

Stephen F. Austin State University
Faculty Senate Meeting Minutes
Meeting #421
April 9, 2014

I. Call to order

Chair Dana Cooper called to order the regular meeting of the Stephen F. Austin State University Faculty Senate at 2:30 p.m. on April 9, 2014 at the Baker Pattillo Student Center, Tiered Classroom, 2.201.

II. Attendees

Secretary Deb Scott conducted attendance. The following persons were present: Norjuan Austin, Joey Bray, Leisha Bridwell, Leslie Cecil, Dana Cooper, Theresa Coble, Neal Cox, Ann Ellis, Karen Embry Jenlink, George Franks, Tammy Harris, Bob Henderson, Stacey Hendricks, Lora Jacobi, Matthew Kwiatkowski, Matthew Lindsey, David McKemy, Karen Migl, Jannah Nerren, Mary Olle, Cindy Pressley, Violet Rogers, J.D. Salas, Deb Scott, Greg Smith, Louise Stoehr, Jay Thornton, Gail Weatherly, and Kimberly Welsh. None were absent.

III. Special Guest(s)

A. Chair Cooper introduced Nacogdoches Independent School District Superintendent, Dr. Fred Hayes

1. Dr. Hayes: We have many challenges in NISD. We have a very diverse population with approximately 50% Hispanic. We also have 27% English language learners. Both are higher than the state average. Eighty percent of our students are economically disadvantaged, and we also have students from very wealthy homes. We have low parental involvement in our schools. Discipline is a challenge for a few students, but it is not pervasive. We have a lack of ownership of schools because of the lack of parental involvement. Our students are not prepared for schools. They are not reading-ready and have not been exposed to books. We have a lack of bilingual teachers. We are seventeen short of what we need in our district. We have over-crowding in our elementary schools. We are working with SFA for a long-term solution. We hired eighty-four faculty from SFA last year. House Bill 5 will be a big challenge for us. Our current school system is not set up to have all students college ready, but our politicians expect all students to be career and/or college ready. I encourage you, the faculty, to lead the discussion about this dichotomy. Tell us what it means.

2. Partnerships are important—A STEM academy is starting next year. (Dr. Hayes introduced Dr. Sandra Stewart.) Dr. Stewart: The STEM academy means that students will come to SFA once every few weeks for a hands-on experience. Thirty-five students will be starting. We hope to have fifty each year. Algebra I with a B or higher in 8th grade is the requirement. For early College high school, we have 140 students. Our third induction was this week. We were ambitious in the beginning, and we now have had quite a few concerns that we are addressing. Dual credit offers 3-24 hours through SFA. We offer Science and professional math development for all of our elementary students. We also work with SFA on pre-service teacher training. We are having our first

extravaganza at SFA in a few weeks. Dr. Kimberly Welsh has developed a partnership with NISD; reading scores have doubled.

3. Dr. Hayes: The Bond Election is May 10. We have studied what are facility needs are in NISD. There are 109 million dollars of needs. We pared it down to our priorities.
 - a.) Safe environment
 - b.) Remove portable buildings
 - c.) Increase classrooms to the requirement of 700 square feet from 500.
 - d.) Build two new elementary schools, one on the NE portion. The newest school was built in 1963 (Carpenter). We are proposing that we tear this down because of the unsafe design and rebuild on that land.
 - e.) Security upgrades at the high school. Put up perimeter decorative fencing. Replace the turf on the football field. Baseball, tennis, and softball have needs.
 - f.) 58.7 million dollars is the proposal; information is available at nacid.org. A 100,000 dollar house will see a \$163 increase. \$220/year with a \$200,000 home.

- B. Provost Richard Berry addressed some concerns brought to him by the faculty senate:
1. If we continue with two graduation ceremonies, is it possible to rotate the two ceremonies (morning and afternoon)? We are looking at that. If it does change, there may be some confusion.
 2. Departments could use some help on budgets when external reviewers visit. We are looking at trying to create a fund for a number of issues, faculty searches, external reviewers, and accreditation.
 3. Employee Dependent Scholarship increases are a possibility. We can do whatever we decide to do as long as we have the money. We look for broad input about what is important.
 5. Summer pay scale has not changed. There have been rumors that our budget is back to pre-cut budget. We are still in the biennium with the cuts of 18 billion dollars. 16 million was cut from SFA. This past session they gave back 2 billion to higher ed, but we didn't get back 15 million. We are not anywhere close to where we started. Check the minutes. It's an important issue, but unfortunately our situation hasn't changed.
 6. The only way currently for us to have salary increases, is to generate more income or eliminate more people or a combination of both. We made the decision that we should not let people go. A lot of other schools around the state reduced positions. We did not. We cut as much of everything else that we could. The notion that there is money on campus being spent on something else that should be spent on salaries, is not valid.
- C. Corrie Marsh, Associate Library Director, spoke about SFA's new Center for Digital Scholarship. Marsh introduced the group: Dillon Wackerman, Digital Archivist; Ashley Thompson, Digital Specialist; Ann Ellis, Metadata Librarian; and Phil Reynolds (not present), Scholarly Communications Librarian and expert on copyright and open access.
1. ScholarWorks is available on-line, and it is highly indexed.

