

May 3, 1972

Dr. J. Rump
Box 6103

STEPHEN F. AUSTIN STATE UNIVERSITY

FACULTY SENATE

ABSENT

Mr. Jones (excused)
Mr. Hill (excused)
Mr. Simpson (excused)
Mr. Yarbrough (excused)

EX OFFICIO MEMBERS PRESENT

President Steen
Vice-President Lewis
Dean Turner

1. Mr. Nall called the meeting to order, the roll was called and the minutes of Meeting No. 22 were approved.
2. The meeting had been called by Mr. Nall at the request of Vice-President Lewis to consider a change in the appointment and promotion policy of the University as recommended by the Council of Deans. (This was the only matter of business discussed at this meeting.)
 - A. Vice-President Lewis stated that two years ago the Faculty Senate was consulted for advice concerning the appointment and promotion policy of the University, but it had taken no formal action. At that time, and for several years previous, enrollment and faculty growth had been accelerating. At this time both enrollment and faculty size have leveled. Because of limitations in allocations for faculty salaries, the University can no longer fund automatic promotions based on minimum service. The Council of Deans recently considered this matter; Dean Kallsen suggested that Faculty Handbook policies on minimum years service for appointment and promotion of associate professors be increased by one year and for professors by two years and that other minimum requirements for assistant professors be changed. The proposed changes were passed with one dean's dissenting vote based on the recommendation of his school's Academic Council.
 - B. Consideration of Dr. Lewis' request resulted in a lengthy discussion.
 - 1) The Faculty Senate Committee on Professional Welfare is currently studying appointment and promotion policies in the University. Dr. Lewis suggested that this committee propose a comprehensive policy on appointment and promotion.
 - 2) Mr. Brophy chaired a Faculty Senate committee during 1970-71 which reviewed the Faculty Handbook promotional policies, and the committee proposed suggestions to the Senate. The Senate, however, did not vote on them. (These recommendations were supplied to Senate members.)

- B. 3) A percentage quota system by rank and similar matters were discussed.
- 4) At least two Senate members mentioned that faculty members had told them that these proposed changes would be like changing rules in the middle of the game.
- 5) It was moved that the Faculty Senate accept the Council of Deans recommendation as the minimum requirement for appointment and promotion. The motion was seconded but did not pass.
- C. Mr. Clark moved that the proposal be referred to the Professional Welfare committee for study and presentation during the next year for inclusion in the 1973 Faculty Handbook. The motion was seconded by Mr. Robertson. It carried, but not unanimously.
- D. A motion was made by Mr. Stewart that the Council of Deans proposal be adopted for one year. It was seconded, but did not pass.
- E. Mr. Nall appointed Mr. Stewart, Mr. Barton and Mr. Arscott to the Professional Welfare Committee.

Respectfully submitted,



Robert D. Baker
Secretary

Attachment: Council of Deans
recommended changes in Faculty
Handbook.

REVIEWED:

John T. Lewis, III
Vice President For Academic Affairs

DATE:

9-5-72

APPROVED:

For the President by
John T. Lewis, III
President

DATE:

9-5-72

Faculty Handbook

Promotional Policies—

1. Promotion from one academic rank to another does not follow automatically when a faculty member has raised his educational and experience level to that of the next academic rank, although no faculty member should be promoted until the specific requirements have been met. Minimum academic training and experience for promotions should be as follows for each rank:

Assistant Professors—

- (a) A doctoral degree in the field in which teaching or a master's degree which is considered a terminal degree in the field; for example, a 60-hour M.F.A. Degree.
- (b) ~~A master's degree plus 30 hours~~ ^{or} (ABD) in an approved doctoral program in the field in which teaching, ~~three~~(four) years teaching experience or the equivalent, and ~~one~~year(two years) on the SFA faculty.

Associate Professors —

- (a) A doctoral degree in the field in which teaching or a master's degree which is considered a terminal degree in the field; for example, a 60-hour M.F.A. Degree
- (b) Five(Six) years teaching experience or the equivalent.
- (c) ~~Two~~(Three) years as Assistant Professor

Professors—

- (a) A doctoral degree in the field in which teaching or a master's degree which is considered a terminal degree in the field; for example, a 60-hour M.F.A. Degree.
 - (b) Ten years teaching experience or the equivalent.
 - (c) ~~Three~~(Five) years as Associate Professor.
2. Additional criteria which should be considered in making recommendations for promotion in rank are as follows (not necessarily in order of importance):

(Parentheses indicate change)

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2. No teaching position should be created or abolished without consultation with the head of the department, the director of the division, and other administrative officers concerned.
3. All conditions of appointments should be in writing. All details should be clear and specific and should include a statement concerning the starting date and the duration of the contract.
4. The rank of initial appointment will be determined by the qualifications of the appointee and the distribution of rank within the University. (Exceptions to promotion and appointment standards may be made only upon recommendation of the Council of Deans.)

STANDARDS FOR APPOINTMENT FOR FALL 1973 AND AFTER

- (a) To Instructor—master's degree, or equivalent, in the field in which teaching.
- (b) To Assistant Professor—
 - (1) a doctoral degree in the field in which teaching or a master's degree which is considered terminal in the field; for example, a 60-hour M.F.A. Degree.
 - or
 - (2) a master's degree plus 30 hours (ABD) in an approved doctoral program in the field in which teaching, three (four) years teaching experience or the equivalent, at least one year (two years) of college teaching experience.
- (c) To Associate Professor—
 - (1) earned doctor's degree in the field in which teaching or a master's degree which is considered a terminal degree in the field; for example, a 60-hour M.F.A. Degree
 - (2) five (six) years teaching experience or the equivalent.
 - (3) at least two (three) years of college teaching experience.
- (d) To Professor—
 - (1) earned doctor's degree in the field in which teaching or a master's degree which is considered a terminal degree in the field; for example, a 60-hour M.F.A. Degree.
 - (2) ten years teaching experience or the equivalent.
 - (3) at least three (five) years of college teaching experience.