

STEPHEN F. AUSTIN STATE UNIVERSITY  
Faculty Senate  
Meeting No. 98  
April 11, 1979

1. Chairman Jeffrey called the meeting to order at 2:15 p.m.
2. After the roll call, the Senate approved the Minutes of Meeting No. 97.
3. Reports of Officers:

A. Chairman's Report:

- a. Chairman Jeffrey reported three actions items from the March 27th meeting of the Academic Affairs Council. The Council (1) approved a motion to establish a committee to better organize, utilize, and otherwise monitor the use of AV equipment across the campus, (2) passed a revised policy on advanced placement, and (3) passed and sent to the Board of Regents a recommendation to revise the admission policy so clear admission will be granted to students in the upper half of their graduating class or to those who score 18 or higher on the ACT or 800 or higher on the SAT.
- b. From the April 3rd meeting of the Deans' Council, Chairman Jeffrey reported that the Council approved a proposal for a Bachelor of Social Work degree program to be located in the School of Applied Arts and Sciences.

From the April 10th meeting, Mr. Jeffrey reported the approval of a proposal from the Department of Administrative Services for a minor in Administrative Law.

B. Secretary's Report:

- a. Secretary Snyder read a letter from Dean Gaston thanking the Senate for its work on the Graduate Program Survey.
- b. The Secretary announced that Faculty Senate elections are now being conducted and all the results will be published soon.

C. Treasurer's Report:

Senator Bowman reported that expenditures are catching up with the Senate. There were expenditures of \$1,341.62 in March, and the unencumbered balance is now \$3,048.38.

4. Committee Reports:

Senator Johnson announced that the Ad Hoc Committee on Grade Inflation will make its report at the next meeting.

5. Old Business:

- A. Senator Blocker presented Amended Senate Bill #97-1 to the Senate and itemized the changes made since the Open Hearing: namely, background information was included in paragraphs two and three, Recommendation 1 was reworded, and a sentence was inserted in Recommendation 2. Senator Blocker moved and Senator Johnson seconded the motion that the Senate approve Senate Bill #97-1, Recommendations on the Role and Function of School Academic Councils, as amended.

The discussion which followed dealt mainly with the advantages and disadvantages of the School Councils being diverse. It was pointed out that the similarity between the School Councils ends with their function, which is as an advisory body to the Dean of the School.

Senator Rodewald suggested that each School Council gather together in one place a body of school policy, and he moved that Senate Bill #97-1 be amended by adding a fourth recommendation that each School Council develop a packet which contains all school policy that has been approved by the Dean and make it available to the faculty. Senator Johnson seconded the motion, and the MOTION PASSED.

Senator Blocker's MOTION to approve Senate Bill #97-1, as amended (see ATTACHMENT #1), was then PASSED.

- B. Senator Spreadbury, Chairman of the Ad Hoc Committee on the Revision of the Faculty Handbook, reported on the changes made in the Handbook based upon the recommendations and suggestions received from the faculty and administration since the last meeting. The major changes were: addition of a statement on the cover page; deletion of the last paragraph under "Deans of Schools" on I-3 and inclusion of the Department of Mathematics and Statistics and the Division of Nursing under the School of Sciences and Mathematics on the same page; deletion on page III-4 under "Library Academic Advisory Council" of the phrase "to hear and to make recommendations on appeals"; enlargement of the section on "Travel" on page IV-4; addition of a final paragraph under "Policy Regarding Outside Employment" on IV-5; inclusion of sections on "Academic Freedom" and "Academic Responsibility" in Section V on tenure; and change of 90-day to 180-day waiting period on AII-2 under "Salary Continuation Insurance."

Senator Spreadbury mentioned that she would like some advice on how to handle a problem in Appendix I in the section on plagiarism. It was suggested that the Student Handbook be consulted.

Senator Pollock thought it would be helpful if other sources of University policy were listed in the Handbook along with information on where they can be located.

It was decided that the Faculty Handbook include applicable parts from the Student Handbook and that a strong recommendation be made to consult it.

Senator Bowman questioned policy on page I-8 in regard to retirement age and a possible contradiction of nondiscrimination law. Senator Spreadbury will check with Mr. Provan.

Senator Pollock had several questions on grants and research policy, and he suggested that more be included in the Handbook on these items. He also suggested that the section on "Outside Employment" include the information on how a faculty member can be reimbursed above and beyond teaching salary when he/she provides services as an employee of the University for which the University is reimbursed.

