

Meeting No. 32

April 25, 1973

STEPHEN F. AUSTIN STATE UNIVERSITY

FACULTY SENATE

Absent:
Mr. Hill
Mr. Barton (excused)

Ex Officio Members Present:
President Steen
Vice President Lewis
Dean McKibben

Guests:
Patricia Read
Leonard Cheever
Kirby Duncan
B. F. Walker
James M. Garrett

1. Mr. Nall called the meeting to order at 4:15 p.m., the roll was called, guests were recognized.
2. The minutes of Meeting No. 31 were approved with the following changes from the tentative minutes: Item 6d was amended to delete the second sentence; Item 6e was deleted; Item 12 was amended.
3. Meeting No. 33 was scheduled for Wednesday, May, 1973, at 4:15 p.m. in the Presidents' Room in the University Center. This meeting will be the first meeting of the Faculty Senate for 1973-74, for the purpose of electing officers.
4. Mr. Nall stated that this was the last meeting of the Faculty Senate for several members who have served the first full three-year term. He thanked them, the current officers and committee chairmen for the service rendered during the year.
5. The amended resolution and covering letter on the competence/performance based education program, as prepared by Mr. Gaston at the request of the Executive Committee, was presented by Mr. Gaston (Appendix A). It was moved and seconded that they be approved and mailed to Dr. J. W. Edgar. The motion passed.
6. Dean McKibben remarked that the State Board of Education on April 15, 1973, took action on the resolutions which it had received to postpone deadlines for implementation of the competency/performance based education program. Several deadlines have been set aside, but the ultimate deadline of 1977 for the program remains untouched. Dean McKibben read material forwarded by Education Commissioner Edgar: "...

(Appendix B) Dean McKibben fears that there will be a general letdown in vigilance on the part of the Faculty Senate and suggests that it may wish to study the standards and make recommendations. Mr. Nall said that the Faculty Senate will consider such action. Mr. Rodewald wished this to be a mandatory agenda item for the next meeting. President Steen said that the Faculty Senate should go on record by making a study and preparing recommendations. Mr. Nall referred the matter to the Academic Affairs Committee.

7. Mr. Clark presented the report of the Academic Affairs Committee.
 - a. This is a fact finding report. It actually is two reports: the investigative report made by the Southern Association and the report of the faculty. The Southern Association recommendations were not presented in great detail.
 - b. Extra copies of the report have been made. Faculty Senate members should circulate the report in their departments; other departments not represented on the Faculty Senate will receive a copy. (The report is not included with the minutes of this meeting.)
 - c. Mr. Clark suggested that since the Southern Association made no recommendations on "the faculty" that the Faculty Senate might wish to study those recommendations made in the University report to the Southern Association.
 - d. It was moved and seconded to accept the report. Mr. Nall said that the report calls for further study by the Faculty Senate. The motion passed.
8. Mr. Baker reported the election for Faculty Senate members for the three-year term 1973-1976. Those elected are:

Ralph White	Office Administration
Ralph Eddins	Secondary Education
Thomas Franks	Elementary Education
Bennat Mullen	Secondary Education
Diane Ford	Art
Wayne Johnson	Political Science
James Garrett	Chemistry
Fred Rainwater	Biology

The election was certified by a motion and a second to accept the report of the Secretary, which is the Faculty Senate list for 1973-74 (Appendix C). The motion passed. The Secretary was instructed to notify the new Senators of their election and to request their attendance at Meeting No. 33.

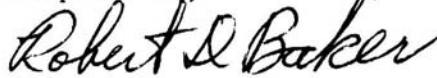
9. Mr. Nall read a letter from Vice-President Lewis. The Deans' Council will in the future award tenure; the Chairman of the Faculty Senate will be an ex officio member of the Deans' Council. A lengthy discussion followed on the new policy vs.

alternate policies. Also discussed was the problem of the ratio of tenured to non-tenured faculty in a future period of predicted decline in University enrollment. Mr. Nall said that the Professional Welfare Committee is the proper place for further study of the question and that the Faculty Senate should take a closer look at the subject and devise additional criteria if needed.

