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2-14-80

FACULTY SENATE MINUTES
Panhandle State University
February 14, 1980

Chairman Dr. Paul Cutler called the meeting to order and the minutes of the last meeting were reviewed.

A letter from Dan Cortez concerning football players late to the 8:00 a.m. classes was read and discussed. It was noted that these people are dismissed from workouts at 7:40 a.m. which allows 20 minutes for them to get to class and this should be ample time. The letter stated that spring afternoon workouts are only for 10 days and that classes and lab assignments come first.

Dr. H. L. Reeves made a motion that the Library Committee be asked to study the possibility of increasing the check-out time for A.V. equipment and especially books to 30 days instead of current practice.

Seconded by Dr. David Driskill. Motion passed. Dr. H. S. Kachel will present this to the chairman of the Library Committee.

The Faculty Senate was then recessed for some 10 minutes.

After the recess, faculty parking was discussed at some length and questions asked as why nothing has been done in this area. Some of the faculty members present would like to see the O.S.U. system used. This O.S.U. system charges faculty members for parking space and also has a motor pool where all state or college vehicles are checked into, kept, and parked.

Dr. Cutler will invite Mr. Begley to the next senate meeting to talk about the policy and scholarship programs at P.S.U.

The next senate meeting will be on the first Thursday after the Spring Break.

Members Present:

Dr. Paul Cutter
Dr. H. E. Reeves
Miss Ava Ruth Humphrey
Mr. Russell Guthrie
Dr. Kenneth Woodward
Dr. Harold S. Kachel
Dr. David Driskill

Visitors:

Mr. Johnnie Davis
Dr. Linda Alberty

FACULTY SENATE MINUTES
Panhandle State University
March 20, 1980

Chairman Dr. Paul Cutter called the meeting to order and asked Mr. Jack Begley to report on the scholarships. Mr. Begley gave a rather detailed report on the scholarships that are handled by the Registrar's office. These are the:

1. President's Scholarship
2. Regent's Scholarship
3. Foundation Scholarship (academic)
4. Academic Scholarship (for the High School contests)

A discussion of other scholarships that are given at P.S.U. followed. Dr. Cutter will ask Mr. Robert Wise to discuss some of the Foundation's Scholarships and policies at the next Faculty Senate meeting, (4-3-1980).

Mr. Edward Bryan discussed the checkout time of A.V. equipment and that there were not enough machines to be loaned out on a 30 day basis.

Mr. Johnnie Davis presented the OEA-PSU Association Salary Schedule to the Senate.

After some discussion, Dr. David Driskill made a motion that the Faculty Senate go on record in favor of the PSU-OEA salary schedule and recommend the adoption of the schedule by the PSU Administration.

Seconded by Dr. Reeves. (A copy of the PSU-OEA schedule is attached to the minutes).

Motion passed. (Two (2) no votes).

Next meeting will be April 3, 1980.

February 14, 1980

RECOMMENDATIONS FROM
PANHANDLE STATE UNIVERSITY OEA ASSOCIATION
SALARY SCALE 1980-81 (9 months)
BASE SALARY FOR MASTERS DEGREE, NO EXPERIENCE \$11,000.00

We recommend that a percentage increase calculated on the total salary of each faculty member be given each year in lieu of across the board raises. The percentage raise needs to be adequate to compensate for inflation.

The committee recommends the steps for experience, education, and rank as follows:

EXPERIENCE

\$300 per year	
Instructor	4 years
Assistant Professor	8 years
Associate Professor	12 years
Professor	16 years

EDUCATION

The present amount allocated for education is inadequate; it does not offer encouragement for faculty members to improve their skills. We recommend the following:

Master's degree + 15 hours	\$1,000
+ 30 hours	1,250
+ 45 hours	1,500
+ 60 hours	2,000
Doctor's degree	3,500

The initial \$1,000 we recommend for the first fifteen hours will provide an incentive for a faculty member to begin work on an advanced degree. The additional \$1,500 recommended once the doctor's degree is attained is needed to encourage the completion of the degree.

RANK

We recommend the following system of pay for rank. The larger increase for the rank of professor will encourage the faculty to strive for quality in education.

Instructor	\$ 0
Assistant Professor	750
Associate Professor	1,500
Professor	2,500

ADDITIONAL COMMENTS:

We believe that the pay for persons instructing summer school and for persons on contracts for more than nine months is inadequate. We recommend that each faculty member be paid one-ninth of his contract for each summer session in which he is employed. We also recommend that each faculty member contracted for more than nine months be paid one-ninth of his regular salary for each additional month worked.

4-17-80

FACULTY SENATE MEETING
Panhandle State University
4-17-80

The meeting was opened by Dr. Reeves, Vice-President, minutes of the previous meeting were read and approved.

Dr. Cutter asked Bob Wise to discuss how the Panhandle Foundation monies were dispersed.

Bob Wise stated that the President's Scholarship goes to the top two percent \$1,000.00 in four increments, \$300.00 the first year, \$250.00 the second year, \$250.00 the third year, and \$200.00 the fourth year.

Room Scholarship for the dorm. If a local person receives it and doesn't live in the dorm, \$100.00 is applied to their college expenses. Note: Two percent of 18 on ACT score or above.