After this discussion, Senator Spreadbury's MOTION to accept the report of the Ad Hoc Committee on the Revision of the Faculty Handbook as amended was PASSED by the Senate. The report will be sent on to the President's office.

Senator Johnson moved, Senator Murdock seconded, and the Senate PASSED a MOTION that all faculty members receive a copy of the most recent edition of the "Faculty Handbook" and the "Student Handbook."

6. New Business:

- A. Senator Sartin, Chairman of the Professional Welfare Committee, presented his committee's progress report on SFA's continued participation in the Social Security System. He listed the steps his committee took in attempting to compare the costs and benefits of the present Social Security System with alternative systems and presented his committee's recommendation that "no action be taken regarding the status of the Social Security System at Stephen F. Austin State University until the Texas Legislature has acted with regard to the payment of the Social Security Tax for the next biennium." He announced that all the information gathered for his report will be placed on file in the Faculty Senate office and will be available to Senators and Senate Committees.

After the Senate discussed the report, Senator Sartin moved and Senator Blocker seconded the motion to accept the report of the Professional Welfare Committee. MOTION PASSED.

- B. Senator Johnson expressed a concern about the fact that the plans for the University Center expansion do not include a Faculty Lounge. The Senators discussed this issue and several related issues and decided to appoint a small committee to meet with the University Center Expansion Committee and with Jerry Johnson to discuss faculty concerns and to report back to the Senate. Chairman Jeffrey appointed Senators Johnson, Spurrier, Blocker, and himself to the committee.
- C. Senator Pollock requested information on a possible "Handbook of Policy," and Chairman Jeffrey said that the Deans' Council had discussed putting together a looseleaf handbook on University policy similar to the Faculty Handbook.

- D. In referring to an information item mentioned by Chairman Jeffrey in his report on the April 3rd Deans' Council meeting, several Senators asked for more information on the discussion about a new procedure for distributing new policy or new policy changes. Mr. Jeffrey explained that the plan is when a policy has the approval of a policy recommending body (e.g., the Faculty Senate, the Academic Deans' Council, the Academic Affairs Council, School Councils) and the concurrence of the Vice President for Academic Affairs and the President, a policy statement will be identified and distributed as a draft to the entire faculty which will be asked to review the draft and make comments. If any substantial changes are received from the faculty, the policy would then be discussed further by the policy recommending body. Dr. Franklin said earlier in the meeting that the intent of this new procedure was to give the faculty extra opportunity to comment on recommendations before they become rigid policy.

Chairman Jeffrey reported that the Executive Committee has discussed this issue and identified some concerns about the new procedure. While the proposed procedure has a positive side, it may also preempt the Faculty Senate's role as a body of elected representatives of the faculty. There is also some question about when a proposed policy might come to the Senate for action instead of the faculty at large.

Senator Snyder expressed a concern that this will increase paper work, and Senator Mathis pointed out that the results of Faculty Senate action can be seen, but the results from the faculty input might be hard to determine. Senator Pollock felt that this procedure might improve the situation by giving the faculty more input into policy; however, Chairman Jeffrey pointed out that the other side of the coin was that the procedure potentially undermines the role of the Faculty Senate.

Senator Pollock moved and Senator Rodewald seconded the motion that the Executive Committee of the Senate draft a letter to President Johnson expressing the Senate's concern about the new procedure undermining the Senate's role in formulating and promulgating policy. MOTION PASSED.

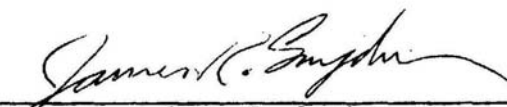
6. The next meeting of the Faculty Senate will be May 2, 1979, at 2:15 p.m. in Rusk 301.
7. Senator Snyder moved and Senator Spreadbury seconded the motion for adjournment. MOTION PASSED and the Senate adjourned at 4:35 p.m.

Absentees:

William Bos (Excused--Prof. Con.)  
 Jerry Irons (Excused--Prof. Con.)  
 Charles W. Logan (Unexcused)  
 James Corbin (Excused--Pers. Con.)  
 Leslie Thompson (Excused--Prof. Con.)