10. Mr. Nall read a letter he had sent to school deans relative to criteria for employment and promotion which clarified the position of the Faculty Senate on the matter (Appendix D).
11. Mr. Stewart, who is also President of the University's TACT Chapter, presented "A Report on the Economic Status of the Faculty" (Appendix E) and Vice-President Lewis (who had received Mr. Stewart's report in advance) submitted a memo "Report on Economic Status of Faculty" (Appendix F). These elicited a lively and useful discussion.
 - a. Mr. Stewart reported that Sam Houston State University's salaries are second in Texas if the University of Texas at Dallas is omitted. They have apparently eliminated teaching assistants and have added few faculty during the last few years.
 - b. Mr. Stewart thanked Vice-President Lewis for providing a list of options available, stating that in his belief "Ours is an economic allocation problem."
 - c. Mr. Stewart is pessimistic because of new four-year schools and technical schools being funded by the Texas legislature.
 - d. Mr. Stewart stated that the five-year cost of living increase factor is 1.23, i.e., if you now make less than 1.23 times what you made five years ago you are not keeping pace with the cost of living.
 - e. President Steen said that Sam Houston State University does have teaching assistants, but that the \$300,000 allocation comes from Departmental Operating Expense. President Steen said that essentially they have a 15-hour normal teaching load and that SFA's average salary is \$12,600 if teaching assistants are not included in the calculation. Vice-President Lewis predicted that our normal teaching load would stay where it is.
 - f. President Steen stated that the appropriations bills before the Legislature both include a 3.4 percent faculty salary increase for each of the years of the biennium. The average salary increase at the University will be about \$800. \$12.50 per month for state insurance contributions is also included in the appropriations bills.

11. g. A question was posed to President Steen asking if any increases were made in the administrative staff for 1973-74. President Steen said that two positions were added. Vice-President Lewis stated that the administrative changes were a result of the Southern Association self study.
 - h. Dr. Keul said that members of his department felt harrassed by constant emphasis on the new cost accounting procedures. President Steen said that the pressure is everywhere.
 - i. Pleas were made for streamlining the undergraduate program and for improving faculty morale by everyone and every department helping each other during this new period of crisis.
 - j. Total cost accounting, including allocation of building use fees by student hours taught in each department, was discussed.
 - k. President Steen complimented Mr. Stewart on a good report. He provided some additional information. Development leave is a separate part of the appropriations bill, but no funding is provided; we do have vacations; and we do have a sick leave policy involving pay for taking a person's classes if he is away for long periods.
 - l. Mr. Nall said that we all will have to show considerable understanding of this difficult situation.
 - m. As a matter of personal information, President Steen asked how many of the members of the Faculty Senate would be willing to exchange a higher student/teacher ratio for more salary. About forty percent answered that they would.
 - n. Mr. Robertson asked each member of the Faculty Senate to determine what our assets are at SFA and to cultivate them.
12. The meeting adjourned at 5:52 p.m.

Respectfully submitted,



Robert D. Baker
Secretary

Reviewed

John T Lewis, III
Vice President for Academic Affairs

Date

7-10-73

Approved

[Signature]
President

Date

7-11-73

APPENDIX A

COVERING LETTER FOR RESOLUTION

Dr. J. W. Edgar, Commissioner
Texas Education Agency
Austin, Texas

Dear Dr. Edgar:

As the enclosed resolution indicates, the Faculty Senate of Stephen F. Austin State University has grave concern about the Competency/Performance Based Education programs and new institutional requirements for teacher certification and especially about the manner in which they were formulated and apparently are to be implemented. I am writing to convey to you this expression of concern of four hundred faculty members, most of whom have long been engaged in teacher education.

In relating to you the enclosed resolution, however, I wish to stress the conviction of the Faculty Senate that teacher training programs need upgrading. Especially is the Senate cognizant of the need to distinguish between programs for prospective public school teachers and for those students preparing either for non-teaching fields or for college-level teaching careers. Indeed, the Senate has encouraged the numerous academic departments on this campus that are planning and carrying out programs that make such a distinction more meaningful perhaps than in the past. In short, the Senate has no quarrel with what may well be the intent of the new programs that the Texas Education Agency is sponsoring.