\$17,000.00 was disbursed in November and December for scholarships. There are between 400 and 500 scholarships offered. 85 to 90 received and used the scholarships at P.S.U.

Regents give scholarships for contest winners such as science and so forth.

The interest is clearly paying its own way, that is, interest is bringing enough money in to pay the scholarships at present. Money given to special areas is usually a paper work thing. There would not be enough money if all scholarships were accepted.

Guthrie made a motion to invite one or more members of the Salary Committee to report and discuss the Salary Committee report. The motion was seconded by Dr. Schaefer. The motion passed-- 8 yes, and 0 no.

Dr. Schaefer moved to insert the minutes of the board of A & M Regents dated March 14, 1980 that pertains to faculty salaries about meeting the regional average. The motion was seconded by Dr. Driscoll. The motion passed-- 8 yes, 0 no. (See attached sheet)

Dr. Reeves moved that the Senate suggest to the Curriculum Committee to consider changing the fall schedule so that no conflicts of class times occur on Tuesday and Thursday. The motion was seconded by Sam Nelson. The motion passed-- 8 yes, and 0 no.

The meeting was adjourned.

Members present:

Eugene Reeves

Sam Nelson

Ava Ruth Humphrey

Russell Guthrie

Kurt Schaefer

David Driskill

Lee McMakin

Paul Cutter

MATTERS PERTAINING TO THE BOARD OF REGENTS FOR THE
OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES,
OF INTEREST TO ALL THE COLLEGES,
MEETING OF MARCH 14, 1980

Budget Recommendation

Following a recommendation of Dr. James Boggs, Vice President for Academic Affairs concerning budget guidelines for OSU, Mr. Lampl moved that Oklahoma State University and the A&M Colleges, being Cameron University, Connors State College, Langston University, Northeastern Oklahoma A&M College, and Oklahoma Panhandle State University, make an effort to increase salaries to the regional average for salaries in similar institutions as recommended by the Oklahoma State Regents for Higher Education contingent on the availability of sufficient new funds to accomplish this objective. Dr. Montgomery seconded the motion. Those voting aye: Board Members Savage, Craig, Ketchum, Eillian, Lampl, Long, Montgomery and Reid. No: Martin. Abstentions: None. The motion carried.

NOTE: Discussion on this motion appears in the Oklahoma State University section of the minutes on pages 4 and 5.

TABLE 2
AVERAGE 9-10 MONTH SALARIES AND STUDENT-FACULTY RATIOS
IN STATE SENIOR COLLEGES, 1979-80

Institution	Rank	Average Salary ^a	FTE Enroll- ment per FTE Faculty ^b		Institution	Rank	Average Salary ^a	FTE Enroll- ment per FTE Faculty ^b	
Eastern New Mexico University - Portales	1	\$21,699	20.9		East Central Oklahoma State University	25	\$18,031	22.0	
Central State University	2	21,377	21.7		Hesa College	27	18,794	20.7	
Adams State College	3	21,142	20.6		Northwest Missouri State University	28	18,721	15.4	
University of Houston - Clear Lake	4	20,713	13.3		Fort Hays State University	29	18,467	17.9	
Metropolitan State College	5	20,596	20.5		Chadron State College	30	18,426	16.8	
Laredo State University	6	20,508	15.9		Arkansas State University	31	18,424	19.3	
Southwestern Oklahoma State University	7	20,445	20.1		Southwestern Oklahoma State University	32	18,047	19.9	
University of Arkansas - Little Rock	8	19,937	17.8		Kearney State College	33	17,967	21.2	
Pittsburg State University	9	19,937	18.6		Missouri Southern State College	34	17,932	N/A	
Western State College of Colorado	10	19,665	22.7		Missouri Southern State College	35	17,913	19.3	
Fort Lewis College	11	19,658	23.4		University of Central Arkansas	36	17,659	19.7	
Corpus Christi State University	12	19,647	14.3		University of Texas - San Antonio	37	17,593	21.7	
Northwestern Oklahoma State University	13	19,636	20.0		Arkansas Tech University	38	17,506	20.4	
Midwestern State University	14	19,481	19.0		Peru State College	39	17,148	15.1	
Angelo State University	15	19,360	24.3		Wayne State College	40	17,064	21.3	
Emporia State University	16	19,301	19.7		Southern Arkansas University	41	17,015	18.0	
Camden University	17	19,189	18.1		Henderson State University	42	16,948	15.8	
West Texas State University	18	19,135	N/A		University of Southern Colorado	43	16,850	20.0	
University of Texas - Permian Basin	19	19,111	13.7		University of Houston - Downtown	44	16,747	20.0	
Southwest Missouri State University	20	19,074	18.7		Northwestern Oklahoma State University	45	16,706	24.6	
Southwest Missouri State University	21	19,067	18.6		Oklahoma Panhandle State University	46	16,646 ^c	18.2	
University of Texas - Tyler	22	18,908	13.1		University of Arkansas - Monticello	47	16,390	19.5	
Southwest Texas State University	23	18,895	22.5		Lamar University	48	16,038	14.4	
University of Science and Arts of Oklahoma	24	18,871	14.9						
Central Missouri State University	25	18,831	18.1						
All Institutions							\$18,924		

^aSee footnote a, Table 1.
^bSee footnote b, Table 1b.