

Stephen F. Austin State University  
 Minutes of the Faculty Senate  
 Meeting No. 216  
 November 13, 1991

1. Chairperson F. Smith called the meeting to order at 2:37 p.m. in the Mildred Wyatt Room of the Steen Library.

2. **Approval of Minutes**

- Chairperson F. Smith presented minutes of Meeting No. 215 to the Faculty Senate for approval. Senator Weems moved to accept the minutes and Senator Darville seconded the motion.

Motion passed.

3. **Remarks by Dr. Fred Rainwater, Assistant for Vice President of Academic Affairs**

- Upon request by the Faculty Senate (See Meeting No. 214), Dr. Rainwater addressed the Senate, giving the guidelines of the Common Calendar established by the Texas Higher Education Coordinating Board.
  - He indicated that there is no perfect calendar, but since the eighties, there have been policies and constraints set forth.
- The guidelines indicate that the first day of classes--Fall, Spring and Summer Semesters--may begin no later than a stipulated date, which is expressed "not later than week of"

Year	Fall	Spring	Summer
1991-92	Sept. 2	Jan. 20	June 1
1992-93	Aug. 31	Jan. 18	May 31
1993-94	Aug. 30	Jan. 17	May 30

- A semester normally shall include at least 15 weeks of instruction and one week of final exams (16 weeks total). The suggested class meeting time is 37 1/2 hours (2,250 minutes) for a three-semester hour credit course: MWF classes meeting 50 minutes x 15 weeks (2,250 minutes) and TTh classes meeting 75 x 15 weeks (2,250 minutes).
- The fall semester must end no later than December 23.
- Summer sessions should include no less than 5 1/2 calendar weeks, including registration, instruction and final examinations. Longer or shorter summer enrollment periods are allowed, but must reflect the amount of credit given in the course. SFA complies by providing 25 days of instruction per summer session with 90-minute classes (2,250 minutes per summer session).
- Each college or university establishes its own dates for orientation, registration, holidays, and the end of the semester or summer terms--consistent with the stated guidelines.
- Fall 1991 has 43 days of MWF classes for a total of 2,150 minutes, and 29 days of Tth classes for a total of 2,175 minutes. Spring 1992 has 43 days of MWF classes for a total of 2,150 minutes; but also has 31 days of Tth classes for a total of 2,325 minutes--which exceeds the state requirements by 75 minutes.
  - There has been no problem with the beginning dates, but the ending dates pose problems, especially for Summer II and Fall semesters. Graduation in the Fall "slots in" dates, unless SFA has a "split" Final Examination period. Also, Fall 1991 has a problem with Christmas-related activities occurring during dead week, but the problem has been solved for Fall 1992.

■ **Discussion**

- The bookstore impacts the calendar. Revenue from Fall Semester book sales must occur before August 31, when the State and bookstore fiscal year ends. Auxiliary funds included in the University budget must be reported in the year it is earned. The University in the budget has anticipated this revenue; therefore, sales for the Fall Semester are included in the prior fiscal year, so that a full year's sales are earned each year. If SFA starts after September 1, this revenue would be included in the next fiscal year.
- Senator Howard asked how much is the bookstore profit and does it make that much of a difference. Dr. Rainwater responded that he does not know the dollar figure. Dr. Reese added that the amount was substantial enough to make a difference.
- Senator Codispoti asked about starting the Spring Semester on a Friday. Dr. Rainwater responded that traditionally SFA has started that semester on a Thursday, but he indicated that telephone registration may change the calendar--especially the days allotted registration.
- Other Senators commented that there is a logic to having one of each class meeting prior to the first full week of school. Different disciplines like science and art have different beginning-of-the-semester needs. The consensus was that both Thursday and Friday are needed at the beginning of the semester to accomplish class orientation, enabling everyone to be ready to begin work on Monday and Tuesday of the first full week of classes.
- It was mentioned by one Senator that SFA might consider designating the Thursday before Easter a holiday so that Spring Semester would not have the "extra Tth" problem.
- There was extensive discussion about Summer I and II registration. Although SFA does not formally set up registration tables for Summer II, the process still goes on.
- Senator Jones sees a larger problem--still too much time for adding classes at the beginning of the semester.
- Senator L. Clark indicated that students were abusing pre-registration and regular registration advising. For one semester she counted six advisors' slips for one student.
- Senator Howard wanted to know what happened to the possibility of the eleven-week summer session. Dr. Rainwater replied that the Math department has used that option for some of its courses.

