

STEPHEN F. AUSTIN STATE UNIVERSITY  
Faculty Senate  
Meeting No. 91  
November 8, 1978

1. Chairman Jeffrey called the meeting to order at 2:20 p.m.
2. After the roll call, the Senate approved the Minutes of Meeting No. 90 as written.
3. Reports of Officers:
  - A. Chairman's Report:
    - a. In response to Senator Bowman's inquiry at the last meeting as to the necessity for signing the 12-months' salary form every year, Chairman Jeffrey announced this will not be necessary in the future. If a faculty member signed the 12-month salary form this Fall, or signs one at any time in the future, it will remain in effect until he/she takes action to change it.
    - b. In response to Senator Irons's inquiry in Meeting No. 89, Chairman Jeffrey reported it will be possible in the future to enroll in, or change, a tax sheltered annuity either in August or in December.
    - c. Senator Jeffrey reported the following action taken by the Academic Affairs Council since the last meeting of the Senate: (1) Dr. Franklin read a policy statement on students who withdraw without clearing their financial record. This statement has appeared in the Faculty Bulletin. (2) The "Brophy Amendment" was set aside as policy; however, Dr. Franklin confirmed that the Budget will be available in the Library prior to the deadline for signing contracts. (3) The council voted to have multiple copies of the final grade sheet made so the original copy can be retained in the office of the departmental chairman.
    - d. Chairman Jeffrey reported the following action items from the Academic Deans' Council meetings since the last meeting of the Senate: (1) October 17--The Deans' Council voted to strike the check blanks on the Faculty Evaluation forms and replace them with a narrative statement. (2) October 31--The Council approved a minor in Public Administration in the Department of Political Science. (3) November 7--The Council approved certain proposed changes in degree requirements for the Bachelor of Science in Home Economics; it also approved proposed promotion and tenure application and recommendation forms and the proposed calendar for 1979-80.
    - e. Chairman Jeffrey thanked Senator Corbin for arranging for the Senate to meet in Rusk 301. He also thanked Mr. Dwane Russell and Ms. Peacock for making arrangements for the room and the coffee. He asked for feedback individually from the Senators on whether they prefer to meet in Rusk 301 or the Aztec-Caddo room.

B. Treasurer's Report:

Senator Bowman reported a balance in the treasury of \$4,921.01.

4. Committee Reports:

- A. Senator Snyder, Chairman of the Academic Affairs Committee, announced that his committee hopes to have a preliminary report ready by the December meeting of the Senate.
- B. Senator Spreadbury, Chairman of the Ad Hoc Committee on the Revision of the Faculty Handbook, announced that her committee is making good progress, has a rough draft in hand, and is currently reviewing the 14 policy statements issued by the administration. She announced the following goals: (1) to finish a rough draft of the Faculty Handbook by the end of the current semester with the exception of the tenure policy and the Senate Constitution, and (2) to finish everything by next Spring.
- C. Chairman Jeffrey reported for Senator Bos that his Ad Hoc Committee on Constitutional Revision has been meeting regularly and hopes to have a report ready for the Executive Committee before the December meeting of the Senate and possibly will present its recommendations at that time.

5. Old Business:

Senator L. Thompson, Chairman of the Faculty Government & Involvement Committee, presented its Bill to the Senate and moved that the Senate approve Senate Bill #85-1, Tenure Policy, with the deletion of Parts E and F under Section IV. Mr. Snyder seconded the motion.

Before the discussion of the Bill, Senator Thompson reported on the open hearing held on October 25. He said the meeting was attended by 59 people and lasted for approximately three hours. Based upon the comments, suggestions, and questions raised at this hearing, his committee made the following changes in Senate Bill #85-1:

Section II:

The title was changed to APPOINTMENTS and an explanatory note was added specifically including faculty on non-tenure track as probationary faculty.

- A. 1.--This part was reinserted from the original Senate Bill.
- B. 1, 2, and 3--The word "creditable" was deleted.
- C.--This part was reworded.

Section III:

- A.--The fourth sentence, beginning "A person . . . ," was added in an effort to get around the problem of an administrative supervisor

seeing the recommendations of his department, school, or division prior to completion of the tenure process.

- B.--The second sentence, beginning "The tenured faculty . . . ," was added.
- D.--In lieu of "school tenure panel," the phrase "school tenure committee" was used in every instance in this section of the Bill.

