

Meeting No. 59  
September 10, 1975  
Stephen F. Austin State University  
Faculty Senate

Absent: None

Ex Officio Members Present:  
Dr. John T. Lewis  
Dr. Ralph Steen

Guests Present:  
Dr. Robert Carroll  
Dr. Harry McDonald

1. Chairman Ford called the meeting to order at 3:15 p.m.
2. Minutes of Meeting No. 58 were approved as corrected.
3. Report of Officers:  
Chairman Ford requested that written copy of motions and resolutions presented to the Senate be given to the secretary to insure correct inclusion in the minutes.
4. The treasurer, Jess Richardson, asked that charges to the Faculty Senate Account go through the secretary or chairmen of the individual committees.
5. Dr. Ken Watterston, Chairman of the Faculty Government and Involvement Committee submitted a list of Faculty Senate representation for 1975-1976 (see appendix.)
6. Dr. Wayne Johnson informed the Senate that the Student Affairs Committee is preparing a list of members for attendance at the Student Government meetings.
7. Dr. Bennat Mullen, Chairman of the Administration and Financial Committee presented a progress report concerning the topic of merit raises, accountability, and development of objective criteria for faculty pay raises.
8. Dr. Franks moved that the Senate be polled as to the type of system of pay raises they preferred: A. Merit raises B. Across-the-board C. Combination of merit and across-the-board. The majority of the senators preferred a combination plan; there were no votes for (B).  
Dr. Franks moved that two committees be appointed to formulate alternate proposals to the merit plan designed by the committee.

Committees appointed to draft alternate proposals are as follows:

Merit System Committee  
Wayne Johnson, Chairman  
Jerry Vincent  
Daniel Beaty  
Ann Chandler

Combination Committee  
Pat Russell, Chairman  
William Brophy  
Fred Rainwater  
Gloria Durr

9. Dr. Mullen reported that procedures to select a search and screening committee will be initiated upon receipt of the Board of Regents invitation to participate.
10. Dr. Robert Carroll, University Physician, requested that the Senate make recommendations concerning University Health Facilities. The Professional Welfare and Student Affairs Committees were appointed to study this matter.
11. Dr. Pat Russell requested that the Senate study fringe benefits for the faculty. Chairman Ford referred the request to the Professional Welfare Committee.
12. Dr. James Garrett introduced into discussion a request that the Fiscal Affairs division of the University be studied concerning its relationship to the faculty. Jerry Vincent was asked to chair an ad hoc committee to study this matter. (See appendix 2)
13. Dr. John T. Lewis discussed with the Senate the rationale for the proposed merit system for pay raises.
14. President Steen addressed the Senate concerning faculty salaries for the 1975-76 year. The average faculty salary was up almost \$2,000, with the average faculty salary being \$16,808.
15. The meeting adjourned at 5:15 p.m.

Respectfully submitted,

*Ann Chandler*

Ann Chandler  
Faculty Senate Secretary

REVIEW:

*John T. Lewis*  
\_\_\_\_\_  
Vice President, Academic Affairs

*10-15-75*  
\_\_\_\_\_  
Date

APPROVED:

*John T. Lewis*  
\_\_\_\_\_  
President

*10-13-75*  
\_\_\_\_\_  
Date

attachments (2)

## FACULTY SENATE REPRESENTATION 1975-1976

<u>SCHOOL</u>	<u>SENATOR</u>	<u>DEPARTMENT(S) REPRESENTED</u>	<u>#</u>
<u>Business</u>	Ralph White (1)	Office Admin., Accounting	15
	Jesse Richardson (2)	Economics, Computer Science	14
	Thomas Hunter (3)	General Business, Management	18
<u>Education</u>	Thomas Franks (1)	Elementary Education	22*
	Ralph Eddins (1)	Secondary Education	18
	Bennat Mullen (1)	School Services	21
	Gloria Durr (2)	Home Economics	12
	Carl Kight (2)	Men's HPE	14
	June Erwin (3)	Women's HPE, Agriculture	19
<u>Fine Arts</u>	Diane Ford (1)	Art	13
	Dan Beatty (2)	Music	18
	Joel Duskin (3)	Communications, Theater	16
<u>Forestry</u>	Ken Watterston (2)	Forestry	25
<u>Liberal Arts</u>	Wayne Johnson (1)	Political Science	13
	Pat Russell (2)	English	32*
	Warren Austin (2)	English	32*
	Bill Brophy (2)	History	19
	James Dickson (2)	Elementary Education	22*
	Deanne Malpass (3)	Modern Languages	11
	Jerry Lackey (3)	Psychology, Geography	13
	David Petty (3)	Sociology, Bible	16
<u>Library</u>	Ann Chandler (2)	Library	
<u>Sciences and Mathematics</u>	James Garrett (1)	Chemistry, Military Science	15
	Fred Rainwater (1)	Biology	18
	J. H. Burr (3)	Mathematics	21
	Jerry Vincent (3)	Geology, Physics	13

\* Two Senators representing the faculty of one department

Note: Education is under-represented by one senator  
 Liberal Arts is over-represented by one senator  
 Representation should be: one senator/16 faculty members  
 (actually - 1:15.84 - However, .84 got rounded up in the  
 administration)

We recommend that the Faculty Senate undertake to study a part of the University that has a profound effect on the primary aim of the University, which is the education of students. We refer to that division called (in the Organizational Chart on page 9 of the Faculty Handbook) Fiscal Affairs.

Fiscal Affairs includes:

Business Manager  
Fiscal Office  
Purchasing Agent  
Director of Plant Maintenance

Moreover, we recommend that this study include a survey of the Faculty and Department Heads to determine if other than we few have problems with carrying out our educational aims because of the operation of this division.

We request that this study be made for two reasons. One is that we may do what we can to help this part of the University to be more efficient in working toward the common goal. Too often Fiscal Affairs does not seem to be aware of that goal. Secondly this suggested study should be made so that the faculty will be better informed on the problems of the Fiscal Affairs area and therefore better able to interview candidates for the presidency of Stephen F. Austin State University.