

STEPHEN F. AUSTIN STATE UNIVERSITY
Faculty Senate
Meeting No. 90
October 11, 1978

1. Chairman Jeffrey called the meeting to order at 2:20 p.m.
2. After the roll call, the Senate approved the Minutes of Meeting No. 89 as written.
3. Reports of Officers:
 - A. Chairman's Report:
 - a. Chairman Jeffrey reported that no bids had been received on the health insurance as of Friday, October 6. Apparently the University will have to continue with Blue Cross/Blue Shield. The main problem in obtaining another carrier seems to be the minimum coverage that the state requires by law.
 - b. In regard to the President of the Student Government's request for ex officio status, Mr. Jeffrey reported this will require a constitutional amendment, and he has asked the Ad Hoc Committee on Constitutional Revision to consider it.
 - c. Chairman Jeffrey reported the following action items from the October 3rd meeting of the Deans' Council: (1) approval of a review and approval route for program proposals or modifications (the next Faculty Bulletin will include this chart); (2) approval of the faculty workload report form; (3) approval of a statement of administrative responsibilities for assignment of faculty workloads.

At the October 10th meeting, the Deans' Council approved Shell Unit Grant Awards of \$250 each to Mr. John Moore, Chemistry, and Mr. William Weber, School Services.
 - d. Chairman Jeffrey distributed a list of departmental representation for the Faculty Senate (ATTACHMENT #1).
 - B. Treasurer's Report:

Mr. Bowman reported a balance in the treasury of \$5,087.82.
4. Committee Reports:

Mr. Snyder, Chairman of the Academic Affairs Committee, reported that his committee has received more than 200 completed Graduate Survey questionnaires from the faculty.
5. Old Business:

Mr. Leslie Thompson, Chairman of the Faculty Government and Involvement Committee, presented its report, Revised Senate Bill #85-1, Tenure Policy, to the Senate and moved that the report be accepted. Mr. Bos seconded the motion.

Mr. Thompson informed the Senate of the committee's activities since Meeting No. 89. The committee met with Vice President Franklin and each of the sub-committee chairmen from the Deans' Council. Senator Thompson said the Revised Bill is a synthesis of the Senate's original Tenure Bill, the Revision by the Deans' Council, and input from faculty members and various others. There were a great many changes in specific detail between the two documents, but the format of the Deans' Council document in which the definition was separated from the procedural matters was adopted. One of the few substantive changes was in the use of a Grievance Committee.

In response to a question from Mr. Mathis, Senator Thompson explained that the reason for having a Grievance Committee instead of using the Faculty Senate was to make the procedure less cumbersome, more efficient, and fairer by allowing for challenges in the selection of the committee and by separating legislative and judicial functions.

Senators Rodewald and Sartin inquired as to how the committee's recommendations differ from the Deans'. Mr. Thompson said the committee followed fairly closely the Deans' document and there were no great deviations between the two. He cited the inclusion of professional Librarians and the addition of the last sentence in II. A. as two deviations from the Deans' document. In response to a request from Senator Sartin, he said he would make a report at the open hearing on the specific differences between the original Faculty Senate Bill #85-1 and the Deans' Council Draft.

There followed a discussion involving Senators Thompson and Rodewald and Dean Reese concerning faculty members voting on tenure, the legal consequences of a written vote, and the procedure and route that is to be followed in processing the relevant materials. It was established that the school panel receives only the candidate's packet and arrives at its decision independently of the department.

Senator Jones asked if the procedure was completed even if the faculty member is not recommended for tenure, and Senator Thompson informed her that the whole process was completed regardless of a negative decision at any or all stages.

Senators Snyder, Young, Jeffrey, Rodewald, and Thompson discussed whether a department chairman is considered a faculty member (he is), whether he sends in his own recommendation (he does), whether he is evaluated in the same way by his departmental faculty (he is), and whether he is privy to all the written comments that his departmental faculty members make about him (he is).

Mr. Mathis inquired why "faculty participation" was not more clearly spelled out in the document, and Mr. Thompson replied it was not possible to cover every contingency and that in each instance the committee attempted to make clear the procedure or policy but the committee did not feel it was possible to cover every possible contingency.

After the preceding discussion, the MOTION to accept the report PASSED, and Chairman Jeffrey announced that an open hearing on Revised Senate Bill #85-1 (see ATTACHMENT #2, sent under separate cover) has been scheduled for October 25, 1978, at 2:30 p.m. in Science 135.

6. New Business:

- A. Mr. Snyder read a letter from President Johnson asking for the faculty Senate's recommendations on the deletion of the required check places on the Faculty Evaluation Form completed by the department chairmen and on the institution of a written evaluation in each of the performance categories. Both the School of Fine Arts and the School of Sciences and Mathematics have requested the change.

Senator Blocker moved and Senator Rodewald seconded the motion to recommend to the President that the check places be deleted from the Faculty Evaluation Form.

Mr. Blocker explained the evolution of discontent with the present check places. He said the categories were inadequate, meaningless, and bad for moral; also, he said the different departments had different standards for interpreting the meaning of the categories, the process was not fruitful nor beneficial, and the deans and chairmen were not supporting their checks by substantive comment. Even the addition of categories did not solve the problem, because the administrators were still just checking the blocks and not supporting their judgments with narrative statements.