Ex Officio Members Present:

Billy J. Franklin  
 James Reese

  
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 James R. Snyder  
 Secretary, 1978-79 Senate

SENATE BILL #97-1

RECOMMENDATIONS ON THE ROLE AND FUNCTION OF SCHOOL ACADEMIC COUNCILS

Committee: Robert Blocker (Chairman), Jasper Adams, James Corbin, Charles Logan, Hershel Reeves, George Thompson

In January, 1973, the Faculty Senate recommended that each Academic School Council prepare a written constitution to be ratified by that School's faculty. The constitution was to provide that: (1) a majority of the Council should be elected by and from the faculty of the School with rotating terms, (2) the School Dean act as an ex officio member, (3) the minutes of each meeting be published and distributed to the faculty of the School, (4) a faculty appeals mechanism be provided for, and (5) copies of the constitution be filed with the Faculty Senate.

In the study by the Ad Hoc Committee, it was found that the roles of School Councils have been largely determined by the Council Chairman and the Dean of the respective School. Furthermore, many faculty members indicated that they were not informed regarding times of meetings and the business transacted in those meetings. In some instances, most of the School's business regarding curriculum and research has been thrust upon the School Council. When these responsibilities have been combined with grievance proceedings, the advisory capacity for which these Councils were formed has been effectively eliminated. It should be stated that the inactivity of the Council in some Schools has had the same effect as the proliferation of duties--a dilution of the Council's capacity as an advisory body to the Academic Dean.

In considering the diverse roles of School Councils, the Ad Hoc Committee felt that these Councils should organize to serve their respective Schools most efficiently. With the advent of a new central administration and subsequent policy changes, the role of Academic School Councils should be realigned and made current. The following recommendations are respectfully submitted:

1. The Academic Dean of each School, along with the current School Council Chairman, will design evaluation procedures for the respective School Council. In order to insure total participation and solicit all advice possible, the procedure must include all voting faculty members of the School.
2. Each School Council will amend its constitution to reflect changes in University policy since 1973. Furthermore, the advisory capacity of School Councils should be primary, with any additional responsibilities being secondary in nature. The repository for all materials pertaining to the business of School Councils will be the office of the respective School Dean. Copies of the revised constitutions should be filed with the Faculty Senate.
3. Timely flow of information to all faculty members must be insured, and the establishment of meeting times should be specific, i.e., not "once during each semester."
4. Each School Council will develop a packet which contains all school policy that has been approved by the Dean and make it available to the faculty.

April 11, 1979



A research methods course for graduates is considered to be essential by 94 respondents, 63 for both graduates and undergraduates. Research methods for just undergraduates was indicated by 15 and for neither group by 42.

Comments on the Library went from "excellent service," "needs larger budget to acquire a more professional collection in art," "more than adequate," to "not always satisfactory."

Recommendations of the Academic Affairs Committee:

1. That the Graduate Council study:
  - a. general admission standards
  - b. foreign student admissions in relation to English competency
  - c. English competency tests for all graduate students\*
  - d. quality of theses
  - e. thesis vs. non-thesis program\*
  - f. alternatives to theses in specialized areas such as music and art\*
  - g. comprehensive exams
  - h. all graduate degree plans
  - i. departmental research methods courses\*
2. That the Graduate Council:
  - a. review admission standards every five years
  - b. require departments to review their graduate program periodically
  - c. take an active role in working with departments in improving their programs
  - d. require departments to demonstrate adequate library resources prior to acceptance of a course into the graduate curriculum
3. That each department:
  - a. use its graduate faculty as a committee of the whole or by elected committee in selection of departmental candidates for graduate assistantships

\*Notes:

1c--The committee feels that this recommendation may be facilitated by requiring applicants to pass the English portion of the GRE with a specific score.

1e--It is felt that all departments should establish specific written guidelines for both thesis and non-thesis programs.

1f--The Council should recommend specific guidelines for these alternative programs.

1i--The committee recommends that these courses be required during the first year of graduate study.

- b. update its comprehensive exams at least every five years
  - c. demonstrate to the Graduate Council that adequate library resources are available for proposed courses
4. That graduate assistantships be awarded for no more than two years or four semesters per graduate degree
  5. That summaries of the survey results for each department be sent to the Graduate Dean, the Graduate Council, and the appropriate departments.

JRS:ghr

REPORT TO THE FACULTY SENATE FROM THE  
AD HOC COMMITTEE ON GRADE INFLATION

Committee: Bobby H. Johnson, Chairman  
Jerry Irons  
E. Wayne Murdock

Larry Pollock  
Connie Spreadbury

This report on grade inflation at Stephen F. Austin State University is intended to be informational in nature. Statistical data prior to 1973 are not easily available; hence the report focuses on recent years. The Committee offers no recommendations at this time.

