

**Stephen F. Austin State University
Faculty Senate Minutes – Meeting #457
Wednesday, February 13, 2019
McGee 121 2:30 P.M.**

Voting Senators in Attendance: K. Ainsworth, C. Allen, T. Barrios, W. Berg, Y. Castillo, C. Conn, D. Gooch, A. Greule, A. Jones, S. Josephson (proxy for P. Griffin), D. Joubert, A. Lannen, C. McKenna, J. Mehaffey, M. Montgomery, J. Morris, P. Ogale, K. Onchoke, J. Reese, L. Rogers, K. Sheriff, S. Sosebee, L. Stoehr, J. Stovall, B. Uriegas, J. Weaver

Excused Senators: P. Dutra, P. Griffin, C. Ryan

Guests: M.E. McWilliams, AARC director, Provost Stephen Bullard, Associate Provost Mark Guidry

I. Call to order:

Faculty Senate Chair Jason Reese called the meeting to order at 2:29 P.M. He welcomed the senators, and explained the new Zoom and microphone functions in the new room. He first welcomed M.E. McWilliams and asked her to begin her presentation.

II. Presentations

**M.E. McWilliams, AARC Director
Mark Guidry, Associate Provost
Steven Bullard, Provost**

Ms. McWilliams is the director of the AARC and she presented to the senators the AARC Impact Report 2018. She emphasized that the AARC was committed to transparency and welcomed senators input and concern. She informed the Senate of who her program directors were, their duties, and the results of the AARC's surveys and data collection for 2018. The AARC continued to innovate, institute new programs, and initiate programs that impact students at SFA. She presented data to the senate of how the programs at the AARC measure effectiveness, and how the data implements the initiatives that the AARC deems necessary for its mission. The AARC has begun to use "academic learning teams" to supplement traditional SI programs for Core Curriculum courses. Learning teams are dedicated groups of students who commit to meet together each week and work with a tutor to help ensure success in courses. She continued to present demographic data on students visits to the AARC (data is available to faculty through the AARC and Ms. McWilliams encourages senators and all faculty to contact her to see the collected data).

Associate Provost Mark Guidry presented next. Guidry brought to the senate a report on Core Curriculum courses that will be re-certified to the Core and the QEP topics presented to the vice-presidents. The recommended QEP topic will be lowering student costs and debt. Proposed elements of such a program will be open access texts, financial literacy training, enhanced financial aid counseling. As to Core Curriculum courses, the Core Curriculum Advisory Committee is charged by the state to ensure that SFA is teaching all the objectives as required by the HECB, as mandated by the legislature. Core Curriculum courses must teach each of the four component areas. The Core Curriculum courses have a set schedule that will require them to collect data and assess in a certain component area. The committee has set a schedule to accomplish the goal, and Guidry distributed to senators that schedule. The university committee is committed to make this process as unobtrusive to faculty as possible. Departments will, in most cases, develop the most advantageous place to accomplish the stated goal as possible. The vast majority of the process will be collecting course syllabi.

Provost Steven Bullard made the final scheduled presentation. Dr. Bullard focused on the state of the higher ed issues during the Texas legislative session. During a hearing, SFA representatives (Bullard, VP of Finance Danny Gallant, and Interim President Westbrook), legislators stressed to that SFA—and all universities—work toward initiatives contained in the 60 x 30 program, with emphasis on plans that will allow students to complete fields of study and programs. The Field of Study issue is a major initiative for the legislature, and want to make sure that SFA and other universities are implementing such goals and programs. Universities should “rethink their curricula, so that they are more student-centric, more family centric, and more community centric.” They are also concerned with the debt level of graduating students, and will hold universities accountable for implementing such goals. Affordability must be a primary concern for universities.

Provost Bullard responded to a question from a senator (missed name) about summer pay rates and the action by Board of Regents to delete the policy on summer pay. Bullard explained that the action deleted language that was no longer “relevant” on summer pay. The new policy is “compensation for summer teaching is provided through the summer budget” and is subject to Board action. The previous policy of one-sixth of faculty contract salary is no longer relevant.

