

STEPHEN F. AUSTIN STATE UNIVERSITY  
Faculty Senate  
Meeting No. 86  
April 12, 1978

1. Chairman Vincent called the meeting to order at 2:20 p.m.
2. The Minutes of Meeting No. 85 were amended by listing Dr. George Thompson as "Excused--Professional Conflict" instead of "Unexcused." The Senate approved the corrected Minutes.
3. Reports of Officers:
  - A. Chairman's Report:
    1. Chairman Vincent reported on the three Deans' Council meetings held since the last session of the Senate.
    2. Dr. Vincent reported that he has received copies of two letters sent by faculty members to Dr. Beasley protesting the proposed recommendations of the University Ad Hoc Planning Committee on Parking. Dr. Vincent stated that this committee was appointed by President Johnson, not by the Faculty Senate, and that its report does not represent the recommendations of the Senate.
  - B. Secretary's Report:

Dr. Rodewald explained the delay in getting out the nomination forms. The forms were delivered to the Steno Bureau on the 13th but were not ready before Spring break. They were delivered to the Post Office on Tuesday morning, March 28, but not put into the boxes until March 31. Therefore, the deadline for the nominations was extended to April 5.

Secretary Rodewald announced that Dr. Robert Blocker was elected to the Faculty Senate from the School of Fine Arts, Dr. Wayne Murdock from the School of Business, and Dr. James Corbin from the School of Liberal Arts. A runoff election will be held for the two seats remaining in the School of Liberal Arts, for the two places in the School of Science and Mathematics, and for the vacancy in the School of Education.
  - C. Treasurer's Report:

Mr. Snyder reported a balance in the treasury of \$1,927.22.
4. Committee Reports:
  - A. Administration and Finance Committee:

Dr. Lackey reported that his committee has been working on the attrition problem. A 1976 study revealed that approximately 63% of the students not returning in the Spring semester were not in any academic difficulty. A questionnaire was sent to 1,400 of these students and 475 were returned. Of this number, 38.5% left SFA to transfer to another school. In order to find out why SFA is losing so many students, Dr. Lackey's

committee has composed a questionnaire and identified a sample of 400 students enrolled in the 1977 Fall semester who did not return in the Spring semester. These students will be sent the questionnaire as will 400 students who are still on campus.

B. Academic Affairs Committee:

Mr. Snyder reported that his committee has been working on a questionnaire surveying the graduate program. The questionnaire will be sent to the graduate faculty at the beginning of the Fall semester.

C. Ad Hoc Salary Equity Committee:

Dr. Malpass thanked her committee members and presented their report to the Senate (see ATTACHMENT #1, Senate Bill #86-1). Mr. Snyder moved and Dr. Reeves seconded the motion to accept the report of the Ad Hoc Salary Equity Committee. MOTION PASSED.

D. Ad Hoc Committee for the Revision of the Constitution and By Laws:

Dr. Bos presented his committee's recommendations for Standing Rules for the Faculty Senate (see ATTACHMENT #2, Senate Bill #86-2). Mr. Snyder moved and Dr. Lackey seconded the motion to accept the report of the Ad Hoc Committee for the Revision of the Constitution and By Laws. MOTION PASSED.

5. Old Business:

- A. Dr. Jeffrey reported that there were few changes to be made in Senate Bill #85-1 on tenure policy but that the Administration had requested more time to study the recommendations. Dr. Jeffrey felt this delay would be advantageous to the Senate also; therefore, he moved and Dr. Leslie Thompson seconded the motion that action on Senate Bill #85-1 on tenure policy be postponed to no later than the September meeting of the Faculty Senate.

Dr. Lackey, Dr. Burr, Mr. Snyder, Dr. Malpass, Dr. Rodewald, and Dr. Adams asked questions on procedure and mechanics of handling the problems occasioned by the delay in action on the Bill.

Dr. Pollock suggested that since the committee feels it has submitted a bill in the interests of SFA, the Senate should vote on the Bill then submit it to the Administration as it has done in the past. Dr. Burr advocated adoption of a tenure policy as soon as possible so an official policy will exist at SFA and so it can be included in the new Faculty Handbook.