The following observations are in order:

1. Table 1 presents the undergraduate grade distributions at SFA for the years 1967 to 1978. Grade distributions have been stable since 1973.
2. Table 2 shows the grade point averages at SFA for 1970 to 1977. Grade point averages experienced a continuous rise from 1970 to 1974, decreased slightly from 1974 to 1976, but appear to be stabilizing near 2.6.
3. Table 3 presents the number and percent of honor graduates (summa cum laude, magna cum laude, and cum laude) at SFA for 1970 to 1977. The percentage of honor students has also increased steadily between 1970 and 1974. It reached an all-time high in 1976 but stabilized at 8.9 percent.
4. Table 4 shows the number and percent of students at SFA on academic probation or on suspension for 1970 to 1979. The percentage of students on academic probation and suspension decreased substantially from 1970 to 1972 but seems to be stabilizing at around 9 to 11 percent.
5. Figure 1 shows a graphic comparison of grade point averages, percent of honor graduates, and percent of students on probation or suspension by year.
6. Table 5 presents the ACT Composite Scores for all SFA students for 1967 to 1978. The findings indicate that the ACT scores reached a high of 20.8 in 1972-74 and a low of 19.8 in 1977-78.
7. Appendix A shows the undergraduate grade distribution by departments and Schools for the fall of 1978. The purpose of this appendix is to provide comparisons with the University distribution only. Data for departments in 1967 were not available, so no inflationary trend can be shown.
8. Appendix B is the undergraduate grade distribution for 1978 by course levels.



TABLE 1  
 UNDERGRADUATE GRADE DISTRIBUTION FOR SFA BY YEAR

YEAR	A	B	C	D	F	WP	WF	OTHER	TOTAL NUMBER OF GRADES
1967*	9	26	35	14	12	-	-	3	38,297
1968*	9	26	38	13	10	3	1	-	40,871
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1973	16	30	31	9	6	5	1	2	42,786
1974	17	31	30	9	6	4	1	2	45,114
1975	17	30	29	10	7	5	1	2	45,051
1976	16	30	30	10	7	4	1	2	43,599
1977	18	30	29	10	7	3	1	2	47,487
1978	18	32	27	9	6	3	1	3	44,825

Data were compiled from the September 1967 and September 1968 Faculty Bulletins and from the Registrar's semester computer printouts for 1973 to 1978.

\*The 1966 Faculty Handbook and the February 21, 1968, Faculty Bulletin carried the following information: "Accrediting agencies recommend the following grade distribution: A=3 ~~(12%)~~; B=18 ~~(27%)~~; C=35 ~~(50%)~~; D=18 ~~(27%)~~; and F=3 ~~(12%)~~."  
 (3-12%)

TABLE 2  
GRADE POINT AVERAGES AT SFA BY YEARS

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YEAR	GRADE POINT AVERAGE
1970-71	2.36
1971-72	2.46
1972-73	2.56
1973-74	2.60
1974-75	2.65
1975-76	2.64
1976-77	2.59
1977-78	2.61

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Data obtained from the Registrar's office.

TABLE 3  
NUMBER AND PERCENT OF HONOR GRADUATES\* AT SFA BY YEAR

YEAR	NUMBER OF DEGREES AWARDED	NUMBER OF HONOR GRADUATES*	PERCENT OF HONOR GRADUATES
1970-71	1,860	85	4.6
1971-72	1,999	97	4.9
1972-73	2,019	131	6.5
1973-74	2,210	173	7.8
1974-75	2,305	181	7.9
1975-76	2,429	183	7.5
1976-77	2,291	203	8.9
1977-78	2,204	196	8.9

Data obtained from the Registrar's office.

\*Honor graduates refers to Summa Cum Laude, Magna Cum Laude, and Cum Laude graduates.

TABLE 4  
 NUMBER AND PERCENT OF STUDENTS AT SFA ON ACADEMIC  
 PROBATION OR SUSPENSION BY YEAR

YEAR	FALL ENROLLMENT	NUMBER OF STUDENTS ON ACADEMIC PROBATION*	NUMBER OF STUDENTS ON SUSPENSION*	PERCENT OF STUDENTS ON ACADEMIC PROBATION	PERCENT OF STUDENTS ON SUSPENSION	TOTAL PERCENT ON ACADEMIC PROBATION OR SUSPENSION
1970-71	9,614	1,460	738	15.0	7.7	22.7
1971-72	9,976	862	586	8.6	5.9	14.5
1972-73	10,227	661	379	6.4	3.7	10.1
1973-74	9,964	704	317	7.1	3.2	10.3
1974-75	10,884	726	337	6.7	3.1	9.8
1975-76	11,293	759	327	6.7	2.9	9.6
1976-77	11,069	961	358	8.7	3.2	11.9
1977-78	10,756	744	491	6.9	4.6	11.5

\*Data obtained from the Registrar's office.

