

Meeting No. 77
13 April 1977
Stephen F. Austin State University
Faculty Senate

Absent:

Dr. William J. Brophy
Dr. James G. Dickson
Dr. Carl R. Kight (Excused)
Mr. Jesse H. Richardson (Excused)

Ex officio Members Present:

Dr. John T. Lewis, III
Dr. Carl Keul

Visitors:

Dr. Roy E. Cain
Mr. Reagan S. Cook
Dr. Ben E. Dickerson
Dr. Kirby L. Duncan
Dr. E. Diane Ford
Mr. Ronnie Hicks
Dr. James E. MaGruder
Dr. Fred A. Rodewald
Dr. Leslie M. Thompson

1. Chairman Bourbon called the meeting to order at 3:20 pm.
2. Minutes of meeting No. 76 were approved as written.
3. Reports of Officers:
 - A. Treasurer's Report: Dr. Sartin has not received a printout since the last meeting. Balance as of 1 March 1977 was \$531.85
 - B. Secretary's Report: Dr. Watterston reported on the elections for the new senators: Elected were:
 - Business: Mr. James M. Bowman, Administrative Services
 - Education: Dr. Patsy Spurrier, Home Economics
Dr. George S. Thompson, Secondary Education
 - Fine Arts: Dr. William H. Bos, Communications
 - Forestry: Dr. Hershel Reeves
 - Library: Ms. Elizabeth Wallace, Readers Services
 - Liberal Arts: Dr. Fred A. Rodewald, English
Dr. Leslie M. Thompson, English
Dr. Larry Pollock, Psychology
A tie vote between Dr. Bobby H. Johnson, History,
and Dr. Constance L. Spreadbury, Sociology will
result in a run-off election for the fourth
position.
 - C. Chairman Bourbon reported on progress made on the Campus Master Plan. Recommendations have gone to the President. Following action by the Board of Regents there should be publicity on the new plan.

Recommendations from the minutes of meeting No. 76 have been submitted to the President.

4. Reports of Committees:

Ad Hoc Committee on Rank/Tenure (Dr. Lackey): Report and recommendations submitted (ATTACHMENT No. 1). Motion to receive the report and recommendations for future action by the 1977-78 Senate - Approved.

Comment by Dr. Lewis: Recommendation No. IV should be checked with Attorney General.

Comment by Dr. Malpass: University Administration should take care of checking with Attorney General.

Chairman Bourbon instructed Secretary to send this report to new senators along with the notice of their election to the Senate.

5. Old Business:

A. Ad Hoc Committee on Rank/Tenure (Dr. Lackey): Procedures for Awarding Tenure (Attachment No. 5 of minutes of meeting No. 76). Dr. Lackey moved and Dr. Malpass seconded to approve the procedures for awarding tenure recommendations. Motion approved: 10 for and 9 against. Dr. Burr called for a Recount - Motion defeated on recount with 10 for and 11 against.

B. Student Affairs (Dr. Young): Recommendations on traffic and Parking (Attachment No. 2 of minutes of meeting No. 76).

Dr. Vincent moved and Dr. Jeffrey seconded to amend report by striking Item 9 of the recommendations. Approved.

Mr. Snyder moved and Dr. Burr seconded to amend report by striking Item 11 of the recommendations. Approved.

Dr. Lackey moved and Dr. Malpass seconded to insert "where appropriate" in place of "all" in Item 1 (f) of the recommendations. Approved.

Dr. Hunter moved and Dr. Kerr seconded to amend report by striking Item 1 (b) of the recommendations. Approved.

Dr. Jeffrey moved and Dr. Vincent seconded to accept the committee recommendations as amended. Approved for submission to the President (ATTACHMENT No. 2).

6. Dr. Lewis commented on the budget action of the Legislature. The House has distributed its proposed higher education budget. It does not have the reductions in it that are yet to come based on actual hours. It appears that SFASU will lose approximately two percent because of decreased enrollment in the past year. The Senate bill has not been passed yet and figures are unknown.

The House bill has a rider allowing 3.4% for salary increases in each of the next two years - this is permissive. If money is not used for salary increases it will return to the State Treasury. This rider does not mean that everyone would get a 3.4% increase - only that the University is provided with that amount to distribute as it sees fit within the stipulation that the average be 3.4%.

7. The next regularly scheduled meeting of the Faculty Senate will be held at 3:15 pm on Wednesday, 11 May in the Aztec-Caddo Room of the University Center. New Senators will be seated at this meeting and new officers will be elected.
8. Meeting No. 77 was adjourned at 4:40 pm.