Dr. Franklin said that since the policy cannot go into effect for 1978-79 anyhow, the Administration's interest is in what will expedite the process of getting a finally approved tenure policy for SFA. He explained the mechanics of the Administration's handling of the Bill and said that the earliest the policy could be sent to the Board of

Regents would be November. Dr. Franklin said that the Administration will consider the study of the Bill one of its two major jobs at the beginning of summer.

Dr. Lackey moved to amend the motion by adding that if the committee feels there have been substantive changes in the document, they have the prerogative of offering the general faculty another open hearing on the document prior to the October meeting. Dr. Malpass seconded the motion. MOTION PASSED. The Senate then PASSED THE MOTION AS AMENDED.

- B. Dr. Malpass moved and Dr. George Thompson seconded the motion to approve Senate Bill #85-2, the report of the Ad Hoc Committee on University Committees. MOTION PASSED.
- C. Dr. Franklin responded to the Senate's request at the last meeting for a clarification of Policy Statement Number VI on faculty overloads. He explained that the decision not to specify what a full-time load is was deliberate in order to eliminate the possibility of a faculty member being overloaded and to give more freedom to the departments to adhere to existing policy. He said that if a rigid standard of 12 semester credit hours is set, it would take care of 98% of the cases but that semester credit hours are not always equal to, or may not be as meaningful as, contact hours and that some departments traditionally teach a 15-hour load. He explained that the intent of the statement is to assure that each faculty member is compensated for an overload and not merely to have it tacked on to his regular teaching schedule. If a faculty member is on 50% teaching and 50% research, the precedent in the department will determine what that will constitute and what an overload in that department will be.

In response to a question from Dr. Vincent, Dr. Franklin explained that a faculty member is free to turn down an overload without penalty but will receive compensation if he agrees to take it.

Dr. Malpass commented that there are real problems with overloads and she felt that overloads should be discouraged. Dr. Franklin agreed and said that the law sets limits on how much can be assigned with compensation and that abuse is of concern in accreditation also.

#### 6. New Business:

- A. Dr. Vincent read a petition from eight faculty members requesting the Senate to look into the possibility of the University's withdrawing from the Social Security system. Dr. Kerr was assigned the responsibility of a preliminary examination and investigation of the request subsequent to committee assignment.
- B. At this time Dr. Pollock moved and Mr. Snyder seconded the following motion: I move that the Faculty Senate request Dr. Franklin to provide written clarification of Policy Statement Number VII concerning summer teaching contracts. Specifically, we request that he clarify the following points:

1. Why did the administration use the word "may" instead of "will" or "shall" on line 7 of Policy Statement VII?
2. Does the administration intend their usage of "may" to imply that assignment to alternate duties (under the specified conditions) is permitted but is not mandatory?
3. If the administration does not assign a faculty member to alternate duties, will that faculty member be paid for the contracted number of courses even though she/he does not teach the full number of contracted courses?
4. If the administration is reserving the right to decide if and when a faculty member will be assigned alternate duties:
  - a. what process and procedures will be used to arrive at this decision?
  - b. who will participate in this decision-making process?
  - c. what criteria will be used in deciding whether alternate assignments are made?
5. What are some concrete examples of the kinds of alternate duties which may be assigned?
6. Would the following activities be acceptable as alternate duties?
  - a. personal research and/or other scholarly activity
  - b. the development of new courses and/or improvement of existing courses
  - c. program development and/or evaluation within the faculty member's own department
  - d. activities designed to improve professional knowledge and competence through conferences, meetings, seminars, and other faculty development mechanisms.

MOTION PASSED; since Dr. Franklin was present and willing to respond orally to the motion, Dr. Pollock agreed to accept an oral clarification.