4. **Report by Chairperson**

- Dr. Smith met with Ms. Kelly of the Board of Regents to discuss the formation of a Faculty-Regent Task Force.
  - Three Regents have been named to the Task Force. They include Ms. Retta Baker Kelly, Mrs. Peggy Wright, and Ms. Dionne Babsby.
  - Dr. Smith requested that anyone interested in serving on the Faculty-Regent Task Force give their name to any member of the Executive Committee.
- Dr. Smith indicated to the Senate that Mr. Kelly Jones, Chairman of The Board of Regents, has agreed to speak to the Faculty Senate--the time to be designated later.

- According to Chairperson Smith, at University of Texas - Pan American, Edinburg, twenty-three, present and former faculty senators, have been sued for censuring a fellow faculty member. This action raises the questions: who truly represents faculty members and who can be sued over actions taken while serving as representatives of the faculty.

#### 5. Report by Chair-Elect

- Senator Carr reported to the Senate about the COFGO Meeting that she attended in Austin, Texas.
  - Roundup Reports were given by twenty-nine other Faculty Senates represented. Dr. Carr gave highlights of some of the reports. Two concerns were expressed in all of the reports:
    - \* More Faculty Involvement in the budget process.
    - \* Evaluation of administrators by the Faculty.
  - Mr. Wayne Roberts of the Legislative Budget Board conveyed the attitude that the Legislature is suspicious of Higher Education and would like an output and quality formula for funding.
  - The Higher Education salary funding for 1982 and 1983 was regarded as "catch-up" or salary adjustment monies.
- Senator Carr noted that at COFGO there was very little talk about intercollegiate athletics. However, the banquet speaker Senator John T. Montford (D) from Lubbock pointed out three factors that influence students in choosing colleges: (1) athletics, (2) social life, and (3) academics.
- There is an over-all feeling that universities may experience the same kind of money problems as seen in the public schools.

#### 6. Treasurer's Report

- Senator Shows gave the following report:

Balance Brought Forward on 9-1-91           \$4,359.00

Debits

Central Stores	\$ 62.13
Telephone	6.00
Box Rent	30.00
Printing Service	36.86
Dues Con. Fac. Gov.	200.00
Payroll	<u>163.63</u>
Total	\$498.62

Balance on 10-01-91                           \$3,860.38

Estimated Expenses During October

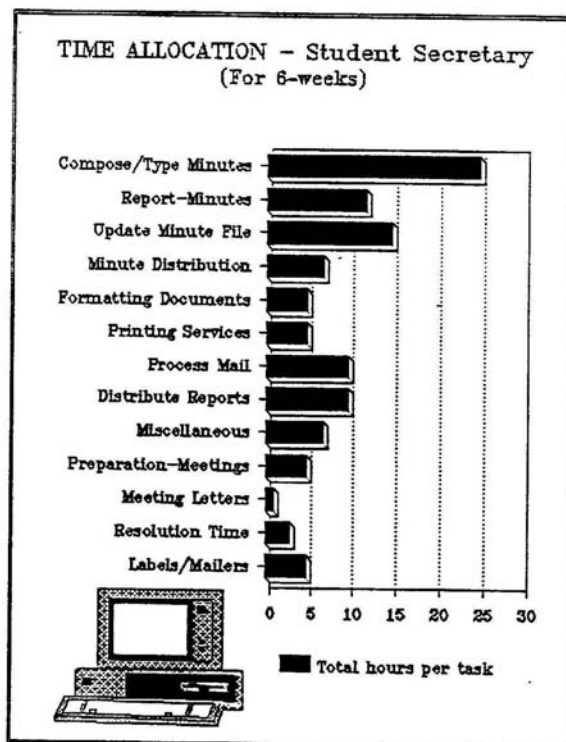
Telephone	\$ 6.00
Central Stores	112.91
New Name Plates	55.00
Payroll	<u>342.13</u>
Total	\$516.04