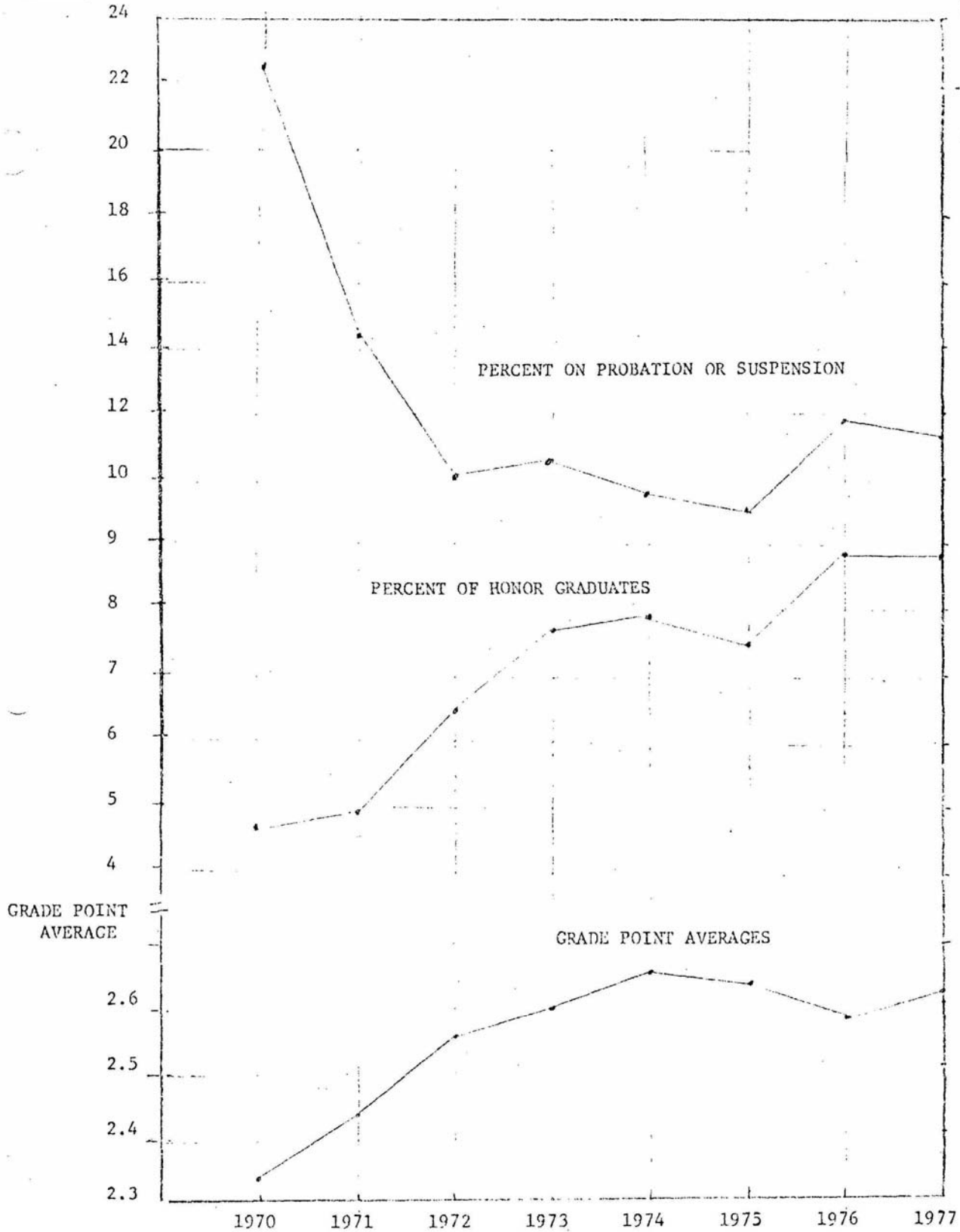


FIGURE 1: Grade point averages, percent of honor graduates and percent of students on probation or suspension by year.