Dr. Franklin responded by saying that the intent of the statement was to offer faculty members an option by using the word "may" instead of "must," which implies compulsion. Summer contracts are not contingency contracts and, in the unlikely event that an alternative duty cannot be found, the faculty member will be paid. He said that something as vague as "personal research and/or other scholarly activity" would not be acceptable but that the development of new courses and program development or advising within the faculty member's own department could be acceptable as alternative duty.

Dr. Pollock and Dr. Malpass suggested that the word "will" might more accurately reflect the intent of the statement. Dr. Franklin said he would be willing to reword the statement at some future time to clarify the intent if necessary.

Dr. Vincent questioned the implementation procedure. Dr. Franklin explained that the Department Chairman will assign the alternative duty and the proposal will be submitted to the Dean of the School and then to his office. He said he would operate on good faith but would expect some follow-up on the outcome of the assignment.

- C. Dr. Leslie Thompson relayed the concern of some of his constituency about the formulation of the Ad Hoc Planning Committee on Parking. Dr. Vincent explained that the Committee was appointed by Dr. Johnson, not by the Faculty Senate.
7. Comments from Ex Officio Members:
- Mr. Bob Francis, retiring President of the Student Government, expressed his pleasure at being a temporary ex officio member of the Senate this past year saying that he hopes the new Constitution will make the Student Government President a permanent ex officio member and that he believes this is a good trend and a real advantage to him and the student body. Mr. Francis introduced the new Student Government President, Mr. Mark Burroughs, who spoke briefly.
8. Dr. Vincent thanked Professors Malpass and Johnson for treating the Senate to coffee during this meeting and announced that the next meeting of the Faculty Senate will be on May 3, 1978, at 2:15 p.m. in the Aztec-Caddo Room of the University Center. He reminded the Senators that a business meeting will precede the formal meeting scheduled for the induction of new members.
9. Dr. Malpass moved and Dr. Johnson seconded the motion to adjourn. MOTION PASSED and the 86th meeting of the Faculty Senate was adjourned at 4:06 p.m.

Absentees:

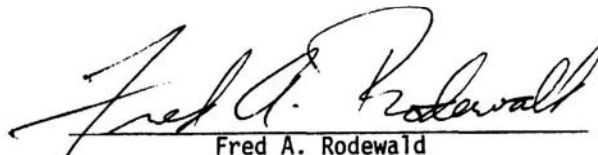
Dr. Jerry Irons (Excused--Prof. Conflict)  
Dr. Langston Kerr (Excused--Prof. Conflict)  
Dr. Robert Blocker (Excused--Prof. Conflict)

Ex Officio Members Present:

Dr. Bill Franklin  
Mr. Bob Francis

Visitors:

Mr. Mark Burroughs  
Ms. Val Henderson  
Ms. Judy Gedrose  
Dr. Ronnie G. Barra

  
Fred A. Rodewald  
Secretary, 1977-78 Senate

TO: The Faculty Senate

REPORT FROM: The Ad Hoc Committee on Salary Distribution and Equity

In initiating this study, the Committee agreed that any review of salary distribution and equity would entail a comprehensive survey of the faculty in a variety of areas. All departments were surveyed, including full and part time faculty. Whenever faculty members on a twelve month contract were involved their salaries were clearly indicated or pro-rated on a nine month basis. A few faculty members were excluded from the study or parts of it: for example, faculty on leave, those involved in unique research projects and the director of Men's Athletics.

The Committee utilized the annual budgets, the Master Biographical Faculty File and various computer documents provided by the administration, counter checking them where possible. In addition, the Committee mailed out questionnaires to individual faculty members where additional study seemed required, or where specific comparative information was needed.

Nevertheless, the report is not as comprehensive as intended. Numerous factors influence salary distribution. Three seem important for faculty to bear in mind. (1) There are different state formulas for each school in the university. (2) Until recently there has been little systematic attempt at maintenance of salary or biographical data of a comparative nature. (3) There has been among faculty considerable confusion as to what part of salary is derived from promotion, merit or regular percentage increase. In addition, time and quantitative problems prevented thorough exploration of some areas such as the relationship between promotions, productivity and salary ranking. Overall, the Committee feels its research represents only a beginning. Further study and monitoring by the Faculty Senate in an area of such vital, realistic concern to faculty seems imperative.