Estimated Balance on November 1, 1991   \$3,344.34

- Dr. Shows stated that expenditures to date are more than they were this time last year because of increases in salary and expenses.

## 7. Secretary's Report

- Senator L. Clark made a presentation to the Senate, indicating the amount of work handled by the student secretary. As the figure below indicates, minute preparation is the most time-consuming task, with twenty-five hours spent (during a six-week period) thusly. Some meetings, like November's Meeting No. 216 may require almost double the hours in minute preparation.



- Senator L. Clark stated that if the Faculty Senate runs out of money to pay the student secretary's salary, there may not be any minutes.
  - Senator Codispoti requested that a Faculty Senate Agenda be sent to all faculty members.
  - Nothing in the Constitution or Standing Rules calls for sending the Agenda to the entire faculty.
  - Dr. L. Clark responded that all Senators receive the Agenda, and an Agenda is sent to each department for posting when there is not a senator "in residence." The added mailing would be costly at a time when the Senate is trying to economize.
  - To cut costs, yet keep faculty informed, senators could share the Agenda with their colleagues. If the Agenda is not being posted, please notify the Faculty Senate Office or a Faculty Senator.

## 8. Committee Reports

### ■ Academic Affairs

- Is still gathering information and would welcome any input on the reorganization of academic schools.

### ■ Administration and Finance

- The Preliminary Report on Expenditures (\$,000) and Percent Change for Intercollegiate Athletics, Football, Total Instructional and Teaching Expenditures and TSO Salaries (31 Aug. 1986 to 31 Aug. 1990).

YEAR	ICA		FOOTBALL		INSTRUCTION		TSO	
	\$	%	\$	%	\$	%	\$	%
1986	553		232		15470		14377	
		18		-11		- 2		- 2
1987	651		206		15106		14045	
		53		1		5		5
1988	999		209		15919		14697	
		-15		4		10		11
1989	850		218		17568		16299	
		- 2		77		7		5
1990	867		386		18765		17192	
Average change (%)	13.5		17.8		5.0		4.8	
Change 1986-90(%)	56.8		66.4		21.2		19.6	

- During the five-year period, expenditures for Intercollegiate Athletics, Football, increased 66.4%, while expenditures for Instruction increased only 21.2 %.

- Instruction includes department expenses.

### ■ Election - No report

### ■ Faculty Government and Involvement

- The Committee is looking at ways to increase Faculty input, especially in the budget process.

### ■ Professional Welfare

- The Committee is still studying the grievance procedure. After examining the issue of Grievant Representation, which was deferred to this Committee (See Minutes, Meeting 215), the Committee recommends the following motion be adopted:

A faculty member has the right to represent a colleague in a grievance hearing so long as that representation does not interfere with that faculty member's academic obligations.

### Discussion:

- Senator Codispoti questioned if this motion addresses the basic problem. Under these guidelines the administration could still have veto power over a faculty member's participation by stating that representation interferes with a faculty member's academic obligations.
- Senator Codispoti then proposed an amendment to clarify the determination of academic obligations.

- The amendment was adopted without discussion, and the amended motion on faculty representation in grievance hearings reads as follows:

A faculty member has the right to represent a colleague in a grievance hearing so long as the faculty member certifies that his/her representation of the grievant will not interfere with the performance of his/her academic duties. The faculty member's certification should be the ONLY requirement for his/her participation.

Motion passed as amended.