What the Senate questions in the new programs are the implied infringement upon institutional and academic community autonomy and the manner in which they were conceived and are being implemented. By infringement, the Senate means any attempt by an individual, an agency, or a center outside the responsible academic faculty which seeks to control the form or content of instruction either by the prescription or specific objectives or by the exercise of a veto power over whatever objectives may have been freely chosen by the concerned faculty; and also the attempt by any outside agency to impose a single teaching method or doctrine upon students, teachers, and institutions of higher education. As to the conception of the programs, the Senate believes that an insufficient number of Texas colleges and universities and particularly an insufficient number and variety of academic disciplines were represented in the planning. It is a conviction the Senate shares with the Texas chapters of the American Association of University Professors and with other concerned groups already on record. As to the implementation of the programs, the Senate believes that the present timetable will result in severe stress upon college and university budgets and in other highly undesirable ends. In sum, it believes that in conception and implementation the new programs are characterized by ambiguity and excessive haste.

Dr. J. W. Edgar
Page 2

The Senate, therefore, submits for the serious consideration of the Texas Education Agency and all others concerned the enclosed resolution. With it, however, comes the pledge to cooperate with more deliberate and representative efforts to achieve the desired results.

Very truly yours,
C. T. Nall, Chairman
Faculty Senate

RESOLUTION

WHEREAS the Texas Education Agency is in the process of implementing Competency/Performance Based Education programs and new institutional requirements for teacher certification;

WHEREAS the formulation of such new programs and requirements failed to involve a sufficient number of Texas colleges and universities and particularly a sufficient number and variety of academic disciplines;

WHEREAS various guidelines issued to date indicate that the Texas Education Agency will exercise unprecedented control that could well infringe upon institutional and academic community autonomy; and

WHEREAS present timetables for implementation of the new programs and requirements will result in severe stress on college and university budgets and in other highly undesirable ends;

NOW THEREFORE BE IT RESOLVED that the Faculty Senate of Stephen F. Austin State University respectfully petition the Texas Education Agency and its Commissioner, Dr. J. W. Edgar,

(1) To postpone for at least the next biennium the implementation of the new programs and requirements;

(2) To achieve during that period of time a broader involvement of the colleges and universities and of the academic disciplines in Texas;

(3) To avoid infringement upon institutional and academic community; and

(4) To avoid placing severe stress on college and university budgets until adjustments are made in the formula for appropriations and in related matters.

6.6.73

Texas Education Agency



- STATE BOARD OF EDUCATION
- STATE COMMISSIONER OF EDUCATION
- STATE DEPARTMENT OF EDUCATION

201 East Eleventh Street
Austin, Texas
78701

March 15, 1973

TO: College/University Presidents

SUBJECT: Teacher Certification Standards 1-6, Effective Finally
September 1, 1977. Procedure and Calendar

The response to my letter of January 15, 1973 regarding the experience each institution is having in meeting the Dates of Action in the Procedure and Calendar established by the State Board of Education for institutional transition to Teacher Certification Standards 1-6, was indeed helpful.

As a result of the survey information provided by the college/university presidents of institutions for Teacher Education/Certification, the State Board of Education, at its March 10 meeting approved the following new Dates of Action for institutions to observe:

1. Date for all new programs of teacher education/certification to meet Standards 1-6. Present date September 1, 1972.

New date: September 1, 1975

2. For all institutions seeking initial approval for preparing school personnel to meet Standards 1-6. Present date September 1, 1972.

New date: September 1, 1975

3. Date for all institutions to meet Standards 1-6. Present date September 1, 1974.

New date: September 1, 1976

4. Other Dates of Action in the Procedure and Calendar relating to the moratorium on approval visits to institutions shall be adjusted accordingly by the Commissioner of Education for each institution.

drive

College/University Presidents
Page 2
Teacher Certification Standards
1-6, Effective Finally September 1, 1977
March 15, 1973

5. All Dates of Action in the Procedure and Calendar not incorporated in the new dates as specified herein will continue to apply to all institutions.