The Committee wishes to thank Jeanne Attaway, Bonnie Moore, Scot Anderson, Dr. Constance Spreadbury, Title IX Coordinator, Dennis Jones, Associate Registrar, and Dr. Bill Franklin, Vice President for Academic Affairs for assistance on various aspects of this research.

Respectfully Submitted:

Deanne Malpass  
Robert Blocker  
James Bowman  
Elizabeth Wallace

\*For fiscal year 1978, for example, Liberal Arts undergraduate rates were designated as \$22.76 as compared with Fine Arts' \$44.01 or Nursing's \$68.18. See Coordinating Board Formulas, February 28, 1976.

## PROFESSIONAL LIBRARIANS

Library salaries are not derived from TSO, but from a separate legislative budget appropriation. Nevertheless, professional librarians sit as faculty senators and thus are included in this study. The library organization resembles that of a school rather than a department. There are three administrative posts plus 16 professional librarians, including nine department heads.

All professional librarians are ranked in levels I, II, III, and IV, a ranking system adopted in 1973; 62.5% possess tenure; 63% if administrative members are included.

TABLE 1

Rank and Salary Distribution For Librarians, 1977-78							
	Number in level	Average Salary	No. above average	No. below average	Highest salary	Lowest salary	Percent increase 1977-78*
Level I	2	10,340	0	0	10,340	10,340	3.4%
Level II	6	12,160	4	3	13,442	10,340	3.4%
Level III	8	13,756	3	4	15,510	12,537	3.5%
Level IV	0						
SFA Annual Budget, 1977-1978. *One Librarian received 13% as an adjustment and promotion increase.							

TABLE 2

Administrative Librarians				
No.	Range 12 mos	Range 9 mos	Average 9 mos	Percent Increase 1977-1978
3	\$21,000-28,500	\$15,750-21,375	\$17,812	4.8-5.5%
SFA Annual Budget, 1977-1978.				

In examining library salaries some factors appeared noteworthy. For example, the average salary difference between an assistant professor with masters degree and a level II or III librarian with masters degree and approximately the same training and experience ranges from \$2,153 to \$4,376.

The Committee also noted that after five years of the current ranking system no librarians are yet in level IV. In addition, the professional librarians are the only segment of the University Academic community to receive a straight 3.4% salary increase for 1977-1978, as compared to 5.6% for the faculty and 4.6% for administrators. Overall, it seems that professional librarians experience a significant salary lag in comparison with faculty as a whole.

#### ADMINISTRATIVE FACULTY

There are seven deans and 28 departmental chairmen who serve as both administrators and faculty.\* All are paid on 12 month contracts; the deans receiving 25% of their salaries from TSO while chairmen are paid 100% from TSO.

All deans and chairmen receive reduced loads for administrative duties with some variation among chairmen for size of department and/or unique responsibilities. The department size ranges from 2-35.

TABLE 3

Salary Distribution for Deans and Chairmen				
Rank	#	Range 12 mos	Range 9 mos	Salary % Increase, 1977-78
Deans	7	\$35,000-36,500	\$26,250-28,125	4.2%
Professor	21	\$28,750-33,750	\$21,562-26,394	4.5%
Associate	5	\$24,750-30,000	\$18,562-22,250	5.0%
Assistant	2	\$24,000-25,250	\$18,000-18,938	4.7%
SFA Annual Budget, 1977-1978; Master Biographical Faculty File.				

\*For the purposes of this study, Bible and Military Science were not included as their funding is not derived from TSO.

