

**Stephen F. Austin State University**  
**Faculty Senate Meeting Minutes**  
**Meeting #430**  
**April 8, 2015**

**I. Call to Order**

Chair Karen Embry-Jenlink called to order the regular meeting of the Stephen F. Austin State University Faculty Senate at 2:35 p.m. on April 8, 2015 at the Baker Pattillo Student Center, Tiered Classroom, 2.201.

**II. Attendees**

Secretary Tammy Harris conducted attendance. The following individuals were present: Charlotte Allen, Norjuan Austin, Joey Bray, Leisha Bridwell, Leslie Cecil, Erica Chapman, Carlos Cuadra, Tammy Harris, Stacey Hendricks, Janice Hensarling, I-Kuai Hung, Karen Embry Jenlink, Stephen Kosovich, Matthew Kwiatkowski, David McKemy, Mary Olle, Kefa Onchoke, Violet Rogers, Louise Stoehr, J.D. Salas, Steve Taaffe, Jay Thornton, Johanna Warwick, and Kimberly Welsh. Absent (excused): Dorothy Gotshall, Robin Johnson, and Karen Price. Absent: Bradley Meyer.

**III. Presentations**

**A. Dr. Pattillo:** No presentation

**B. Dr. Ric Berry:** Thanked the Senators for their service and accomplishments during the current academic year. He also gave a special thank you to the leadership who has had to transition multiple times over the current academic year. He announced and encouraged participation of the Senate and entire faculty in the following activities:

Board of Regents Meeting – April 13 & 14th

Archie McDonald Speaker Series (Mary Lou Retton) – April 13<sup>th</sup>

Faculty Recognition Luncheon – April 14<sup>th</sup>

Undergraduate Research Conference – April 14<sup>th</sup>

Teaching Excellence Awards – April 15<sup>th</sup>

Bright Ideas Conference – April 29th

Dr. Berry then entertained questions. He was asked if there were any new tenured track positions that had been approved. He indicated that there were none at this time. Another question regarded the possibility of centralized printing. Dr. Berry explained that no exact plan was in place for this but perhaps this was an area that could be explored as many individuals had printers in their offices that are rarely used. The final question focused on difference in TLC's between clinical faculty and PhD level faculty in relationship to pay compensation. It was explained

that clinical instructors were not held to the same expectations as tenured and tenure track faculty.

**C. Dr. Mary Nelle Brunson:** No report

**D. Dr Steve Westbrook & Dr. Dana Cooper:** Shared *SFA Envisioned*, the strategic plan that will be presented at the next Board of Regents meeting. Dr. Westbrook explained the process that the planning team went through to develop the proposed strategic plan. He further explained that it was a very collaborative effort with more than 2,100 individuals involved in its development. The team is now in the process of looking at specific strategies to achieve the goals. The team plans to be finished by July with the plan in place prior for the Fall 2015 semester. Dr. Westbrook further explained that at this point, the strategic plan had no definite term limit and would probably be revisited annually to assess its progress. Senator Rogers asked if there was a quotable vision statement. Dr. Westbrook explained that the entire document produced encompassed the vision for the university. All the documents used to develop the plan and more information regarding SFA's Strategic Plan can be found on SFA website at <http://www.sfasu.edu/strategicplan/>

#### **IV. Officer Reports:**

**Chair Embry-Jenlink:** Work continues on the Faculty Senate meeting space with plans to have it available for use Fall 2015.

**Chair-Elect Austin:** No report

**Secretary Harris:** Harris reminded senators and visitors to sign the attendance sheet. Name plates for new Senators will be ordered after elections are complete.

**Treasurer Bray:** Bray reported a previous balance of \$2,892.80 with expenditures over the last month amounting to \$151.18. Expenses included refreshments for two previous Senate meetings.

Account balance for April 8, 2015 is \$2,741.62.

#### **V. Approval of Minutes**

Chair Embry-Jenlink requested approval of minutes from Meeting #429. Senator Rogers moved that the minutes from meeting #429 be approved and was seconded by Senator Salas. Requested was made by Senator Stoehr to change minutes to reflect her being not present (excused) at the March meeting; the motion carried with noted changes.

## **VI. Committee Reports**

### **A. External (University) Committees**

1. Academic Affairs: Committee met and discussed policies under review.
2. Core Curriculum Assessment: The committee discussed lack of participation by students in some core courses. The assessment committee discussed the idea that requiring the assessment assignment as a grade in core courses could help increase student participation. The only situation discussed where merit pay might be impacted is in those courses where there is little or no student participation in assessment, but this was not considered as an official recommendation.
3. Distance Education: Senator Cecil reported that the committee continues to meet but has no update at this time.
4. Graduate Council: Chair Embry-Jenlink reported that the council reviewed Graduate Award nominations and that the Graduate Thesis Award would be announced soon.
5. Policy: Senator Taaffe reported that bundling of policies regarding tenure, promotion and post tenure review were being considered. Senator Hensarling also reported that a subcommittee was reviewing these policies to ensure use of similar language in these policies.

### **B. Internal (FS) Committees**

1. Academic Affairs: Senator Stoehr reported that committee had been conducting research into workload policies at other universities. This research was requested by the Provost and they will report their findings to him and also to the Senate at the May meeting.
2. Administration & Finance: No report
3. Communications: Senator Chapman and committee will have final recommendations for live streaming at the May meeting with budget needs available for next academic year planning.
4. Elections: Senator Olle announced that elections for next year's senators closed today. April 14<sup>th</sup>-18<sup>th</sup> will be used if run-off elections are necessary. New Senators will be announced on April 28<sup>th</sup>.
5. Ethics: Senator Cecil presented information concerning the ombudsman position at other institutions. Senator Thornton stated that he believed HR took care of issues regarding sexual harassment and discrimination. Dr. Berry was asked about the next step for requesting this position. He explained that a proposal would need to be forwarded to administration for further action. Chair Embry-Jenlink requested that the ethics committee develop a proposal for this position that could be voted on at the next Senate meeting.
6. Faculty Government & Involvement: Chair-Elect Austin reported that no specific project was worked on during the academic year. He reported that all proposed issues had been resolved through discussion with Dr. Berry and reported back to the Senate. He did share a recent concern by some faculty that new faculty were able to

negotiate higher salaries than what was posted. Some junior faculty were being hired at higher salaries than current faculty. There was concern that this might incite resentment by current faculty. Dr. Berry explained that salaries are recommended by the Deans and reflect current market levels. He further explained that it was administration's goal to recruit the best and retain the best faculty and that they were very cognizant of faculty salary concerns. Senator Chapman asked if there was some type of university survey or review regarding faculty satisfaction after extended employment. Dr. Berry explained that this was left to individual departments and was commonly discussed during annual performance evaluations.

7. Professional Welfare: Senator Salas reported that the Teaching Excellence Awards had been announced and that one of our own Senators (Dr. Matt Kwiatkowski) was one of the recipients.

**VII. Old Business:** None reported

**VIII. New Business:** Chair Embry-Jenlink announced that at the next meeting there would be no election for Chair or Chair-Elect as the current Senators will begin their elected terms in May for the next academic year. Senators Embry-Jenlink and Austin are currently fulfilling the vacated terms of Senators Nerren and Franks during the 2014-2015 academic year. Out-going Senators will be recognized and new Senators introduced at the next meeting.

**IX. Adjournment**

Senator Rogers moved that the meeting be adjourned at 3:50 p.m. Senator Bray seconded, motion carried.

