee Larson, University Daily; William Mayer-Oakes, Budget Study Committee; and John Bliese, Senate Parliamentarian.

### II. Minutes of the November 11, 1987 meeting

Hearing no corrections or additions McLaughlin declared the minutes approved as circulated.

### III. Report by William Gustafson, Senate Representative to Administrative Council

The council is studying Math 1300 and the performance of students taking successive math courses. The issue of admission standards has not been formally presented to the Board of Regents.

### IV. Remarks by President Lauro F. Cavazos

President Cavazos announced to the Senate that he had appointed a task force to study the image of the University. The group is to be chaired by VPAAR Haragan and includes Senate President Gettel. During an open question session, the president commented that among the items to be studied in evaluating and improving the image of the University are endowments (currently 25-26 million, and needing to be around 100 million,) Enterprise Campaign, which raised 14 million in new endowments, quality of programs, all other aspects of university life. He commented that a state-wide survey would be a consideration. He announced that Senate officers will be included when the Legislative Budget Board, the Governor's Budget Board and the Coordinating Board meet with TTU during the budget development process. In response to a question about new Coordinating Board guidelines for distribution of research monies, the president commented that that it is possible that TTU will be treated unfairly. VPAAR Haragan is on the research committee of the Coordinating Board and is monitoring the situation. Senator Ketner expressed the hope that Humanities and Fine Arts will be treated with equity in the distribution of research funds.

### V. Report by Tom McLaughlin on Academic Council meeting of November 17, 1987

The council discussed the opportunities for state funded research allocations for cross-institutional and interdisciplinary projects. The five day week in summer school 1988 may create problems for some public school teachers and TTU faculty are encouraged to be understanding of those students who may need to enroll late

No changes from current practice are planned for Fall semester, other than the 8:00 a.m. starting time for classes.

Fund raising for the museum is continuing. Administrative structure committee has not reported. Speakers for Fall 1987 commencement are to be Richard Dudek, Horn Professor in Industrial Engineering, Robert Baker, Horn Professor in Biological Sciences and Richard "Racehorse" Haynes for the Law School. Coordinating Board reviews of doctoral programs will make use of reviews made in last three-years, intensive in-house reviews or reviews done by off site reviewers. Business Administration doctoral programs state-wide are to be studied first. Those programs at schools offering single doctoral programs will be reviewed early in the project. International programs need for coordination of programs and resources was discussed. An office of institutional research may be created to centralize record keeping. Vice President Ramsey will tour University facilities to assess renovation needs. A report and proposal on the impact of admission standards has been forwarded to the Senate Academic Programs Committee.

#### VI. Academic Affairs

Tom Newman, Assistant Vice President for Academic Computing announced that five miles of Ethernet communication cables have been installed. The VAX 8650 is on-line and being used heavily. Heavy demand in the ATLC for McIntosh type equipment has resulted in installation of a second McIntosh lab in addition to a Zenith lab. Several colleges and departments have opened their own micro-computer laboratories. There may be a need in the future to establish a large (200-300 unit) micro-computer lab on campus but there are no current plans for doing so.

#### VII. Committee Reports

- Committee on Committees - David Payne, Chair  
This committee's report was accepted as submitted.
- Academic Programs - Michael Stoune, Chair, gave an in-progress report. The committee is studying admission standards, retention, recruiting and a program for provisional students.
- Budget Study Committee, Ernest Fish, Chair, reported that the committee is involved with learning about process, definitions, terms. Also dealing with misconceptions in the media about exact amount of budget increases. The committee has received data on request with no problems except that problems existing in the system makes some raw data unavailable. A question on average faculty salaries demonstrated the point. Recent reports on faculty salaries do not include the HSC, but do include TTU administrators because the information system cannot separate those faculty with some administrative salary from those without. (The 1987-88 faculty salary portion of the budget is now in the Faculty Senate office.)
- Study Committee "A," Neale Pearson, Chair, reported on library monitoring activities. An exchange of letters between Director of Libraries Cluff and Senator Pearson indicated that the library desires to maintain as many periodicals in bound forms as possible and desires faculty input as to which journals might be micro formed. Binding of journals is proceeding slowly and the review of titles is continuing. The University Library Committee is being convened and Pearson is on that committee.