In general, administrative faculty occupy a somewhat ambiguous place in a study of salary distribution. Nevertheless, their funding derived from TSO, their teaching assignments, and faculty governance place them by necessity in such a study. In addition, as faculty, they obviously affect tenure percentages, salary averages and promotion openings. This is particularly true in the upper ranks since 28 (80%) of 35 administrators are full professors. Indeed, administrative faculty represent 26% of all full professors. Moreover, the difficulty is compounded by the 12 month contract for administrative faculty as compared to the more usual nine month contract for regular faculty. Overall, however, in a budget of \$9,336,569<sup>8</sup>, seven deans earn on a twelve month basis \$252,000 or 3% of the budget while 28 chairmen earn \$848,250 or 9%. Thus, 35 administrative faculty received approximately \$1,100,250 or 12% of the 1977-1978 budget.

The Committee noted no significant inequities of salary. However, administrative faculty received a lower percentage of salary increase (4.6%) than regular faculty (5.5%) for 1977-1978. Two factors, however, may deserve future administrative consideration. First, guidelines may be necessary to clearly establish the pay scale of administrators returning to full faculty status. At present, a departmental budget conceivably could be heavily encumbered by such a salary to the detriment of other faculty. Second, the relationship between size of departments and types of duties to reduced loads, summer responsibilities, and salaries on a 12 month basis may need review.

#### RANKS AND SALARIES

There are approximately 356 full time faculty members within the four academic ranks; if deans, chairmen and administrative-research personnel and part-time faculty with rank are included the number rises to approximately 407.<sup>9</sup> Of these, 62.2% have tenure and 57.2% are graduate faculty; if administrative faculty are included then 70% of the faculty have tenure while 66% possess graduate council recognition.

At present, the faculty is almost evenly divided between upper and lower ranks on a university basis. The following charts illustrate some aspects of salary range, division, and increases as well as school averages.

<sup>8</sup>\$9,944,948 from Resident Instruction Teaching Salaries and \$391,621 from Instructional Administration, SFA Annual Budget, 1977-1978, p. 13.

<sup>9</sup>An accurate "head count" of faculty is difficult for a variety of reasons: leave and part-time classifications, special assignments, mid-term promotions, etc. In addition some slight variations exist in different types of records. Thus, totals in this section may differ slightly depending upon material available. The latest count of all faculty, excluding faculty administrators and individuals on leave, is 364, of whom 236 have the doctorate; 126 the masters and two the bachelors degree. See Computer Printout, April 5, 1978. In addition to faculty in the ranks, approximately 200 others receive money from TSO, including graduate interns and research assistants.

TABLE 4

Faculty Pyramids by Ranks, Fall, 1977			
All Faculty (Includes administrative and part-time)		Teaching Faculty (Excludes deans, chairmen and part-time)	
107	Professors	68	
97	Associates	86	
135	Assistants	115	
68	Instructors	45	
204=upper two ranks		154=upper two ranks	
205=lower two ranks		190=lower two ranks	

SFA Budget, 1977-1978; Master Faculty Information Sheet December 7, 1977.

TABLE 5

Total Teaching Salary by Ranks for All Faculty, Fall Semester, 1977		
	#	\$
Professors	107	\$1,121,958
Associates	97	917,948
Assistants	135	1,010,731
Instructors	68	372,309

Master Faculty Information Sheet, December 7, 1977.