- Senator Seaton, Chair of the Professional Welfare Committee also submitted for adoption the committee's revised version of the contract for **Employment of Retired, Tenured Faculty on a Part-Time Basis**, known also as **Voluntary Modification of Employment**. [The revised draft was mailed to Senators when the Agenda for Meeting 216 was distributed. The five-page document is on file in Faculty Senate Office, Liberal Arts North, Room 3908, and may be read by anyone who wishes to do so.]
- Two areas were changed by the Committee:
  - \* The date for application
  - \* The modified employment salary

Discussion

- Rather than having a proposed three-month lead time for application, most individuals thought an earlier date was necessary for staffing purposes, thus the proposed contract reads:
 

Application. A faculty member desiring to take advantage of this policy must apply for modification no later than nine months prior to the beginning of the fiscal year in which the modified status is to become effective. For example, a faculty member who wishes to apply for modification effective September 1, 1991, must submit the application no later than December 1, 1991.
- Chairperson Smith noted that the proposed salary formula will provide individuals with approximately 46% of their previous salary.
- Senator Seaton pointed out that money will not be paid into retirement
- Extensive discussion centered around the status of sick leave when faculty members modify their employment situation.
  - \* Sick leave accrued during full-time employment cannot be carried forward. All leave is forfeited upon retirement; there are no "loop holes."
  - \* A sick leave pool is available; however, (1) an individual who has modified his/her employment status must be employed 90 days in order "to draw" from the pool, and (2) only faculty members can draw from the faculty pool, while, only staff can draw from the staff pool.
  - \* Senator Carr questioned if there was a way to donate sick leave to classified staff. Dr. Reese suggested that a letter of inquiry be addressed to him; then he will examine the possibility of a "loop hole."
- Senator Rulfs expressed the concern of one of her constituents that this document might, for purposes of Summer employment, give full-time employees precedent over those who have modified their status to part-time. The Senate felt that Summer employment was not at issue here. The purpose of this document is to establish and recommend to Vice-President Reese guidelines for a person's availability; Summer teaching is not guaranteed to anyone.



- Senator Price proposed that the salary formula be amended by a friendly amendment, which called for inserting the phrase "nine-month."

- \* The friendly amendment was accepted.

- As amended, the recommended University salary obligation reads as follows:

The modified nine-month employment salary will be no less than that calculated by the formula: modified nine-month teaching load/normal full-time load X nine-month salary X 0.935 [to take into account the amount faculty pay into retirement.

The motion to accept the document, as modified in a friendly manner, was passed.

- Ethics - No Report

#### 9. Old Business

- Senator Turnage conveyed the message that some of her colleagues in the library are disappointed over Senator Howard's resolution calling for "lump sum" raises to be given to Staff and Faculty. These people feel the Faculty Senate is focusing primarily on Faculty. Senator Turnage indicated that the discussions of the past few months have included a concern for salaries of Staff as well as for faculty, and she would like to have the Minutes to reflect that concern for both groups. Chairperson Smith responded that the report conveyed to the Board of Regents did express a desire for across-the-board raises for Faculty and Staff.
- Senator Brown asked for a clarification on the status of the twenty-year pins that had been awarded to faculty. Vice President Reese said that the problem was not with the awarding of pins for longevity but with the nature of the ceremony, and Reese indicated that he would investigate the situation.

#### 10. New Business

- A petition for a formal letter to each member of the SFA Board of Regents was submitted to the Faculty Senate. The petition reads as follows:

The Faculty Senate, to express its concern over the budget priorities set by the Board of Regents at its October 21-22, 1991 meeting, should instruct the Faculty Senate officers to draft a formal letter:

- + Conveying disappointment in the 1991-92 budget, yet
- + Indicating the need for sound fiscal policies in a period of declining funds allocated for higher education.

This letter should be mailed to each SFASU Regent.

- Senator Arscott moved that, for the December Faculty Senate meeting, the Executive Committee present a draft of the letter to be approved for forwarding to the Board of Regents.

