

**Stephen F. Austin State University
Faculty Senate Minutes
Meeting #372
December 10, 2008**

Subject to approval at the 373rd meeting.

Senators present were: Neill Armstrong (1), Joe Ballenger (3), Kathleen Belanger (4), Sara Bishop (5), Vikki Boatman (6), Dennis Bradford (7), Leland Thompson for Erin Brown(8), Susan Clarke (9), Parliamentarian, Ken Collier (10); Secretary, Jeanie Gresham(13); Carol Harrison (14), Keith Hubbard (16), Scott LaGraff (17), Cynthia McCarley (19), Perry Moon (20), Treasurer, Elton Scifres (22); Daniel Scognamillo (23), Lee Stewart (24), Chair, Sally Ann Swearingen(25); Ken Untiedt (26).

Excused: Erin Brown (8), John Dahmus substituted for Randi Cox, and Carl Pfaffenberg (21)

I. Call to order.

The meeting was called to order at 2:30 pm by Chair Swearingen.

II. Approval of minutes from Meeting #371

A motion was made by Senator Untiedt and seconded by Senator Ballenger to approve the minutes for the 371st meeting.

III. Presentations/ Brainstorming Actions:

- A. Academic Affairs Committee: Chairperson Scott LaGraff presented the committee's work. Possible committee research topics to study included online courses, student quality, and faculty recruiting students. A handout was presented to the Senate. The committee decided to pursue faculty recruiting students as an issue to study. The obstacles to faculty recruiting are: faculty is now overloaded, no financial incentives, and whether or not it is the duty of faculty to recruit. The committee decided that we should try to overcome the obstacles. The possible directions are: a structural change in departments to establish recruitment coordinators, financial incentives (possibly for merit consideration), and opening new markets. Ways to open new markets was discussed, and programs in the College of Education and other ideas were reviewed. Discussion continued. Chair Swearingen asked the Senators to email Senator LaGraff with ideas.
- B. Administration and Finance: Chairperson Lee Stewart presented his committee's work. His committee reviewed faculty salaries. SFASU is still second from the bottom in

faculty salaries. Only Sul Ross State pays less than SFASU. In terms of the salaries from universities in our region. SFASU ranks the lowest in average salaries paid to professors, and near the bottom for associate and assistant professors. His committee will continue to study faculty salaries in Texas. In addition, the committee has made the following recommendations:

- a. Continue to focus on increasing faculty salaries.
- b. Put no cap on outside compensation related to grants written on behalf of the university.
- c. Increase the perks offered to employees and then sell these perks as individuals are considered for positions.

Discussion continued. Chairperson Stewart asked for ideas. Ideas brought forward were: to increase faculty salaries, to level or even out faculty salaries, to consider establishing a timeline or plan for increasing salaries, to review the university budget to see if there are areas where money may be moved to increase salaries, to write a resolution to increase salaries and address how increased enrollment can be tied to increased salaries, to raise student standards, to review the auxiliary budget to see if funds are there that can assist in raising salaries, and to encourage the development of an academic affairs budget.

C. Professional Welfare Committee: Chairperson Sara Bishop reviewed the issues studied by this committee. The committee is studying adjunct use and compensation. Adjunct contribution to SFASU was reviewed and handouts were disseminated. About 16.7 percents of credit hours were taught by SFASU adjunct faculty in 2008. Salaries for adjuncts at SFASU range from \$2,500 to \$3,800 per class taught. Compensation is based on years of experience. Adjuncts' salaries are not based on merit, and they are not evaluated. The goals of the committee are:

- a. to survey the chairs and directors to get a detailed view of adjunct use.
- b. to explore options of moving "proven" adjuncts to lecturers or above positions.
- c. to work to develop a mechanism for adjuncts to have representation within departments and to have a formalized way to access their Faculty Senator.

Senator Untied stated that the English department is writing policy concerning adjuncts. The Professional Welfare Committee is in the process of surveying chairs and directors concerning department/college adjunct use. Not all chairs and directors have responded. Chairperson Bishop encouraged the Senators to ask their chairs and directors to

complete the survey. Discussion continued. It was suggested to survey the adjunct faculty. Also, Chair Bishop asked for ideas to be emailed to her.

IV. Announcements:

- A. Graduation Marshalls for December are Dr. Jeanie Gresham and David Howard
- B. Jan. 28th (Wed.) The Chair will meet in the U.C next to Starbucks:
 - a. with David Howard and his Committee at 2:30 p.m. in U.C
 - b. at 3:00 p.m. with the Communication Committee – Kathleen Belanger and Susan Clark.
 - c. at 3:30 p.m. with Ken and Vikki Boatman.
- C. February Senate Meeting: There will be a change in the agenda: This will be a brainstorming meeting: The meeting will be lead by David Howard, Kathleen Belanger and Susan Clark, and Ken Collier and Vikki Boatman.
- D. March Senate Meeting: The Senate will hear from the Administration. Then the Administration and Finance Committee will do a presentation for the Administration.
- E. April Senate Meeting: The Senate will hear briefly from the Administration. The Academic Affairs and Professional Welfare Committee and the Communication Committee will present to the Administration.
- F. May Senate Meeting: This meeting will follow the regular meeting agenda.

V. Old Business:

No old business was brought forward to discuss.

VIII. New Business:

The next Senate meeting is scheduled for Feb. 11. There will be no Faculty Senate meeting in January. The next Board of Regents meeting is scheduled for January 26th and 27th.

IX. Adjournment.

The meeting adjourned at 4:20 pm by Chair Swearingen.

Respectfully submitted,

Jeanie Gresham
Secretary