TABLE 5  
ACT COMPOSITE SCORES FOR ALL SFA STUDENTS BY YEAR

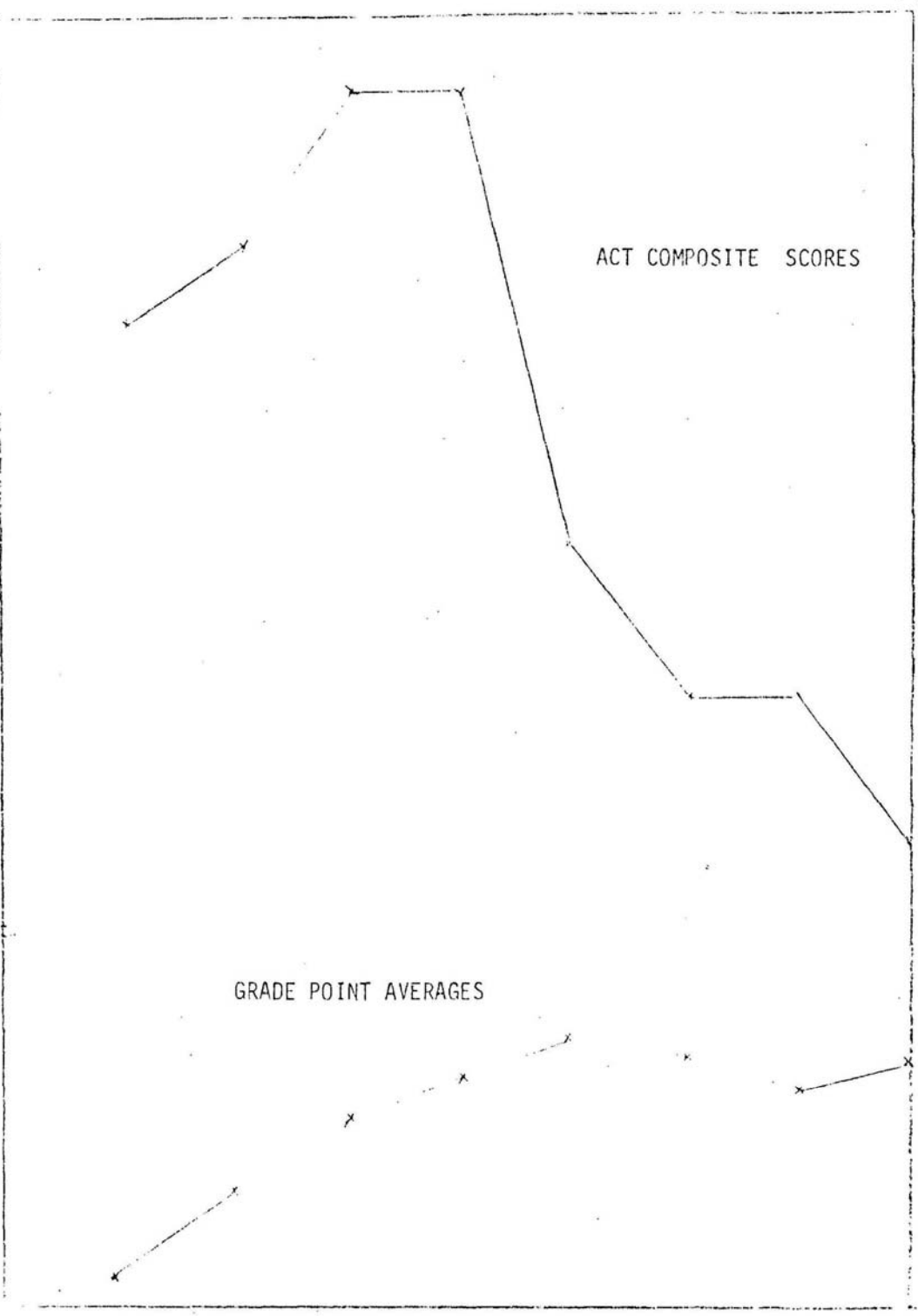
YEAR	ACT COMPOSITE SCORES
1967-68	20.1
1968-69	20.2
1969-70	20.2
1970-71	20.5
1971-72	20.6
1972-73	20.8
1973-74	20.8
1974-75	20.2
1975-76	20.0
1976-77	20.0
1977-78	19.8
1978-79	19.9

Data obtained from the Admissions office.



