

Meeting No. 65
February 11, 1976
Stephen F. Austin State University

Absent:

Mr. Joel Duskin (Excused)
Dr. Ralph Eddins (Excused)
Dr. Thomas Franks (Excused)
Dr. Bennat Mullen (Excused)

Ex officio Members Present:

Dr. John T. Lewis

Guests Present:

Dr. Joy Reeves
Dr. Kenneth Mace
Dr. James DiNucci
Dr. Fred Rodewald

1. Chairman Ford called the meeting to order at 3:15 p.m.
2. Minutes of Meeting No. 64 were approved as written.
3. Dr. Ford reported that the Dean's Council has presented a salary scale recommendation for 1976-77 (See attachment 1) which has been approved by Dr. Steen.
4. The treasurer, Mr. Jesse Richardson, reported that approximately \$850 remains in the allocated budget.
5. Dr. Ken Watterston reporting for the Faculty Government and Involvement Committee presented progress reports concerning:
 - A. the proposed constitutional amendment in regard to the Director of the University Library.
 - B. Ballots for placing names in nomination for election to the Faculty Senate will be mailed out in February. Since Education is under-represented by one senator and Liberal Arts is over-represented by one senator, the election should be for:

Liberal Arts	1 new senator
Education	4 new senators
Business	1 new senator
Fine Arts	1 new senator
Science & Math	2 new senators
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	9 new senators
6. Dr. James Dickson speaking for the Administration and Financial Affairs Committee informed the Senate that the committee was conducting an inquiry concerning:
 - A. change from department heads to departmental chairmen
 - B. question of limited terms of office for deans and headsA final report is due in March and a decision will be made to either table or make a recommendation.
7. Dr. Gloria Durr reporting for the Academic Affairs Committee presented the following recommendations to the Senate for

its consideration:

- A. Procedure for selecting a new Dean:
 - 1. Consideration be given to having deans selected (graduate dean included) from the present faculty. (a number of qualified people are available, probably at upper academic and professional ranks; selection of a dean from this group would provide an additional opening in the upper two ranks.)
 - 2. In the selection process for the graduate dean, a selection committee be established and graduate faculty representation be included from each of the Academic Schools in the University. Responsibility would be:
 - a. To provide input on the criteria for selection.
 - b. To screen applications and to prepare a suitable list of applicants to be presented to the president. Refer to the minutes of Faculty Senate Meeting No. 11, May 5, 1971, Appendix A. (See attachment 2)
 - 3. This same procedure (outlined in item 2 above) would be implemented in the selection process for academic deans for schools; faculty representation on the committee would be from departments of the school. Whether representation from the University at large be involved would be left to the discretion of the president. A motion to adopt these recommendations was approved.
- B. Concerning a Central University calendar for the scheduling of major functions and activities on campus the following was recommended:
 - 1. That a faculty information sheet be made available in each department indicating which facilities are scheduled through the Vice President for Fiscal Affairs, the Vice President for Academic Affairs, the Academic Deans of each school, and the Director of the University Center.
 - 2. That the present procedure for the scheduling and use of the University facilities be continued. (Due to the limited need for information included on a Central University Calendar, the effort to compile the information would be greater than the benefit realized) Motion carried.
- 8. Dr. William Brophy reporting for the Professional Welfare Committee presented the following recommendations to the Senate for consideration:
 - A. Recommended the Senate ask the University Insurance Committee to investigate the implementation of Senate Bill No. 871 enacted by the 64th Legislature of the State of Texas in 1975. The effective date of the law was September 1, 1975.

An Act amending the Insurance Code ...

- "(a) The costs of group life and health insurance premiums to persons retired under the Teacher Retirement Act, who at the time of their retirement were employed by the Texas Central Education Agency, the Texas Rehabilitation Commission, the Texas Youth Council, the Texas Department of Mental Health and Mental Retardation, a Texas senior college or university, and the Coordinating Board, Texas College and University System, shall be full paid from the funds of such agency, commission, institution, or board under the following provisions and conditions:
- (1) The coverage of this act shall extend to all such retired persons within the limits of eligibility under state contracts in force on the effective date of this act or as may be otherwise provided by law;
 - (2) such payment shall be in accordance with rules and regulations established at such agency, commission, institution or board;
 - (3) such agency, commission, institution or board shall certify to the Comptroller of Public Accounts and the State Treasurer each month the amount so ascertained each month to such agency, commission, institution or board;
 - (4) payments shall begin on the first day of the month following the month in which this act takes effect and shall continue to be paid until otherwise provided by law.
- (b) There are hereby authorized to be paid out of the funds of each agency, commission, institution, or board names in the Act the sums necessary to fund payments of premiums provided in this Act."

Motion carried.