The Board instructed me to request each college/university president to conduct continuous objective institution-wide studies of Standards 1-6 and proposed Standards 7-8, and to forward findings of these studies to the Commissioner of Education.

Upon receipt of such findings from the college/university presidents, I shall consider them with the State Board of Examiners for Teacher Education, and then submit them to the Educational Personnel Committee of the State Board of Education. The Committee may bring before the Board for its consideration and action those findings which have merit for improving the present standards.

Very truly yours,


J. W. Edgar
Commissioner of Education

cc: Deans of Education

APPENDIX C

FACULTY SENATE - 1973-74

Name	Department	Years to Serve	Telephone	Box No.
BUSINESS ADMINISTRATION				
Janelle Ashley	Office Administration	1	3102	3060
Dudley Stewart	Economics	2	3103	3009
Ralph White	Office Administration	3	3104	3060
EDUCATION				
Ralph Eddins	Secondary Education	3	3409	3018
Thomas Franks	Elementary Education	3	2905	3017
Sue Jones	Home Economics	2	4502	3014
Bennat Mullen	Secondary Education	3	2406	3018
Lucille Norton	Women's HPE	1	3503	3016
Richard Voigtel	School Services	1	3400	6091
FINE ARTS				
William Arscott	Art	2	4804	3001
Diane Ford	Art	3	4804	3001
David Jones	Music	1	4602	3043
FORESTRY				
Robert Baker	Forestry	1	3301	6115
LIBERAL ARTS				
Thomas Bourbon	Psychology	1	4402	3046
David Cox	Political Science	1	3903	3045
Charles Gardner	Geography	2	3707	3012
Edwin Gaston	English	1	2101	3007
Wayne Johnson	Political Science	3	3903	3045
Carl Keul	Modern Languages	2	4303	3042
Charles T. Nall	History	2	3802	3013
Allen Richman	History	1	3802	3013
LIBRARY				
Willie Tindall	Library	1	4106	3055
SCIENCES AND MATHEMATICS				
Calvin Barton	Mathematics	2	3005	3040
James Garrett	Chemistry	3	3606	3006
Jack McCullough	Biology	2	3601	3003
Fred Rainwater	Biology	3	3601	3003

APPENDIX D

STEPHEN F. AUSTIN STATE UNIVERSITY

NACOGDOCHES, TEXAS 75661

April 3, 1973

DEPARTMENT OF HISTORY

To: All Academic Deans

From: Tom Nall, Chairman of the Faculty Senate

Two items considered by the Faculty Senate will be of direct interest to the Deans of the schools. The new promotion policy adopted by the Senate and accepted by the Deans' Council prescribes that in addition to the minimum standards described by the Senate's report, that additional standards are to be formulated by the advisory council of each school. I call this to your attention because it will require some initiative on your part to see that your school's advisory council begin its work of spelling out the new standards. These additional standards are to be based upon "teaching, scholarship, creativity, service to university, 'equivalent' experience, and other considerations."

The same report specifies that each academic school should have an appeals and investigation committee. The Senate is aware that some schools already have such committees. However, committees should be established where they are lacking.

One other item has to do with the composition of the advisory councils themselves. At its January 24th meeting the Senate approved a recommendation that each school council prepare a written constitution to be ratified by that school's faculty. The constitution should provide that (1) a majority of the council should be elected by and from the faculty of the school with rotating terms, (2) the school dean act as an ex-officio member, (3) the minutes of each meeting to be published and distributed to the faculty of the school, (4) a faculty appeals mechanism be provided for, and (5) copies of the constitution be filed with the Faculty Senate.

If there are any questions dealing with the implementation of these changes, please contact me or bring them directly to the attention of the Senate.