TABLE 6  
Salaries By School and Rank  
for Full Time Teaching, Fall, 1977

	N	X																																																									
<u>School of Business</u>																																																											
Instructors	11	13,383.33																																																									
Assistants	13	16,858.33																																																									
Associates	14	19,604.91																																																									
Professors	4	21,250.00		<u>42</u>		<u>School of Education</u>			Instructors	14	12,762.37	Assistants	30	16,211.95	Associates	17	19,119.75	Professors	20	21,999.81		<u>81</u>		<u>School of Fine Arts</u>			Instructors	3	12,303.50	Assistants	17	16,007.14	Associates	14	19,590.63	Professors	9	21,682.29		<u>43</u>		<u>School of Forestry*</u>			Instructors	2	13,250.00	Assistants	0		Associates	2	19,125.00	Professors	1	25,750.00		<u>5</u>	
	<u>42</u>																																																										
<u>School of Education</u>																																																											
Instructors	14	12,762.37																																																									
Assistants	30	16,211.95																																																									
Associates	17	19,119.75																																																									
Professors	20	21,999.81		<u>81</u>		<u>School of Fine Arts</u>			Instructors	3	12,303.50	Assistants	17	16,007.14	Associates	14	19,590.63	Professors	9	21,682.29		<u>43</u>		<u>School of Forestry*</u>			Instructors	2	13,250.00	Assistants	0		Associates	2	19,125.00	Professors	1	25,750.00		<u>5</u>																			
	<u>81</u>																																																										
<u>School of Fine Arts</u>																																																											
Instructors	3	12,303.50																																																									
Assistants	17	16,007.14																																																									
Associates	14	19,590.63																																																									
Professors	9	21,682.29		<u>43</u>		<u>School of Forestry*</u>			Instructors	2	13,250.00	Assistants	0		Associates	2	19,125.00	Professors	1	25,750.00		<u>5</u>																																					
	<u>43</u>																																																										
<u>School of Forestry*</u>																																																											
Instructors	2	13,250.00																																																									
Assistants	0																																																										
Associates	2	19,125.00																																																									
Professors	1	25,750.00		<u>5</u>																																																							
	<u>5</u>																																																										

\*Master Biographical Faculty File, December 7, 1977 and Computer Salary Printout, April 5, 1978. A chart showing departmental averages by rank is available and attached to the Senate Records. It was not included for reasons of space. \*The School of Forestry is unique due to special research assignments and structure. It has six professors, five associates, eight assistants, three instructors. Their average salaries by rank are respectively: \$22,207; \$18,662; \$15,656; \$14,143.



(Salaries By School and Rank cont.)

School of Liberal Arts		
Instructors	8	13,200.00
Assistants	40	15,923.81
Associates	22	19,349.54
Professors	20	22,735.12
	<u>90</u>	
School of Science and Math		
Instructors	7	13,469.75
Assistants	17	16,003.11
Associates	17	19,258.33
Professors	14	22,611.11
	<u>55</u>	

TABLE 7

a Salary Range and Average Salary by Rank			
Rank	Range	Average	Actual Salary Range, Fall, 1977
Professor	\$19,750-28,125	\$23,062	\$9,875-13,311
Associate	17,000-22,500	19,346	7,781-11,425
Assistant	15,000-21,000	16,204	6,250-10,155
Instructor	8,999-15,000	12,905	4,500-7,500
SFA Annual Budget, 1977-1978; Master Faculty Information File, December 7, 1977.			
b No. in All Ranks who are Above or Below Average Salaries			
Rank	Average	Above	Below
Professor	\$23,062	31	48
Associate	19,346	38	51
Assistants	16,204	65	68
Instructors	12,905	34	23
SFA Annual Budget, 1977-1978 and Computer Printout, April 5, 1978			

Utilizing administrative predictions of what faculty salary should be in terms of experience, degree, etc., apparently 54% of the faculty are below average predicted salary and by an average of approximately \$1124 per faculty member. In turn 46% of the faculty are above predicted salaries by roughly \$875 each.\* The material involved in this approach has some difficulties of accuracy and interpretation and should be treated with caution. Nevertheless, such studies are being used effectively elsewhere and should be refined rather than discarded.

TABLE 8

Salary Predictions					
Rank	Avg. Salary As printed in SFA Budget	Actual Lowest Salary	Actual Highest Salary	No. above average	No. below average
Professor	\$23,062	19,750	24,500	30	47
Associate	19,346	17,000	21,500	40	51
Assistant	16,204	13,000	18,250	64	69
Instructor	12,905	11,000	14,750	34	22
				<u>168</u>	<u>189</u>
*See Computer printouts for 1976-1977 and 1977-1978, Office of the Registrar					

TABLE 9

Texas Average Salary by Rank (Institutional Categories I & IIA)		
	Category IIA	Category I
Professor	\$22,600	\$25,700
Associate	18,900	18,900
Assistant	14,800	15,400
Instructor	11,900	12,100
Texas Academe, February-March, 1978. SFA is in Institutional Category IIA as compared to Category I Universities such as UT at Austin.		