Senators Blocker, Reeves, Jeffrey, Spreadbury, Pollock, Spurrier, Rodewald, Young, Kerr, Mathis, Wallace, Snyder, Jones, and Logan discussed the relative merits of deleting or retaining and adding check places and of requiring a narrative evaluation.

Senator Spurrier moved and Senator Pollock seconded the motion to amend the motion to recommend the expansion of the categories for check places and to require supporting comments and suggestions for improvement.

Mr. Blocker again stressed the morale of the faculty as his main concern. He said the point of an evaluation is to be positive, and he pointed out the leeway given by a narrative to write comments in a positive way and perhaps, thereby, to be more effective in helping the faculty member to improve his performance.

Dean Reese pointed out that faculty members have their feelings hurt by the check rating system when at the same time they will accept a written statement saying essentially the same thing.

Chairman Jeffrey called for a vote on Senator Spurrier's amendment to the motion. MOTION FAILED.

Senator Blocker offered a motion to amend his motion to read: The Faculty Senate recommends that the check places under "Teacher Effectiveness" on the Faculty Evaluation Form be deleted. In place of the checks, the Department Chairman will write a narrative statement in which he/she: (1) will address the categories outlined in the Merit Criteria, (2) will offer supporting evidence for this judgment, and (3) will indicate suggestions or plans for improvement. Senator Snyder seconded the motion, and the MOTION PASSED. Then the MOTION AS AMENDED PASSED.

- B. Senator Corbin asked why the Faculty Senate chose to meet in the Aztec-Caddo Room when it might be possible to meet in one of the large rooms on the third floor of the Rusk Building. Chairman Jeffrey appointed Mr. Corbin to look into the possibility of moving the meetings to the Rusk Building and report back to the Senate before the next meeting.
- C. Senator Bowman inquired why it was necessary for faculty members who wish to be on a 12-months' salary to go to the Austin Building each Fall and sign a request form. Chairman Jeffrey promised to investigate and report back to the Senate.
- D. Senator Irons asked if the Faculty Senate could investigate the possibility of allowing faculty members to be given the opportunity to increase or enroll in a tax sheltered annuity in January of this year due to the fact that Social Security will not be withheld. Mr. Jeffrey said he thought it was already possible, but he would double check it.

7. Comments from Ex Officio Members:

Mr. Mark Burroughs, President of the Student Government, asked for volunteers for a proposed faculty-student board to hear appeals on the parking situation. It was suggested that he contact the inactive Traffic Appeals Committee for help.

8. Announcements:

- A. Senator Rodewald brought to the attention of the Senators the so-called Clayton Tenure Bill which is scheduled to be presented to the State Legislature by the Speaker of the House. He felt the proposed bill should be of concern to every faculty member. Under this bill, tenure as we know it will not exist; a renewable contract for five years is the best that can be obtained. If anyone is interested in seeing a copy of the document, he may contact Fred Rodewald or a member of the AAUP.
- B. The next meeting of the Faculty Senate will be November 8, 1978, at 2:15 p.m. The meeting will be held in the Aztec-Caddo Room of the University Center, unless otherwise notified.

9. Senator Kerr moved and Senator Rodewald seconded the motion to adjourn and the MOTION PASSED. Chairman Jeffrey adjourned the meeting at 4:05 p.m.

Absentees:

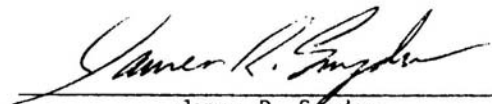
E. D. McCune (Excused--Prof. Conflict)
 B. F. Walker (Excused--Personal)
 J. E. Adams (Unexcused)
 B. H. Johnson (Excused--Prof. Conflict)

Visitors:

Sandra Cole
 Janelle Ashley
 Mark Burroughs
 June Irwin
 Carolyn B. Mitchell

Ex Officio Members Present:

James Reese



 James R. Snyder
 Secretary, 1978-79 Senate

DEPARTMENTAL REPRESENTATION OF FACULTY SENATORS
1978-79

SCHOOL OF BUSINESS

James M. Bowman	Administrative Services & Accounting
Charles N. Logan	Administrative Services & Computer Science
E. Wayne Murdock	Economics & Finance, Management & Marketing

SCHOOL OF EDUCATION

Jerry L. Irons	Elementary Education
David L. Jeffrey	School Services
Sue Jones	Home Economics & Agriculture
Langston Kerr	Secondary Education
Patsy Spurrier	HPE & Home Economics
George S. Thompson	Secondary Education
Beverly S. Young	Elementary Education

SCHOOL OF FINE ARTS

Robert L. Blocker	Music
William H. Bos	Communication
James R. Snyder	Art & Theatre

SCHOOL OF FORESTRY

Hershel Reeves	All Areas
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SCHOOL OF LIBERAL ARTS

James E. Corbin	Sociology
Bobby H. Johnson	History & Geography
Robert N. Mathis	History
Larry Pollock	Psychology
Fred A. Rodewald	English
Constance Spreadbury	Sociology & Political Science
Leslie M. Thompson	English & Modern Languages

UNIVERSITY LIBRARY

Elizabeth Wallace	All Areas
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SCHOOL OF SCIENCES & MATHEMATICS

Jasper E. Adams	Mathematics & Statistics, Physics
E. D. McCune	Mathematics & Statistics
Austin Sartin	Geology & Nursing & Military Science
B. F. Walker	Chemistry & Biology