

Stephen F. Austin State University Faculty Senate Meeting Minutes
Meeting #389 November 10, 2010

Subject to approval at the 390th meeting.

Senators present: Norjuan Austin (1); Brian Beavers(2); Kathleen Belanger(3); Parliamentarian, Linda Bobo(4); David Campo (5); Charity Carney(6); Chair, Ken Collier(7); Secretary, Carolyn Conn(8); Dana Cooper (9); Mitch Crocker(10); Dianne Dentice(1); Ann Ellis (12); Tracey Hasbun(13); Christine Hennessey(14); Chair-Elect, David Howard(15); Treasurer, Keith Hubbard(16); Kim Kato (17); Mikhail Kouliavtsev(18); Michael Maurer(19); Carl Pfaffenberg(21); Rose Powell(22); Sandra Stewart(24); Janet Tareilo(25); Juan Carlos Urena(26).

Excused/Sent Representative:

Not present:

Emmerentie Oliphant(20); Daniel Scognamillo(23)

I. Call to order. Chair Collier called the meeting to order at 2:35 pm.

II. Presentations:

A. Dr. Rick Berry – Vice President for Academic Affairs
Cost Reduction Task Force-

Provided summary of members of task force and the charge to reduce the budget by \$4 million. Still looking to reduce summer budget by \$1 million. Re-capped some of the choices made to spend budget such as QEP, salary equity raises, and Promotion increases. Decisions regarding salary equity are based on CUPA data. Recommendations were made by Deans and Chairs for equity raises. Funds for any building or construction are NOT part of the same funds that cover faculty compensation and benefits. Second part of the charge of the committee is to consider further reductions based on future economic budget cycle. *This is a serious issue*—NOT “business as usual.”

Senator Belanger and Senator Kato ask questions to clarify how much of \$1.3 million for salary raises was for faculty as opposed to other raises. Dr. Berry responds that \$900,000 was given to Academic Affairs and would have been mostly for faculty positions.

Senator Carney asks how equity for faculty is balanced with equity of chairs. Dr. Berry assures that there are several factors including longevity that are balanced when equity decisions are made. If there are specific concerns within your department, see Chair or Dean for further specifics.

Senator Pfaffenberg asks when we will know about summer decision. Dr. Berry says this will be determined by December 15. Senator Bobo asks for clarification on “longevity” raise. This is for non-faculty positions. Separately budgeted from other salary funds. Senator Bobo is suggesting to temporarily freeze increases on longevity raises. Also requests to know where raises for athletic pay comes from.

Funds budgeted for salary increases. Distributed by various mechanisms such as "merit," "equity," and "longevity." "Longevity" is only for non-faculty. "Equity" is delivered by process of analyzing CUPA data and making recommendations. "Merit" raises are given based on job performance but were not given this year due to budget restrictions.

Senator Austin asks how we can/should protect our jobs. Dr. Berry responds that we must take action on low-producing programs but we do not have that many and the loss of tenure or tenure-track positions is unlikely. Kato asks about the idea of shutting down the campus on Fridays. That has the added difficulty of some buildings can do but others cannot. May be a clearer solution as we work with Siemans on energy efficiency plan. Senator Campo asks about fall break but there is no awareness of that solution as far as Dr. Berry is aware. Senator Carney asks about the idea that summers could be Adjunct only or no adjunct at all. Dr. Berry will be able to answer this further by Friday after meeting with task force.

Dr. Berry understands that at one time we may have had a three year plan opportunity to achieve equity advancement but the plan was not funded and progress was not made.

Senator Howard: What role does the Board have on the budget reduction? Dr. Berry: May ask questions about deeper cuts but will likely support recommendations of administration. There will be 3 new regents by that time.

Undergraduate degree plans need to average 5 graduates per year. If a program graduates under 25 over a five year period, the program will need to be acted upon.

Put institutional program review on hold. Have devised new program review policy and schedule. This will be re-instituted next Fall. Coordinating schedule with current program accreditation processes. Department will choose poll of external evaluators and they will be chosen by dean. We will use fewer external evaluators to save large expense.

Syllabi, resumes, budget info available online. Go to SFA home page(click)student(click)course info(click)course by prefix and #. Check your resumes to verify that they are complete and accurate. Compliance+ name, degrees, what and where taught, and publications at minimum.

Senator Bobo asks how we are doing an SACS. Dr. Berry says that it seems to be okay. Currently concentrating on QEP and awaiting a report on our current submission. Onsite visit is March 1-2.

- B. Dr. Mary Nelle Brunson- Associate Vice President of Academic Affairs
Not present
- C. Further discussion: Faculty concerns are that the faculty alone are bearing the weight of budget reductions. Senator Howard assures us that this has been addressed with the Task Force. Senator Austin warns that insisting on faculty salaries staying the same may cause loss of jobs entirely.
Idea: Administration furlough every Friday in summer would cover the cost.
Idea: Can a committee tackle "when budget cuts come what is the

process for deciding who goes" ? Senator Bobo will look into what AAUP says.

III. Officers' reports:

Chair

- A. Chair
Met with Regents. Discussed budget cuts and enforced how this will adversely affect faculty.
- B. Chair-elect
No report
- C. Treasurer- \$4000
- D. Secretary- no report

IV. Approval of minutes from Meetings #388. Motion to accept Senator Hubbard; seconded by Senator Stewart; unanimously passed.

V. Committee Reports:

- A. Academic Affairs Committee – no report
- B. Administration and Finance – Senator Kouliavtsev had to leave early. May have further information about budget to discuss in next meeting.
- C. Elections / Constitution Committee – no report
- D. Faculty Government and Involvement – Please respond to the request to look over the senate-eligible faculty list sent with last months minutes by Friday to Senator Hubbard.
- E. Professional Welfare Committee – researching adjunct faculty information, motion to discuss at next meeting after senate reviews materials
- F. Communication Committee – Senator Bellanger would like for the senate to consider a resolution that summer pay scale not be changed. The committee will prepare a resolution and send it to Chair Collier. The resolution will be shared with the senate via e-mail with a request for a vote on the resolution at next month's meeting.

VI. Old Business:

VII. New Business

VIII. Adjournment: Chair Collier adjourned the meeting at 4:58 pm.

Respectfully submitted,

Carolyn Conn
Secretary