The Committee observed three areas of concern which perhaps necessitate administrative review. First, there appears to be, for whatever reasons of management, the possibility of bottlenecks within certain departments and/or schools affecting both salary and promotion. At present, the School of Business may serve as an example. The Committee does not feel that years in rank by any means constitutes an acceptable sole criteria for promotion. Nevertheless, it does believe that there is a need for periodic review of departments and/or schools where promotion nominations and actual promotion lag. There may be good reason for such lack of promotion, but its link to salary is clear and needs monitoring.

Second, the Committee found vestiges of salary discrimination between men and women. Four years after the survey on the status of women at SFA, women still represent only 20% of the academic population, with two women serving as permanent chairmen and no women among the academic deans. The seven female professors receive an average of \$225 more than male colleagues. Two years ago the difference was \$676, reflecting that only six women were in the rank with such longer periods of service than male peers. Little difference exists, only \$35, between men and women at the associate level. Two years ago the difference was \$161, so progress is evident.

Two differences struck the Committee as possibly warranting concern. At the instructor rank women average \$613 less than men, a fact influenced no doubt by the long service of men in that rank and the high turnover of a rank in which short term contracts are common. Nevertheless, female instructors are moving only slowly towards salary equity. Two years ago they were \$713 below males and despite higher percentages of pay increase, they have shortened that difference only slightly. Moreover, female assistant professors now trail male colleagues by an average of \$434. In 1975, they averaged only \$228 below average male salaries. Thus, the gap here seems to be widening. If 14 of the 16 professional librarians who are women were included in the ranks, it seems obvious that their low salaries would depress these averages and would increase salary differences between the sexes.

TABLE 9

Average Salaries by Rank and Sex for 1977-1978					
Rank	Number		Average Salaries		Differences Between Men and Women in Average Salaries
	M	W	Men	Women	
Professor	96	7	22,852	23,107	+255
Associate	80	15	19,283	19,250	- 33
Assistant	102	26	16,328	15,894	-434
Instructor	27	27	13,705	13,096	-613
Total	305	75	18,924	16,676	-2248

All salaries were based on 9 months, at 100% time, including departmental heads and part time faculty. SFA Budget, Courtesy Dr. Constance Spreadbury, Title IX Coordinator.

Third, the Committee believes that there are problems of salary equity in the rank of instructor. In a survey of instructors and assistant professors holding the masters degree, 100 questionnaires were sent out and 65 were returned: 46 were from instructors, 25 of whom were hired before 1970; 19 were from assistant professors, 13 of whom were hired before 1970. The questionnaires indicated a wide variety of experience, years of service and considerable professional activity including books (3) articles and pamphlets. Yet, of the 65 individuals with the masters who responded, only seven indicated they had ever received a merit pay increase; six more were uncertain, while 45 (69%) replied no. Of the seven who knew they had received a merit raise, six listed it as before 1975. It is possible that instructors have received merit money in the past without knowing it, but the fact that so many believe they are virtually excluded from merit consideration is unfortunate.

In addition, there is frustration because there seems to be inequity of salary opportunity in the area of promotions to the assistant professor rank. At present nearly half of the assistant professors possess only the masters degree but were hired at the higher rank on the basis of advanced hours of work or on the basis of differing departmental policies. Many instructors have subsequently gained similar advanced hours as well as years of classroom experience only to find themselves frozen in place. The Committee realizes this problem is difficult and confused, but believes that instructors, and indeed all faculty, should be weighed for promotion individually on service and merit.