- B. The Professional Welfare Committee presented the following resolution:
- The members of the Professional Welfare Committee believe that the administrative intern program should be continued. Committee members further believe that the faculty members regardless of race, age, sex, or national origin, should be allowed to participate in the program. Faculty members who wish to be involved in the program should be encouraged to submit their names for consideration for an internship to the President or Vice President for Academic Affairs. Resolution approved.

9. Dr. Jerry Vincent, chairman of the ad hoc committee studying the Fiscal Affairs of the University asked that the questionnaires be returned even if there are no complaints.
10. Dr. Deanne Malpass requested that in the writing of future minutes that when "matters of concern" are written in the minutes that these matters be listed in detail.

- 11. Dr. John T. Lewis discussed possible distance restrictions by the Coordinating Board on extension courses. He also mentioned the Governor's proposed plan to cut state expenditures. The revised Faculty Handbook is now available and will be distributed shortly.
- 12. The next meeting will be on Wednesday, March 10, 1976 in the Aztec Room at 3:15 p.m.
- 13. The meeting adjourned at 4:05 p.m.

Respectfully submitted,

Ann Chandler

Ann Chandler, Faculty Senate Secretary

(attachments: 2)

Reviewed: *John T. Lewis*
Dr. John T. Lewis, Academic Vice President

3-23-76
Date

Approved: *Ralph Steen*
Dr. Ralph Steen, President

3-28-76
Date

SALARY SCALE RECOMMENDATIONS, 1976-77

I.	Graduate Interns -----	\$ 9,000.00
II.	Instructors-----	\$10,000 - 14,500.00
III.	Assistant Professors-----	\$12,000 - 18,000.00
IV.	Associate Professors-----	\$16,500 - 20,750.00
V.	Professors-----	\$19,000 - 23,750.00

DEPARTMENT HEADS (12 months)

Assistant Professors (Maximum)-----	\$22,250.00
Associate Professors (Maximum)-----	\$28,750.00
Professors (Maximum)-----	\$32,500.00

The standard raise for those who do not exceed the ceiling of rank:

Instructors-----	\$500	-----	.050	-	.034
Assistant Professors-----	\$500	-----	.041	-	.027
Associate Professors-----	\$750	-----	.045	-	.037
Professors-----	\$750	-----	.039	-	.032
Department Heads (12 months)-----	\$1,000				

All persons are to be brought within rank ranges.

Persons whose salaries are too high under our adjustment policy need not receive the standard raise.

Persons who are too low under the adjustment schedule are to be considered on an individual basis.

Appendix A

RECOMMENDATIONS OF THE SENATE SUBCOMMITTEE ON SCREENING

Members: Austin, Arscott, Collier, Hamrick
Advisory Members: Clark, Nall
Chairman: Rodewald

We wish first of all to state that our findings and our recommendations are for the University as it now exists and that the future may require different policies and procedures than those recommended below, just as those that we recommend now seem to us more appropriate than those they are designed to replace.

- I. To implement the Board of Regents' decision to consult faculty and students in the selection of Presidents, we suggest the following apparatus to be called the Consultative Committee:
 1. The function of the Consultative Committee is to provide a number of experienced, concerned faculty members from whom the Board of Regents may select to assist the Board at each stage in the selection process.
 2. The faculty membership of the Consultative Committee shall be:
 - a. a faculty member elected at large by and from each academic school.
 - b. the senior ranking senator from each academic school. Senior senators are determined first by years service in the Senate, second by academic rank, third by years of tenure at S.F.A.
 3. The student membership of the Consultative Committee will be selected by the Board of Regents from the Student Congress, the number to be determined by the Board.
- II. Concerning faculty participation in the selection of Deans, we recommend that the existing school academic councils be used to assist the President.
 1. And because we believe the individual school academic councils should function in the ways outlined in recommendations I and II and because there is almost total lack of uniformity in the make-up of the individual school academic councils, we

recommend that a majority of each academic council be composed of elected faculty members, that chairmen of the councils be elected by the council membership, and that Deans be ex officio members of their respective school academic councils.

2. And because we believe in the value of the school academic councils in handling problems properly belonging to the individual schools rather than the University Senate, we recommend that the school academic councils take an active part in "assisting the Deans in the formation of policy for their schools" the purpose for which they were formed, by concerning themselves with new programs, new degrees, academic policies, promotion appeals, and other appropriate matters.

III. Concerning faculty participation in the selection of department heads, we recommend first of all that the faculty be consulted by the Deans as much as possible. We believe a minimum effort would entail a departmental consultative committee of no more than five members to be elected from the tenured faculty of each department to assist the Dean in his selection of the new department head. Although we find the suggested idea of periodic votes of confidence for department heads impractical at this time, we recommend that every effort be made by the President, Vice-President, and the Academic Deans to assure that department heads consult in an organized way with their faculties in matters of hiring, budgeting, proposing and planning new courses and programs, scheduling, and in other appropriate areas.