4-21-73

A REPORT ON THE ECONOMIC STATUS
OF THE FACULTY

Prepared for
the Stephen F. Austin State University
Faculty Senate

by

M. Dudley Stewart, Jr.
Associate Professor of Economics

25 April, 1973

INTRODUCTION

This study was undertaken in order to determine how we have fared economically during the past five academic years.

In essence, the following information will be presented for your edification:

1. Nine-month salary comparisons between the two academic years, 1968-69 and 1972-73, for all academic ranks at SFA relative to their respective state-wide weighted averages (S-WWA) and to their counterparts at East Texas State University (ETSU), Lamar University (LU), and Sam Houston State University (SHSU).
2. An examination of the trend of faculty real income using the average salary figure for all ranks combined.
3. Observations pertaining to fringe benefits, work loads, and hours.
4. Conclusions.
5. A Statistical Appendix.

SALARY COMPARISON HIGHLIGHTS

Professors

The average salaries for the rank of professor at all four institutions included in this study fell substantially below the S-WWA of \$18,600 for the academic year, 1972-73. The closest was LU with \$17,500. SFA tied for third place with SHSU with a low of \$16,600.

In terms of a percentage increase during the five year period, 1968-69 to 1972-73, SFA lead with 24 per cent, just ahead of SHSU with 23 per cent. The S-WWA was 18 per cent.

Associate Professors

The S-WWA was \$14,400, with SHSU slightly below with an average salary of \$14,100. SFA ranked well below and last with \$13,500.

SHSU experienced the largest percentage increase with 23 per cent while SFA ranked third with 13 per cent. The S-WWA was 16 per cent.

Assistant Professors

Ranking first was SHSU with an average salary of \$12,300, somewhat above the S-WWA of \$11,900. SFA ranked third and considerably below both with \$11,400.

The largest percentage increase was experienced by SHSU with 23 per cent. The S-WWA was 16 per cent, with SFA just below and ranking third with a 15 per cent increase.

Instructors

SHSU ranked first with an average salary of \$9,700, greatly above the S-WWA of \$9,200. SFA ranked third with \$9,000.

Experiencing the largest percentage increase was again SHSU with 23 per cent, well above the S-WWA of 16 per cent. SFA again ranked third and below both with an 11 per cent increase.

Teaching Assistants

ETSU paid the largest average salary with \$7,900. SFA ranked second with \$7,500 and greatly above the S-WWA of \$6,400. Although not included in the data presented in this study, it was, nevertheless, most interesting to note that SHSU terminated completely its use of teaching assistants at the end of the academic year, 1968-69.

The largest percentage increase was recorded by ETSU with 11 per cent, highly above the S-WAA increase of a niggardly 2 per cent. SFA ranked last with no change recorded during the period.

All Ranks

An average salary of \$13,500 for all ranks was reported by SHSU, well above the \$12,600 S-WWA, giving it first place. SFA ranked last and considerably below with \$11,900.

A whopping 41 per cent increase was registered by SHSU, 25 percentage points or 156 per cent above the S-WWA of 16 per cent, insuring it an extremely safe first place. SFA was third with a 19 per cent increase.

Going outside of the data presented in this paper, it was, indeed, most astonishing to observe that SHSU ranked second in the State for average salaries for all ranks, if the newly emerging and unique UT/DAL (\$17,200) is excluded. That would then make UT/AUS with \$14,000 first, SHSU second with \$13,500, and TAMU third with \$13,400.

FACULTY REAL INCOME

The increase in the Consumer Price Index (CPI) during the five-year period under consideration amounted to approximately 23 per cent. Since the average salary for all ranks at SFA rose only 19 per cent, it can be concluded that our real incomes have lagged by 4 percentage points.

Stated differently, had we just kept pace with the increase in the cost of living, an average salary of \$12,300 would be in effect, \$400 above the present \$11,900.

The Average Annual Productivity Factor

The average annual productivity increase (the increase in output per human-hour spent at gainful employment) during the past several years for the economy as a whole has been on the order of 3.5 per cent. The compound increase for the five-year period was, thus, slightly under 19 per cent.