CONCLUSIONS

Questions of salary distribution and equity obviously involves intricate questions of original hiring, rank, promotion and productivity. Moreover, these all demand considerable qualitative assessment. Nevertheless, the Committee did find, as indicated, some areas of present concern as well as some areas requiring future study. It concluded, therefore, that

1. Although individual instances of inequity may well occur, no striking pattern of deliberate salary inequity university wide in scope exists.
2. The Faculty Senate should continue to examine periodically this area. New record systems should facilitate such study in the future. In particular, departmental faculty records will show individuals what annual increases were percentage, merit and/or promotion raises. Furthermore, university data systems increasingly will be able to provide accurate comparative information.
3. Since the Faculty Senate does deal with budgetary studies such as salary review, it seems desirable to request that a Senate representative be permitted to attend future budgetary workshops or clinics dealing with salary distribution.

4. The faculty needs to weigh merit pay and its impact upon university salaries. Although merit statistics have been unclear, at present, one out of approximately every four faculty members receives merit pay (\$360 each for 1978-1979). The Committee values merit and knows that the faculty does also. However, it might be beneficial to narrow merit to recognition of truly outstanding and highly visible achievement. This would provide incentives for faculty development. Moreover, in a period of sharp inflation and legislative indifference, the remainder could be utilized to give the best across the board salary percentage possible to the faculty as a whole.
5. In addition, faculty and Administration need to consider the effect of new hirings upon salary scales and equity. It is discouraging, even in a competitive world, to see new employees hired at salaries equaling or higher than individuals with years of service. The other side of this coin involves promotions. Last year, despite increasingly stringent criteria, 38 promotions occurred, (approximately 9% of the faculty). Each promotion does and will influence salary equity for others; therefore, promotions must be, as with merit, for highly visible and outstanding achievement.
6. Overall, the Committee believes that the Administration deserves commendation for efforts to examine areas of equity and for significant progress to date. Within the past few years an impressive amount of research has apparently centered on salary distribution as well as its corollaries of rank, promotion and merit criteria. Salary adjustment money has been and hopefully will continue to be set aside annually to remove glaring inequities. In turn individual faculty members as well as chairmen bear a responsibility for bringing valid instances of inequity before proper administrative channels.

## UNIVERSITY FACULTY SENATE

Proposed Standing Rules

4/12/78

Number of Senators

The total number of faculty representatives shall be twenty-six, one of whom shall be a professional librarian elected by the professional librarians. Each school shall have at least one representative; no department shall have more than two representatives; apportionment shall be adjusted every three years. (See Constitution, Article I, Sects. 4,8)

Roll-call vote

Any senator may request a roll-call vote on any motion. The results of such a roll-call vote shall be published in the minutes of the meeting.

Committees

The Senate Chairman shall appoint the membership of all committees, and their chairmen.

Standing Committees of the Senate shall be: Academic Affairs, Administration and Finance, Faculty Government and Involvement, and Professional Welfare.

The Senate Chairman may appoint ad hoc committees at his discretion.

Every senator shall hold membership in at least one standing committee. The Senate Chairman, ex officio, holds membership in all committees. Unless re-assigned by the Senate Chairman, a senator shall remain on the standing committee to which he is originally assigned for the duration of his term of office.

In the May meeting of the Senate, all committees, both standing and ad hoc, shall present to the new Chairman reports of the previous year's activities and the status of work still in progress. Unfinished business that is a matter of record must be considered by the new standing committee.

The Executive Committee of the Senate shall consist of the officers of the Senate and the standing committee chairmen. The Senate Chairman may also, at his discretion, appoint other senators to serve the Executive Committee in a consultative or advisory role; but the voting members of the committee shall be only the officers and standing committee chairmen.

Proposed Standing Rules of the University Faculty Senate

page 2

Parliamentarian

The Senate Chairman may, at his discretion, appoint a Senate Parliamentarian.

Meetings of the Faculty Senate

Regular meetings of the Faculty Senate shall be held on the second Wednesday of each month during the academic year, provided classes are in session on that date.

Special meetings of the Senate may be called by the Chairman, with the concurrence of the Executive Committee.

The place of the regular meetings shall be determined by the Senate Chairman.

Regular meetings shall begin at 2:15 P.M.

Amendments

These Standing Rules may be amended at any meeting of the Senate, by a 2/3 majority vote, provided the proposed amendment is announced at the meeting preceding the one during which the vote is taken.