III. Break

IV. Election of New Senator from College of Business.

Due to the resignation of Senator Alan Campbell from the College of Business the senate had to elect a new senator from the College of Business. The Senate’s Constitution states that replacement of a senator has to come from the body of the faculty senate. Chair Reese asked for nominations from the floor. Senator Allen nominated Gina Harden, which was seconded by Senator McKenna. With no discussion, the senate approved the appointment of Harden by acclamation.

V. Approval of Minutes from Meeting #456

There was a change to the minutes, a resolution from the Children in the Workforce Committee that was not included in the minutes. The resolution was added. Senator Greule pointed out that his name was misspelled in the minutes (again!). With no other revisions noted, Chair Reese asked for a motion to approve the November minutes. Senator Stoehr motioned to approve, Senator Onchoke seconded, and the senate unanimously approved the minutes as amended.

VI. Officer Reports

- A. Chair – Dr. Jason Reese
- B. Chair-Elect – Dr. Jeremy Stovall
- C. Secretary – Dr. Scott Sosebee
- D. Treasurer – Dr. Paula Griffin

VII. Committee Reports

A. External (University) Committees

- a. Academic Affairs (Reese)
- b. Core Curriculum Assessment & Advisory Committees (Sosebee)
- c. University Assessment Steering Council (Stoehr)
- d. Distance Education (Montgomery, Onchoke, Griffin, Sheriff)
- e. Graduate Council (Stovall)
- f. Policy (Jones, Barrios, Lannen)

B. Ad Hoc Committees

- a. SACS-COC (Griffin)
- b. Student Retention (Mehaffey)
- c. Chosen Name Committee (Conn)
- d. TCCNS Committee (Reese)

C. Internal (FS) Committees

- a. Academic Affairs (Stoehr)

- b. Administration and Finance (Griffin)
- c. Communications (Conn)
- d. Elections (Jones)
- e. Ethics (Morris)
- f. Faculty Government and Involvement (Mehaffey)
- g. Professional Welfare (Dutra)

The Committee presented a document to the senate that outlined the proposed career ladder for non-tenure track faculty. The committee will forward the document. The senate had no suggestions to amend the document. Senator Conn made a motion to accept the document as written; Senator Gooch seconded the motion. The senate voted *not* to accept the motion. Senator Stoehr made a motion that the senate accept the policy as written, except for striking the word “possibly” from the last paragraph* (see note at bottom), senator Gooch seconded the motion, and the senate approved with one abstention.

- h. Strategic Planning (Stovall)
- i. Family Welfare Ad Hoc Committee (Conn)

Senator Conn informed the senate that there would be a resolution on this issue under “New Business” The resolutions will reflect what the Committee, after reviewing survey data, meeting with administration officials, and hearing from faculty members, believes is the most advantageous proposal to make concerning the proposed Children in the Work Place policy.

VIII. Old Business

There was no Old Business

IX. New Business

Two Resolutions from the Children in the Work Place Ad Hoc Committee:

Resolution One:

PROPOSED SFA FACULTY SENATE RESOLUTION ON MINOR CHILDREN ON CAMPUS POLICY PROPOSAL

RESOLVED, that the Faculty Senate of Stephen F. Austin State University disapproves any proposed or enacted university policy that:

Is discriminatory in its impact on faculty, staff, and students;

And/Or

Is contrary to the University Mission of providing a “learner-centered environment” to students and promoting “excellence in teaching, research, scholarship, creative work, and service;”

And/Or

Is excessive, vague, and overly broad in the express language of the policy;

And/Or

Is unreasonable and unenforceable;

And/Or

Communicates a lack of respect for, and trust in, the faculty, staff, and students;

And/Or

Creates undue hardships for faculty, staff, and students;

And/Or

Lacks a plausible ameliorative justification.