Assuming that we rightfully should not only expect our incomes to keep pace with increases in the cost of living but that we rightfully should expect to participate in increased living standards along with other groups in the economy as well, our incomes would have had to increase by 42 per cent during the past five years. Since the increase in average salaries for all ranks at SFA amounted to only 19 per cent, we are 23 percentage points behind.

In other words, whereas the present average salary for all ranks is \$11,900, an average salary of \$14,200 would be necessary for us to have achieved a very modest increase in our living standards. Please note that this does not take into account the substantial rise in taxes at all levels of government during the period that we have had to pay. If it were, an

even greater amount would be necessary.

Fringe Benefits

The fringe benefits or wage supplements presently received by faculty members at SFA and other State educational institutions total something like 15 per cent, substantially below the figure for the industrial sector of the economy of approximately 35 per cent. We presently receive 6 per cent toward retirement, 5.85 per cent for Social Security, and 2.7 per cent for unemployment compensation (that we cannot collect during summer when some of us are involuntarily unemployed).

We receive currently no sick leave benefits (in the true sense of the word), no paid holidays, no paid vacations, no life insurance contributions, no general health insurance contributions, no workman's compensation, et cetera, et cetera, et cetera.

Thus, we lag tremendously in this area.

Work Loads and Hours

At SFA and most other State senior educational institutions, a heavy 12-hour undergraduate course load is standard. There are some, albeit leading ones, with 9-hour undergraduate teaching loads, and rightfully so.

Not to be ignored is the increasing size of classes confronting professors.

It has been well documented that the average university professor works 50 to 60 hours a week. The standard workweek in the industrialized sector of the economy is between 35 and 40 hours, with time-and-one-half being paid for over-time and double-time on Sundays and holidays. Night-time differentials are also paid.

Apparently, the only advantage we have is being able to set, to some extent, our own work-hours in our offices, homes, and elsewhere.

CONCLUSIONS

Many conclusions may be drawn from this study; however, only some of the more important and general ones will be listed.

1. Although our nominal incomes have increased during the five-year period, our real incomes, and, thus, our living standards have declined significantly.

2. We have failed completely to share in the rising standards of living experienced by other sectors of the economy as a result of real economic growth.

3. The fringe benefits received by faculty members at SFA and those at other State senior educational institutions are more than 50 per cent below those received in the industrialized sector of the economy.

4. Although not following directly from this study, judging from an article pertaining to both the social and private rates of return on invested capital for academicians with Ph.D.s in the United States in the March, 1972, issue of The American Economic Review, we are literally paying for the privilege of teaching and researching. In summary, both the social and private rates were discovered to be either zero or less than one per cent.

5. What can be concluded about our options to correct the sorry economic situation in which we find ourselves? It is, of course, difficult to say. However, whatever course of action that we, as individuals, take to protect and to advance our economic status, one thought, perhaps, should be borne in mind: Short run solutions should be sought as opposed to long run ones; for, in the long run, we all are dead.

STATISTICAL APPENDIX

APPENDIX F

April 25, 1973

Memo To: Faculty_Senate
 From: Vice President for Academic Affairs
 Subject: Report on Economic Status of Faculty

The study on the economic status of the faculty prepared by Dr. Dudley Stewart is excellent and no exceptions are taken other than to the statements concerning sick leave and paid vacations.

The report does raise questions for which answers are not obvious from the data included in the tables.

The differential in salaries between SFASU and the other institutions studied is accounted for by two major factors:

1. The student-teacher ratio.
2. The number of graduate hours produced.

The following table gives additional information:

Institution	S/T	UG/Hrs	Master/Hrs.	Dr./Hrs.
East Texas State University	16.9	212,759	50,599	5,927
Lamar University	22.21	291,767	12,119	105
Stephen F. Austin State Univ.	21.79	294,285	16,894	0
Sam Houston State University	26.09	291,279	24,080	288

Since funds are appropriated to the University on the basis of hours generated, it is obvious that the options open to raise salaries at Stephen F. Austin State University are:

1. Increase the number of hours generated -- preferably at the Master's level since the Master's rate is twice the undergraduate with the Doctoral rate being nine times the undergraduate rate.
2. Reduce the faculty by 40 to 50 full-time equivalents.