ACT  
COMPOSITE  
SCORES

20.8  
20.7  
20.6  
20.5  
20.4  
20.3  
20.2  
20.1  
20.0  
19.9  
19.8  
GRADE  
POINT  
AVERAGE



ACT COMPOSITE SCORES

GRADE POINT AVERAGES

1970 1971 1972 1973 1974 1975 1976 1977

FIGURE 2: Act composite scores and grade point averages by year.

## UNDERGRADUATE GRADE DISTRIBUTION AT SFA BY DEPARTMENTS AND SCHOOLS FOR FALL 1978

	A	B	C	D	F	WP	WF	OTHER*	TOTAL NUMBER OF GRADES
SFA	18	32	27	9	6	3	1	3	44,825
BUSINESS	12	32	32	10	6	5	1	3	7,034
Accounting	12	24	25	12	10	11	3	3	1,249
Computer Science	13	32	23	12	8	8	8	1	976
Economics	11	29	36	14	5	3	1	2	995
Finance	12	29	30	12	7	7	1	1	515
Marketing	11	41	35	6	2	1	0	4	762
Management	15	36	35	7	3	2	0	2	942
EDUCATION	29	38	20	3	3	2	0	6	9,894
Agriculture	24	39	25	4	3	2	0	3	752
Elementary Ed.	46	32	7	1	1	1	0	11	1,576
Secondary Ed.	41	29	9	2	1	1	0	17	703
School Services	33	39	16	3	2	2	0	6	1,262
HPE	24	38	25	3	3	3	0	3	4,417
Home Economics	19	48	22	4	3	1	0	3	1,184
FINE ARTS	29	35	23	5	4	2	7	7	4,115
Art	23	42	20	5	4	2	1	3	1,016
Communication	13	34	36	6	4	3	1	4	1,487
Music	49	28	11	4	4	2	1	2	1,331
Theatre	35	38	13	2	2	3	0	8	281
FORESTRY	16	34	30	10	5	2	1	2	2,532
LIBERAL ARTS	11	30	33	11	8	3	1	4	11,078
English	9	30	35	11	8	3	1	3	3,848
Geography	13	42	29	5	7	1	0	3	132
History	9	25	32	13	11	4	1	4	2,250
Modern Languages	21	32	27	6	5	5	1	3	690
Philosophy	19	23	23	11	12	4	1	8	122
Political Science	9	27	34	17	7	3	1	3	1,653
Psychology	16	34	29	8	5	2	1	5	1,164
Sociology	14	32	34	9	5	2	1	5	1,108
SCIENCES AND MATH	16	27	26	13	11	5	1	3	10,027
Biology	11	27	29	17	13	2	1	2	2,462
Chemistry	15	22	29	13	12	6	1	3	1,430
Geology	12	32	28	12	9	4	1	2	1,257
Math	13	24	25	15	13	7	2	2	3,249
Physics	26	33	20	7	5	4	1	3	1,300
Nursing	43	30	9	3	0	5	0	11	112
Military Science	60	23	5	1	1	1	0	9	217
APPLIED ARTS & SCIENCE	16	46	18	3	8	7	1	1	145
BIBLE	32	50	12	3	0	0	0	3	68

\*This percent includes students who withdrew, received withholds, or received pass-fail grades.

## APPENDIX B

## UNDERGRADUATE GRADE DISTRIBUTION AT SFA FOR FALL 1978 BY COURSE LEVELS

COURSE LEVEL	A	B	C	D	F	WP	WF	OTHER*	TOTAL NUMBER OF GRADES
100	16	30	29	11	8	3	1	3	20,063
200	16	32	29	10	7	5	1	3	10,715
300	23	36	24	6	4	3	1	3	9,280
400	27	36	19	3	2	2	0	10**	4,767
TOTAL	18	32	27	9	6	3	1	3	44,825

Data obtained from the Registrar's office.

\*Grades for students who withdrew, received withholds, or received a pass-fail grade.

\*\*High because of <sup>student</sup> ~~practice~~ teachers and interns.