Numerous Senators seconded the motion

#### Discussion:

- The discussion focused on what specific areas should be included in the letter.
- \* The \$447,000 increase for athletics and the merit raises for the basketball coaches.

- \* Part of the increase in athletics has occurred because athletic scholarships were increased to cover fee increases; however, graduate scholarships were not increased to cover the rise in fees.
- \* Academics is not competitive and the budget reflects this.
- \* SFA has an institutional research person, yet two consultants were hired to do the work that could have been delegated to institutional research.
- \* The new floor in Shelton Gymnasium, revamping the outdoor pool, and renovations to the President's home are perceived as unjustified expenditures
- \* Equipment needs, the number of students in large sections, and the need for more faculty are all seen as pressing issues.

Motion passed.

- Senator Arscott introduced a resolution calling for the Faculty Senate to send a memorandum of protest to Steve McCarty, Director of Athletics.

Senator Howard seconded the resolution.

- The resolution reads as follows:

We the members of the Faculty Senate support collegiality and working for the betterment of our University. We believe that our University's prime function is assimilating knowledge and teaching students. We accept intercollegiate athletics as part of the University but feel that their financial support has grown much too large in relation to their role.

We have expressed, through multiple resolutions, our objections to excessive athletic budgets and expenditures. These resolutions have been directed to our President and to the Board of Regents. We have seen no retrenchment in expenditures, on the contrary, we are now informed that intercollegiate athletics is to receive a fourteen percent (\$447,000) budget increase. The Director of Athletics is aware of our displeasure, yet this inflated budget was requested.

Further, this budget was presented with full knowledge of a University budget freeze for department operating costs and a reduction of the library budget. The Faculty Senate feels that such blatant disregard for the welfare of our University is reprehensible. We have done all we can do with our open forum for communications to the President and the Board of Regents.

Let it be known that, much to our regret, the Faculty Senate of Stephen F. Austin State University, beginning with the passing of this Resolution and until the time of a substantial budget and expenditures adjustment, will recommend to our faculty constituents that they do not cooperate with the intercollegiate athletics program (including grade reports, tutors, or similar requests).

- Copies of the memo are to be sent to: Dr. Donald Bowen, President, and Dr. Baker Pattilo, Vice President University Affairs.

Discussion:

- This discussion became a debate about the proposed memorandum.
- \* A number of senators believe that when SFA chose to compete in the NCAA division I-AA football and I-A in other sports, athletic expenditures escalated.
- \* Senator Johnson said "We can't afford this level of competition!"
- \* Senator Shows likened participation at a higher level of competition to "a runaway train."
- \* Other senators pointed out that artificial turf was not a part of "moving up."



- \* Senator Jones commented that intercollegiate athletic funding was another example of wasted money or misuse of funds. More money goes to organized athletics, yet physical fitness is not upgraded. He asked SFA to re-think its philosophy as to (1) the level of competition, and (2) the number of people affected by the competition.
- \* Senator Arscott said that the memo should be perceived as a letter of intent. We have tried everything in the last three years; money is still given to athletics so that they can be competitive. "We are trying to say, Steve, you have 'over-stepped.'" The last budget increase polarized the university community. Arscott explained, "This [the resolution] does not say we will not help them [athletes]; we will. This [resolution] says we will not communicate with the director of athletics. He also said, "It does come down to students who are in athletics. We're not saying we will not tutor them or help them out with their grades. We'll help them like any other student."
- \* Other senators questioned what good the letter would do and wondered if the Senate has all the details. The resolution was seen by some as conveying Faculty helplessness.
- \* Senator Price did not believe that the resolution "hits the mark." He did not feel that it was the Senate's place to recommend to the faculty what to do. The Senate is the faculty's representative. "There are faculty who want to cooperate with athletics; they like to have teams here, but still may not approve of the direction of the budget. The budget stirs up passions," but the memorandum "will not lead to a consensus" nor provide a solution.
- \* Several faculty members, while agreeing with the intent of the resolution, believed that the students would suffer the consequences. In fact, Senator Johnson proposed removal of the section regarding students from the memorandum.
- \* Senator Downing commented that, from his experience, donors say they will not contribute to other areas of endeavor unless there is a strong athletic program; good athletic programs bring money to other collegiate programs.
- \* Codispoti asked if the Chronicle of Higher Education supports this view. It was noted that the issue of athletics bringing in other money has been studied three times recently; one finds people who want to donate to specific areas will donate to those areas regardless.
- \* Senator Arscott understands the reluctance of his colleagues to pass the resolution; in fact, he never believed that it would pass. However, Arscott requested that the resolution be published in its entirety in the Faculty Senate minutes.
- Senator Howard suggested that since the memorandum was presented in the form of a resolution (which requires introduction at one meeting and action at the following meeting), the Senate should wait to take action at the December meeting.
- Chairperson Smith asked for reactions on the suitability of the Mildred Wyatt room as a place for Faculty Senate meetings.
- Senator Shows moved that the Senate continued meeting in the Mildred Wyatt room of the Steen Library.