Our thrust in the guidelines for Five Year Plans has been to increase the quality of programs and teaching to the extent that we can attract more students and thus generate more hours.

April 25, 1973

In spite of the self study recommendation to decrease the student-teacher ratio, we obviously are going to the opposite direction, and, for economic reasons, there is no relief in sight. If we fail in our efforts to increase hour production, we must be satisfied with lower salaries or reduce staff. If we drop in enrollment, we have the options of:

1. Maintaining staff and reducing salaries.
2. Reducing staff in low production areas and increasing salaries as money is available.

Our hope is that we will continue to provide quality instruction and concern for our students to the extent that we will at least maintain our current enrollment.

JTL:mfs

TABLE 1

AVERAGE NINE-MONTH SALARIES AND FULL-TIME EQUIVALENT FACILITIES,
BY SELECTED INSTITUTIONS AND RANK,
FOR THE ACADEMIC YEAR, 1972-73
(Salaries in Thousands of Dollars)

Institution	Professors		Associate Professors		Assistant Professors		Instructors		Teaching Assistants		All Ranks	
	No. FTE Fac.	Avg. Sals.	No. FTE Fac.	Avg. Sals.	No. FTE Fac.	Avg. Sals.	No. FTE Fac.	Avg. Sals.	No. FTE Fac.	Avg. Sals.	No. FTE Fac.	Avg. Sals.
East Texas State University	104	16.7	65	13.7	107	11.9	82	9.4	82	7.9	439	12.1
Lamar University	87	17.5	76	13.5	101	11.2	106	8.8	14	5.7	384	12.2
Stephen F. Austin State University	74	16.6	86	13.5	135	11.4	73	9.0	47	7.5	415	11.9
Sam Houston State University	98	16.6	98	14.1	110	12.3	57	9.7	0	0.0	363	13.5
State-Wide Weighted Average		18.6		14.4		11.9		9.2		6.4		12.6

Source: The TACT Bulletin, January - March, 1973.

Note: Details may not add to totals because of rounding.

TABLE 2

AVERAGE NINE-MONTH SALARIES AND FULL-TIME EQUIVALENT FACULTIES,
BY SELECTED INSTITUTIONS AND RANK,
FOR THE ACADEMIC YEAR, 1968-69
(Salaries in Thousands of Dollars)

Institution	Professors		Associate Professors		Assistant Professors		Instructors		Teaching Assistants		All Ranks	
	No. FTE Fac.	Avg. Sals.	No. FTE Fac.	Avg. Sals.	No. FTE Fac.	Avg. Sals.	No. FTE Fac.	Avg. Sals.	No. FTE Fac.	Avg. Sals.	No. FTE Fac.	Avg. Sals.
East Texas State University	65	14.1	55	12.7	89	10.4	126	8.7	94	7.1	429	10.0
Lamar University	75	15.6	70	11.7	113	9.8	87	7.6	16	5.4	362	10.7
Stephen F. Austin State University	54	13.4	51	11.9	120	9.9	95	8.1	39	7.5	360	10.0
Sam Houston State University	58	13.5	57	11.5	90	10.0	81	7.9	59	5.6	343	9.6
State-Wide Weighted Average		15.8		12.4		10.3		7.9		6.3		10.9

Source: The TACT Bulletin, November - December, 1968.

Note: Details may not add to totals because of rounding.

TABLE 3

PERCENTAGE CHANGES IN AVERAGE NINE-MONTH SALARIES
AND FULL-TIME EQUIVALENT FACULTIES, BY SELECTED
INSTITUTIONS AND RANK, FOR THE ACADEMIC
YEARS, 1968-69 AND 1972-73

Institution	Professors		Associate Professors		Assistant Professors		Instructors		Teaching Assistants		All Ranks	
	No. FTE Fac.	Avg. Sals.	No. FTE Fac.	Avg. Sals.	No. FTE Fac.	Avg. Sals.	No. FTE Fac.	Avg. Sals.	No. FTE Fac.	Avg. Sals.	No. FTE Fac.	Avg. Sals.
East Texas State University	60	18	18	8	20	14	-35	8	-13	11	2	21
Lamar University	16	12	9	16	-11	14	22	16	-13	6	6	14
Stephen F. Austin State University	37	24	59	13	13	15	-23	11	21	0	15	19
Sam Houston State University	69	23	72	23	22	23	-30	23	-100	-100	6	41
State-wide Weighted Average		18		16		16		16		2		16

Source: Calculated from Tables 1 and 2.