Section IV:

- A. 4.--An explanatory note was added at the bottom of the page.
- A. 8. & 10.--The word "verbatim" was reinserted before the word "typewritten."
- B. 3a--The last sentence, beginning "Each party . . . ," was added.
- C. 1.--The statement from Original Senate Bill #85-1 was substituted for the statement in the Revised Bill.
- C. 5.--"Thirty days" was changed to "sixty days."
- D. 1.--From the original bill the committee reinserted "with the faculty as a whole or an appropriate committee thereof" to the end of the sentence.

Senator Thompson reported that his committee felt that though Sections IV. E. and IV. F. might have a bearing on tenure, they should be dealt with separately and not included as part of the tenure process.

After Senator Thompson's explanation of the changes made in Senate Bill #85-1 since the last meeting of the Senate and after a short discussion of the need for haste in considering the Bill, the Senate proceeded to discuss it item by item.

In a discussion with Mr. Bowman on Section II, Vice President Franklin pointed out that this document totally eliminates non-tenure tract positions. There will be only two types of faculty--probationary and tenured. However, not all positions are tenurable, e.g., a lab coordinator or a coach.

In response to a question from Senator Pollock on tenure quotas, Vice President Franklin responded that there is no specified percentage of the total faculty that may be tenured, but the administration will make an effort to keep tenure below 100%. The aim of the administration is to review needs annually, to keep probationary faculty fully informed of chances for tenure, and to make every effort to be candid with the faculty in apprising them of their chances for tenure. The administration intends to be able to inform probationary faculty after the first full year of service of their realistic possibilities for tenure.

The Senate PASSED the following AMENDMENTS to Section II:\*

Mr. Blocker moved and Mr. L. Thompson seconded the motion to amend B. 1. and B. 2. by adding "at Stephen F. Austin State University" to the end of each statement.

Senator Young moved that C. be replaced by the following statement: "A faculty member's tenure status, including years of credit for probationary service and departmental programmatic needs, will be specified in writing at the time of appointment and in subsequent annual reappointment notifications."

The Senate PASSED the following AMENDMENTS to Section III:\*

Mr. Pollock moved and Mr. Snyder seconded the motion to amend A. by replacing the fourth sentence, which starts at the end of line five, with the following sentences: "A faculty member who occupies an administrative position will submit his or her packet of supporting materials to his or her immediate administrative supervisor. The administrative supervisor will receive all recommendations of the tenured departmental or tenured divisional faculty."

Mr. Rodewald moved to amend the motion by inserting the word "alone" in the second sentence of the above amendment to A. which will now read: "The administrative supervisor alone will receive . . . ."

Mr. Pollock moved and Mr. L. Thompson seconded the motion to amend B. by replacing the first word in the second sentence with the word "Each" so the sentence will read: "Each tenured faculty member will submit . . . ."

Senator Walker moved to amend D. by substituting the word "from" for the word "representing" in lines five and six.

Senator Adams moved and Senator Reeves seconded the motion to amend the last sentence of D. by inserting the words "each member"; the sentence will read: "The committee will review the supporting materials prepared by the candidate and each member will submit . . . ."

Mr. Bowman pointed out that in only one instance is the criteria for judging a candidate mentioned, i.e., at the departmental level where the candidate is to be judged by the tenured faculty on his credentials and performance. Vice President Franklin and Senator Young pointed out that the candidate's peers have more knowledge of those criteria and the administration has more knowledge of other criteria, i.e., programmatic needs.

After the defeat of a motion to adjourn by Senator McCune, a MOTION by Senator Johnson, seconded by Senator Adams, to postpone further debate on Senate Bill #85-1 until November 15, 1978, at 2:15 p.m. in Rusk 301 PASSED.

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\*For ease of comparison, the amendments are listed as they occur in the Bill, not necessarily as they occurred in the meeting.

Senator Pollock moved and Senator Adams seconded the motion for adjournment.  
MOTION PASSED and the meeting was adjourned at 4:45 p.m.

Absentees:

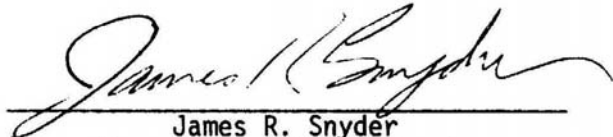
Langston Kerr--Excused

Ex Officio Members Present:

Bill Franklin  
James Reese  
Robert Sidnell

Visitors:

Janelle Ashley  
Susan Harwood  
Kurt Stanberry  
Sandy Cole  
Mark Burroughs  
E. D. Malpass  
Jerry Vincent

  
James R. Snyder  
Secretary, 1978-79 Senate