2. Each department has a place for faculty to put and promote scholarly works and research. This helps faculty become more present on search engines.
3. We can help you sort out copyright issues.
4. Question from faculty: Are images protected? Answer: We can watermark them if you choose.

IV. Officers Report

A. Chair Cooper

1. Thanks to Senator Welsh and her partnership.
2. The department of Psychology hired five people this year.
3. Looking ahead, we are electing officers next month. Also, Faculty Senate Elections continue. Remind people in your department to replace those rotating off. Nominations are due to Mary Olle Saturday, April 12, midnight.

B. Chair-Elect Nerren

1. Next meeting will have officer elections. Existing senators should nominate Chair Elect, Parliamentarian, and Secretary offices. Submit nominations to Senator Olle ahead.

C. Secretary Scott—No report.

D. Treasurer Lindsey

1. Balance \$4532.02.

V. Approval of Minutes from Meeting #420

Secretary Scott submitted the minutes from meeting 419. Chair-elect Nerren moved that the minutes from meeting 419 be approved. Senator Jenlink seconded the motion. Motion carried.

VI. Committee Reports

A. External (University) Committees

1. Academic Affairs--Chair Cooper
 - a. Randy McDonald from OIT will allow students to capture presentations. It will cost \$1 per student in the technology fee.
2. Core Curriculum Assessment--Senator Rogers.
 - a. Wonderful progress being made with the core curriculum objectives.
 - b. Larry King is done with the second round of reviews for the first two objectives. The other objectives will be reviewed after April 25.
3. Distance Education--Senator Weatherly
 - a. No report.
4. Graduate Council--Chair-elect Nerren
 - a. The outstanding thesis award has been selected.
5. Policy--Senator Henderson.
 - a. Program Review policy was reviewed.
 - b. Post-tenure review policy has been tabled.
 - c. Streamlined the policy regarding academic/program reviews.
 - d. The chair next year will be Dr. Childs.

e. Dr. Berry discussed the revision of the academic appeal of grades. Chair Cooper explained that a paragraph at the end of that policy was deleted which said that faculty had the right to not change the grade even after the student had been through a successful appeals process. Because some professors were not exercising full fairness, this part was deleted. The burden of proof lies wholly with the student. Much discussion ensued.

B. Internal (FS) Committees

1. Academic Affairs--Chair-elect Nerren
 - a. MOOC's report is completed.
2. Administration and Finance-Senator Embry Jenlink
 - a. Senator Smith—a low turnout for the coffee . Younger faculty need places for adjuncts and service work; these things would help the adjuncts become more part of the university community.
3. Communications--Senator Migl
 - a. Workshop was very successful and beneficial and should be an on-going event.
4. Elections—Senator Olle
 - a. Thanks to Senator Jacobi for her help. Check your packet. Elections are due by April 12 at midnight.
5. Ethics--Senator Cecil.
 - a. No report.
6. Faculty Government and Involvement--Secretary Scott
 - a. We have met and completed our final request and research for the faculty scholarship program increase. We are presenting this to Dr. Berry and hope to meet with him in the next few weeks.
7. Professional Welfare--Chair Cooper
 - a. Senator Keith New received the adjunct award. Chair Elect Nerren received the Education award. Teaching Excellence Awards are scheduled for April 16, 3 p.m.

VII. Old Business

- A. Senate Survey Update--Chair Cooper
1. The new Faculty Senate room may be McKibben 416.

VIII. New Business

- A. May 10 graduations needs two volunteers. Send an e-mail if you would like to serve.
- B. Professor Taaffe brings a proposal for the Faculty Senate to explore the possibility of joining another university system on the basis that it seems that our university can't pay our faculty equitably compared to other universities. Motion made by Senator Roberts that we table this discussion Seconded Henderson. Provost Berry urged the senate to stick to the facts as they explore this issue. Berry added, the way salaries are reported amongst universities, may be different. If we look at the three top ranks, we rank the middle of the pack. Nursing is at the top of the pack. Liberal Arts is near the top, Psychology and History are two of the most underpaid departments, etc. Check your

facts. It depends on the discipline. The motion carried. Senator Henderson reported that he has much more data to crunch that is fact-driven.

IX. Adjournment

Senator Austin moved that the meeting be adjourned at 4:20 p.m. Senator Franks seconded.

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