Numerous Senators seconded the motion.

Motion passed.

12. Comments by Ex Officio Member(s)

- Vice President Reese - No comments.
- SGA President Kent Hutchison informed the Senate about a number of student issues which he believed might be of interest to faculty.
  - Proposition 13, which makes more loan money available to student, passed during the Texas General Election.
  - Condoms should be available soon in the Residence Halls.
  - The Student Open Forum will take place in early December.
  - "The Great American Smoke-Out" is scheduled for November, and SGA actively supports this day. Before the Board of Regents at its January meeting discuss its proposed tobacco policy, SGA will try to formulate its stand. Senator Downing indicated that the Board has tabled the tobacco policy.
- SGA challenges the Senate to address the issue of seemingly high athletic expenditures. Since the Board has challenged SGA to determine student attitudes toward athletics, SGA has appointed a committee to study these attitudes and also to look into increased student service fees, especially those earmarked for athletics. Hutchinson believes that the SGA committee will request a "cap" on the percentage of student service fees going to athletics. Dr. Reese noted that "recommend" is all that SGA may do.

13. The meeting was adjourned at 5:00 p.m.

ABSENCES

F. Avant (excused)  
 J. Corbin  
 J. Frye

VISITORS

J. Reese (Ex officio, VPAA)  
 F. Rainwater (Assist. for VPAA)  
 K. Hutchison (Ex officio, SGA)  
 J. Standley (Applied Arts & Sciences)  
 J. Speer (Psychology)  
 M. Ludorf (Psychology)  
 R. Anderson (Music)  
 K. Dempsey (The Daily Sentinel)

*Libbyrose D. Clark*

Libbyrose D. Clark, Secretary 1991-92

# Jr. Rainwater

Common Calendar and guidelines established by the Texas Higher Education Coordinating Board

Year	Fall*	Spring*	Summer**
1991-92	September 2	January 20	June 1
1992-93	August 31	January 18	May 31
1993-94	August 30	January 17	May 30

\* First class day not later than week of

\*\* Registration must begin not later than week of

- A semester normally shall include at least 15 weeks of instruction and one week of final exams (16 weeks total). The suggested class meeting time is 37 1/2 hours (2,250 minutes) for a three-semester-hour credit course: MWF classes meeting 50 minutes x 15 weeks (2,250 minutes) and TT classes meeting 75 minutes x 15 weeks (2,250 minutes).
- The fall semester must end no later than December 23.
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- Each college or university establishes its own dates for orientation, registration, holidays, and the end of the semester or summer terms consistent with the stated guidelines.