Ken Watterston

Kenneth G. Watterston
Secretary, 1976-77 Senate

Final Report of the Ad Hoc Committee on Rank/Tenure Quota Systems

Committee Members: Jeffry, Sartin, Snyder, Watterston, Malpass, Richardson, and Lackey, chairman

The Committee received 236 responses to the faculty questionnaire. This represents a return rate of approximately 61% of full time faculty. The questionnaire revealed substantial agreement among responding faculty on only two items:

1. On item 3 dealing with rank quotas, 78% of those responding felt that there should be a minimum time in rank prior to promotion to the upper two ranks. The modal time recommended for both ranks was 5 years.
2. On item 3 dealing with tenure quotas, 60% of those responding favored eliminating the time limitation on the non-tenure track; 32% responded negatively, with 8% not responding.

A smaller majority of those responding, 53%, felt that there should be no limit on the number of tenured faculty, while 42% responded favorably toward tenure quotas with 5% not responding. Other items yielded a remarkably even distribution of responses with no definite pattern being established.

While the committee feels that there are inherent inequities in a rank quota system, it also feels that there is not sufficient faculty consensus to recommend changes from the current system.

The committee is making the following recommendations for changes in the tenure system:

Recommendation I

*There should be no quota or limit placed on the number of tenured faculty.

The elimination of tenure quotas eliminates the need for a non-tenure track and creates more equitable tenure policies for all faculty.

Recommendation II

*All faculty shall be placed under the same tenure policy.

At the present time, all faculty hired after Nov. 13, 1974 are employed for a maximum of four to seven years unless there is an opening in the tenure track. The committee feels that this policy establishes contingencies which are unfair to both faculty and the university.

Recommendation III

*The probationary period for granting tenure shall be 7 years of satisfactory service beginning with appointment to full time faculty status at the rank of instructor or a higher rank. If tenure is not granted, the faculty member must be notified at the end of the 6th year. The probationary period for granting tenure to faculty with three or more years of prior full-time faculty experience, or its equivalent, shall be four years of satisfactory service. If tenure is not granted, the faculty member must be notified at the end of the 3rd year.

Recommendation IV

*If a quota is established limiting the number of tenured faculty, the faculty shall be advised as to the number or percentage set for tenured faculty, and the following steps are recommended in lieu of the non-tenure track:

- (1) at the end of the appropriate probationary period, (see Recommendation III), if the tenure quota is filled, the candidate for tenure may at that time be recommended for tenure.
- (2) The candidate may maintain his status as recommended for tenure for an indefinite period until an opening occurs in the tenure track.
- (3) Those in the "recommended for tenure" status will be granted tenure in sequence, based upon the date of recommendation for tenure.

RECOMMENDATIONS ON TRAFFIC AND PARKING

1. Education Parking Lot:
 - (a) Eliminate two parking spaces on North side facing units and two spaces on South side nearest boys' dorm to eliminate blind corners.
 - (b) Conduct publicity campaign in Pine Log encouraging students to walk on sides of streets through parking lots.
 - (c) Paint center line and cross walks in streets through parking lot.
 - (d) Enforce 10 mph speed limit in all parking lots.
 - (e) Paint out, where appropriate, large yellow stripe areas and designate for compact cars only.
 - (f) Patrol parking lots at night and tow away any vehicles blocking main drives and ticket any parked illegally.
2. Place patrolman at Vista Drive between University Center and Chemistry building and/or Administration building and on College Street at Twin Towers at noon hour to facilitate safety and movement of traffic.
3. Consult with City about placing a protected turn from North Street to College Street and a light at the exit of Vista Drive and North Street to be operative at peak hours only (12:00 and 5:00).
4. Establishment of short term metered parking in front of Post Office (10 min.), Administration building and Computer Center (30 min.) for student use. Visitor parking at Dorms and Health Clinic (1 hour) for student use.
5. Tow away for all unauthorized vehicles with one warning ticket issued prior to tow away. All unstickered or unauthorized license numbers to be computerized daily and patrol personnel furnished with these numbers.
6. Reserve areas, not reserved spaces, designated for teaching and administrative personnel whose work requires their coming and going during the day.
7. Dorm parking reserved for dorm residents.
8. Faculty apartments designated 24 hour "S" area.
9. Equalization of parking fees throughout the year. \$12.00 for 12 months; February - \$6.00 for 6 months; June - \$3.00 for 3 months.
10. Investigate feasibility of building a multi-level parking building to be paid off by users at College and Raguet for special benefit of "J" and "A" users, night concerts and conferences on campus.