- Study Committee "B," Wendell Aycock, Chair, reported that meetings continue on the General Studies Curriculum and it should be brought to the Senate soon.
- Special Issues Committee, Kary Mathis, reporting for the committee, indicated that a list of issues is being developed and refined to be shared with the administration and regents.

VIII. Other Business

- Consideration of the Intellectual Property Policy document  
Senator Barnard presented the document with the statement that it was adopted by Academic Affairs as policy on or about November 1, 1987 with the caveat that changes could be made after that date. Senator Brink moved that Faculty Status and Welfare Committee be given the policy for study and report back to the Senate. The motion carried unanimously. Brink then moved that every Senator distribute this (Intellectual Property Policy) as widely as possible among his or her colleagues and if there are any formal remarks from a departmental meeting or departmental committee, that those remarks be forwarded to the Faculty Senate Faculty Status and Welfare Committee. This motion passed without opposition.
- The resolution proposed by Kenneth L. Ketner passed after making inclusion of home telephone numbers optional. The sense of the resolution being "The fundamental purpose of the Faculty Senate is to represent the Faculty of Texas Tech University on matters of concern to the University. Please use the reverse side of this sheet to write your senator(s), or contact your representative(s) by telephone. Your input is eagerly sought."
- Vice President Thomas McLaughlin was designated as Texas Tech's representative to attend the January meeting of the Council of Faculty Governance Organizations.

The meeting was adjourned at 4:45 p.m.

Respectfully submitted,

  
Michael C. Stoune, Secretary 1987-88

# MEMORANDUM

TO: Faculty

FROM: Senate Budget Committee

DATE: December 10, 1987

SUBJECT: Clarification of Faculty Salary Increases Fiscal Year 87-88

A number of individuals have expressed concern and confusion relative to the raises which were assigned for the current academic year and some confusion concerning how these raises are actually being applied. We hope by providing the following information and example that many of these questions can be cleared up.

For purposes of this example, let us suppose that the individual's old base salary was \$27,000 for the nine month academic year. This would mean that the individual's old monthly gross salary was \$3,000 per month (\$27,000 divided by nine equals \$3,000). Let us further assume that our hypothetical individual received notification that he or she would receive a \$900 raise for the current academic year. (It is our general understanding that this is the manner in which raises were communicated, that is to say they were not communicated as a percentage of the old base but rather as a dollar amount for the current academic year.) Our faculty member would have "expected" a \$100 (\$900 divided by nine equals \$100) increase in each monthly check throughout the academic year and would have expected that their new nine month base salary would be \$27,900 (\$3,100 times nine months equals \$27,900).

As you are well aware, this is not what has happened. Instead, the \$900 raise is being applied over a period of eight months. This application is not occurring at \$100 per month, as expected, but at \$112.50 per month. In fact, the individual is receiving a gross monthly check of \$3,112.50. This translates into a "new nine month base salary" of \$28,012.50 (\$3,112.50 times nine months) instead of the \$27,900 previously mentioned above.

It is true that we are being "delayed" somewhat in receiving the raise because the receipt of the raise did not begin in September; however, by the end of May, we will have gotten the entire \$900. More importantly, the individual's base salary will be increased by 112.5% of the "dollar raise" amount which they received.

This is a typical "good news-bad news" situation, the bad news being that the cash flow of this academic year's raise is delayed while the good news is that their base salary is higher than might have been expected. Because such items as life insurance, retirement, etc. are closely tied to base salary, it may be that the good news outweighs the bad news.

Hopefully this clears up some of the questions that have been raised. Please examine your new appointment forms carefully. If you require further information or clarification, please contact the chairman of the Senate Budget Committee and we will attempt to be of further assistance to you. The Faculty Senate Budget Committee for this year consists of Ernest B. Fish, Chairman, 742-2867; Louise Luchsinger, 742-3173; William Mayer-Oakes, 742-2128; Milton Smith, 742-3543; Wayne Ford, 742-1400; Gerald Skoog, 742-2371; Michael Schoenecke, 742-2527.