MEMO TO: Faculty Senate

FROM: Professional Welfare Committee - A. Sartin (Chairman),  
J. Adams, L. Kerr, R. Mathis, P. Spurrier, B. Walker,  
B. Young

DATE: April 11, 1979

SUBJECT: Progress Report - Social Security System

The Professional Welfare Committee was charged with the responsibility of responding to a petition signed by nine faculty members dated April 7, 1978, regarding our (SFA's) continued participation in the Social Security System. In attempting to study the costs and benefits of the present Social Security System and alternatives to this program, the following steps have been taken:

- 1) Sought and received comments regarding University participation in the Social Security System from the Vice-President of Academic Affairs.
- 2) Sought and received information regarding alternative programs that are available. Variable Annuity Life Insurance Company (VALIC) has responded with costs for an alternative program and Southwestern Life Insurance Company will provide alternative information in the near future.
- 3) Sought and received information concerning the benefits and cost of Social Security. Mr. Farrar Bentley, Branch Manager for the Social Security Administration in Nacogdoches, and others have been most helpful in supplying information about Social Security.
- 4) Received Attorney General's opinion and a publication of the Texas Office of State Federal Relations concerning Social Security.
- 5) Obtained news articles from recent publications concerning Social Security costs and status of other state organizations that are considering withdrawing from Social Security.

- 6) Sought and received opinions from fellow faculty members.
- 7) Sought information concerning present legislation in the Texas Legislature about payment of the Social Security Tax for the next biennium.

After reviewing the above information, the committee recommends that no action be taken regarding the status of the Social Security System at Stephen F. Austin State University until the Texas Legislature has acted with regard to the payment of the Social Security Tax for the next biennium.

All the information that has been gathered will be placed on file in the Faculty Senate Office. It will be available to Faculty Senators and Senate committees.

An information sheet highlighting some of the most important facts concerning Social Security may be in order.

- 1) SFA can withdraw from the Social Security System. We participate in the Social Security System through a contractual arrangement between our Board of Regents and the Administrator of the System which can be terminated unilaterally by our Board.
- 2) At present, the State pays individual Social Security taxes at the 1977 rate of 5.85% of the first \$16,500 earned. Thus, the maximum tax per worker was \$965.25. In 1979, the rate has increased to 6.13% on \$22,900 or \$1,403.77. Therefore, if the Legislature continues to pay Social Security at the same rate and the worker earns the maximum amount, he will owe \$438.52 in 1979. Social Security rates are scheduled to rise until 1987 when the rate will be 7.15% on \$42,600.
- 3) Probably an employee could obtain better retirement protection in a program other than Social Security. VALIC has given the Professional Welfare Committee some benefit comparisons between Social Security and Tax Deferred Annuities using a range of base salaries and a range of yearly contributions. For the most part, the Tax Deferred Annuities have the greatest advantages.

- 4) According to Social Security officials, the strength of Social Security protection is the relatively inflation-proof disability, survivors, and Medicare (with chronic renal disease) provisions. These benefits are hard to duplicate in private plans. (They are not available in the private plans that were studied.)
- 5) Many Stephen F. Austin employees are vested in Social Security and these individuals would not lose the retirement benefits if SFA withdrew from the Social Security System.
- 6) There is some duplication of coverage (other than retirement) between Social Security and companies with private plans that now have contracts on campus.
- 7) Social Security is more than a system to support the future retirement of present participants. It is a tax designed to contribute to the social well-being of the older members of our society.
- 8) Withdrawal from Social Security would impact not just the faculty, but also the hourly employees and the University's lower paid salaried personnel.
- 9) The solvency of the Social Security System is being questioned.
- 10) The following Social Security pamphlets are on file in the Faculty Senate Office:
  - a. Your Social Security
  - b. Social Security Credits - How You Earn Them
  - c. How Recent Changes in Social Security Affect You
  - d. Social Security Checks for Students 18 to 22
  - e. Estimating Your Social Security Retirement Check for Workers Who Reach 62 in 1979-83
  - f. History of Social Security
  - g. Your 1979 Social Security Deduction
  - h. Recent Changes in Medicare for People With Permanent Kidney Failure
  - i. Social Security Survivors Benefits
  - j. Social Security Benefits for Husbands and Widowers
  - k. Your Stake in Social Security As A Public Employee
  - l. A Brief Explanation of Medicare



- m. Social Security Information for Young Families
- n. Estimating Your Social Security Retirement Check
- o. If You Become Disabled
- p. A Woman's Guide to Social Security
- q. Your Medicare Handbook
- r. Medicaid and Medicare
- s. Your Social Security Rights and Responsibilities
- t. Your Social Security Earnings Record
- u. Higher Social Security Payments
- v. Payment Under Medicare Medical Insurance
- w. Increase In The Social Security Earnings Base

A number of other pamphlets on specific topics concerning Social Security benefits are also on file.