<b>Current Calendar</b>	<b>Approved Calendar</b>	
<b>Fall 1991</b>	<b>Fall 1992</b>	
Aug. 21 (W)	Aug. 24 (M)	Faculty meetings/Drop-Add
Aug. 26 (M)	Aug. 27 (Th)	First day of classes
Sept. 2 (M)	Sept. 7 (M)	Labor Day holiday
Oct. 16 (W)	Oct. 20 (Tu)	Mid-semester
Nov. 27 (W)	Nov. 25 (W)	Thanksgiving holidays begin at noon
Dec. 2 (M)	Dec. 7 (M)	First day of Dead Week
Dec. 9 (M)	Dec. 14 (M)	First day of final examinations
Dec. 14 (Sa)	Dec. 19 (Sa)	End of semester - Commencement
43 MWF/2,150 Min.	44 MWF/2,200 Min.	
29 TT/2,175 Min	30 TT/2,250 Min.	
<b>Spring 1992</b>	<b>Spring 1993</b>	
Jan. 13 (M)	Jan. 11 (M)	Faculty meetings/Drop-Add
Jan. 16 (Th)	Jan. 14. (Th)	First day of classes
Jan. 20 (M)	Jan. 18 (M)	*Martin Luther King, Jr. Day holiday
Mar. 6 (F)	Mar. 8 (M)	Mid-semester
Mar. 14 (Sa)	Mar. 13 (Sa)	*First day of Spring Break
Apr. 17 (F)	Apr. 9 (F)	*Easter holiday
May 4 (M)	May 3 (M)	First day of Dead Week
May 11 (M)	May 10 (M)	First day of final examinations
May 16 (Sa)	May 15 (Sa)	End of semester -Commencement
43 MWF/2,150 Min.	43 MWF/2,150 Min	
31 TT/2,325 Min.	31 TT 2,325 Min.	
<b>Summer I 1992</b>	<b>Summer I 1993</b>	
Jun. 1 (M)	May 31 (M)	Registration for Summer I and II
Jun. 2 (Tu)	Jun. 1 (Tu)	First class day, Summer I
Jul. 3 (F)	Jul. 2 (F)	Holiday
Jul. 8 (W)	Jul. 7 (W)	Final examinations, Summer I
25 days/2,250 Min.	25 days/2,250 Min.	
<b>Summer II 1992</b>	<b>Summer II 1993</b>	
Jul. 10 (F)	Jul. 9 (F)	First class day, Summer II
Aug. 14 (F)	Aug. 13 (F)	Final examinations, Summer II
Aug. 15 (Sa)	Aug. 14 (Sa)	End of summer terms -
		Commencement
25 days/2,250 Min.	25 days/2,250 Min.	