RESOLVED, it is the sense of the Faculty Senate of Stephen F. Austin State University that the policy on minor children proposed by the Human Resources Department of Stephen F. Austin State University is such a policy.

THEREFORE, the Faculty Senate of Stephen F. Austin State University disapproves the minor children on campus policy proposed by the Human Resources Department, and urges the administration of Stephen F. Austin State University, and/or the Board of Regents, to reject this policy in full.

Resolution Two:

PROPOSED SFA FACULTY SENATE RESOLUTION ON FAMILY WELFARE AD HOC COMMITTEE ALTERNATIVE PROPOSED CHILDREN IN THE WORKPLACE POLICY

RESOLVED, that the Faculty Senate of Stephen F. Austin State University approves any proposed and enacted university policy that:

Is equitable and just with respect to faculty, staff, and students;

And

Serves the University Mission of providing a “learner-centered environment” to students and promoting “excellence in teaching, research, scholarship, creative work, and service;”

And

Is clear, proportional, and explicit in its policy language;

And

Is reasonable and enforceable;

And

Communicates respect for, and trust in, the faculty, staff, and students;

And

Supports faculty, staff, and students and their families, and fosters a healthy balance between workplace obligations and family obligations of faculty, staff, and students;

And

Is rooted in, and limited to, the plausible ameliorative policy justification of the establishment of guidelines that protect the safety of children in the workplace and that maintain a professional workplace environment.

RESOLVED, it is the sense of the Faculty Senate of Stephen F. Austin State University that the policy on children in the workplace proposed by the Ad Hoc Family Welfare Committee of the Faculty Senate is such a policy.

THEREFORE, the Faculty Senate of Stephen F. Austin State University approves the children in the workplace policy proposed by the Ad Hoc Family Welfare Committee of the Faculty Senate, and finds it to be an acceptable substitute for the policy proposed by the Human Resources Department of Stephen F. Austin State University on children in the workplace.

Discussion Summary:

Senator Conn presented to the senate all the notes, changes, and ideas on the policy as discussed by the committee concerning the proposed policy as written by Human Resources. She submitted to the senate the full document in the spirit of full transparency. There was discussion concerning the effects of allowing discretion in administering the policy within departments and programs.

Chair Reese pointed out that because the Resolutions originated within a committee, which serves as a motion for approval. An amendment offered to change all wording of “parent” be changed to “parent or guardian,” and then strike the language striking “laboratories and other.” Chair Reese further noted that the policy name and language changes would be reflected in a document sent to senators after the conclusion of the meeting*

Senator Conn responded to a question with a firm concept that there *will* be a policy, thus the Resolutions is the only avenue for the senate to have input on the policy.

The Children in the Work Place policy from HR will be discussed in Policy Committee on February 14, thus the senate needs to act on these policies immediately.

Resolution One: Vote is called by Chair Reese and count was 18 in favor 3 Opposed 1 abstention.

Resolution Two: Vote is called by Chair Reese with the following results: 21 in favor, 1 opposed.

Both Resolutions are passed.

Intellectual Policy Proposal

Reese will form an ad hoc policy to review this policy and bring to the senate a recommendation. Senators Ainsworth, Gooch and Stovall will serve on this committee

Senator Stoehr made a motion to adjourn, seconded by Senator Jones. Motion was carried by acclamation.

Senate adjourned at 5:21 P.M.

Submitted by Scott Sosebee, Secretary Faculty Senate.

Zoom Link of full proceedings at

<https://sfasu.zoom.us/recording/share/FpFdXEHr88v9wMZ8luVGiHvn32iheCrQ5f1ixg5F1WwIumekTziMw>

***I was not present for this vote, and recorded from the Zoom link of the proceedings. I could not read the screen for the exact language of this vote, and thus could not record the precise language. All that is included is the oral recordings of the discussion**

***The above documents reflect those changes.**