AVERAGE NINE-MONTH SALARIES FOR ALL RANKS AT STATE SENIOR LEVEL
EDUCATIONAL INSTITUTIONS, BY RANK ORDER,
FOR THE ACADEMIC YEAR, 1972-73

1.	The University of Texas at Dallas.	\$17,239
2.	The University of Texas at Austin.	\$14,039
3.	Sam Houston State University	\$13,503
4.	Texas Woman's University	\$13,404
5.	Texas A & M University	\$13,393
6.	North Texas State University	\$13,022
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*	State-Wide Weighted Average.	\$12,623
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7.	Angelo State University.	\$12,587
8.	University of Houston.	\$12,462
9.	Texas A & I University, Laredo Center.	\$12,368
10.	Lamar University	\$12,236
11.	Texas Tech University.	\$12,188
12.	Pan American University.	\$12,138
13.	East Texas State University.	\$12,090
14.	The University of Texas at Arlington	\$12,083
15.	Texas A & I University	\$12,003
16.	The University of Texas at El Paso	\$11,949
17.	Prairie View A. and M. College	\$11,926
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18.	Stephen F. Austin State University	\$11,875
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19.	Texas Southern University.	\$11,613
20.	West Texas State University.	\$11,453
21.	Southwest Texas State University	\$11,333
22.	Midwestern University.	\$10,988
23.	Tarleton State University.	\$10,871
24.	East Texas State University, Texarkana Center.	\$10,707
25.	Sul Ross State University.	\$ 9,181
26.	Lamar University, Orange Center.	\$ 7,501

APPENDIX F

April 25, 1973

Memo To: Faculty_Senate
 From: Vice President for Academic Affairs
 Subject: Report on Economic Status of Faculty

The study on the economic status of the faculty prepared by Dr. Dudley Stewart is excellent and no exceptions are taken other than to the statements concerning sick leave and paid vacations.

The report does raise questions for which answers are not obvious from the data included in the tables.

The differential in salaries between SFASU and the other institutions studied is accounted for by two major factors:

1. The student-teacher ratio.
2. The number of graduate hours produced.

The following table gives additional information:

Institution	S/T	UG/Hrs	Master/Hrs.	Dr./Hrs.
East Texas State University	16.9	212,759	50,599	5,927
Lamar University	22.21	291,767	12,119	105
Stephen F. Austin State Univ.	21.79	294,285	16,894	0
Sam Houston State University	26.09	291,279	24,080	288

Since funds are appropriated to the University on the basis of hours generated, it is obvious that the options open to raise salaries at Stephen F. Austin State University are:

1. Increase the number of hours generated -- preferably at the Master's level since the Master's rate is twice the undergraduate with the Doctoral rate being nine times the undergraduate rate.
2. Reduce the faculty by 40 to 50 full-time equivalents.

Our thrust in the guidelines for Five Year Plans has been to increase the quality of programs and teaching to the extent that we can attract more students and thus generate more hours.

April 25, 1973

In spite of the self study recommendation to decrease the student-teacher ratio, we obviously are going to the opposite direction, and, for economic reasons, there is no relief in sight. If we fail in our efforts to increase hour production, we must be satisfied with lower salaries or reduce staff. If we drop in enrollment, we have the options of:

1. Maintaining staff and reducing salaries.
2. Reducing staff in low production areas and increasing salaries as money is available.

Our hope is that we will continue to provide quality instruction and concern for our students to the extent that we will at least maintain our current enrollment.

JTL:mfs