FACULTY SENATE  
STEPHEN F. AUSTIN STATE UNIVERSITY

TREASURES'S REPORT NOVEMBER 13, 1991

BALANCE BROUGHT FORWARD ON 9-1-91 \$ 4,359.00

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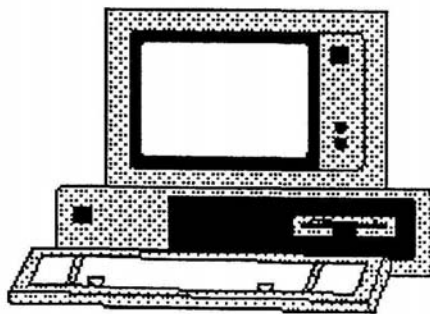
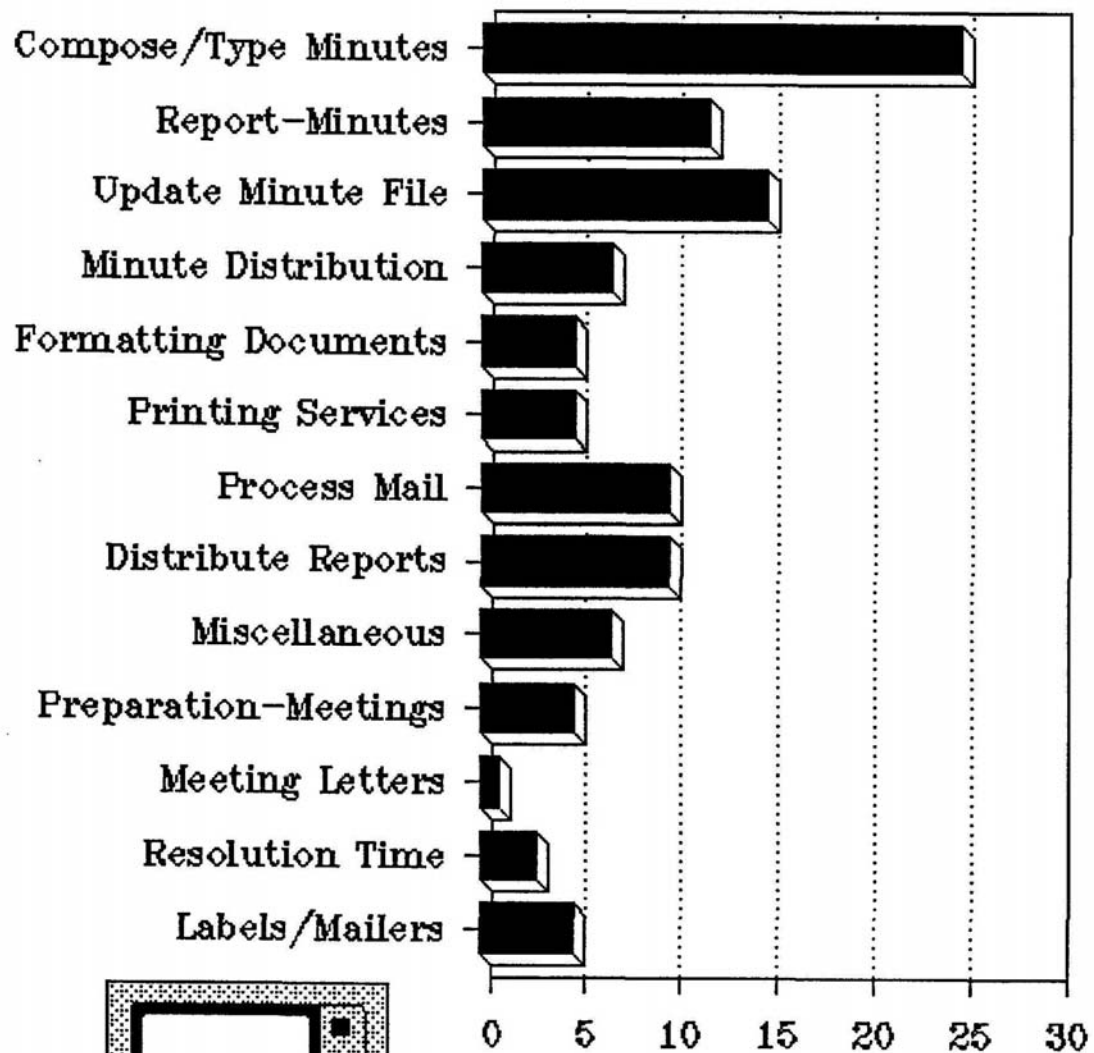
Estimated Balance on November 1, 1991 \$ 3,344.34

Respectfully submitted



David A. Shous

# TIME ALLOCATION - Student Secretary (For 6 weeks)



■ Total hours per task



DATA FROM: Preliminary Report of Finance and Administration  
 Committee, Faculty Senate, SFASU, 13 Feb. 1991

Expenditures (\$1000) and Percent Change for Intercollegiate  
 Athletics, Football, Total Instructional and Teaching Expenditures,  
 and TSO Salaries, (31 Aug. 1986 to 31 Aug. 1990)

year	ICA		Football		Instruction		TSO	
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Average change (%) :		13.5		17.8		5.0		4.8
Change 1986-90(%) :		56.8		66.4		21.2		19.6

Submitted to Faculty Senate, SFASU, 13 Nov. 1991

The Professional Welfare Committee of the Faculty Senate recommends that the following resolution be adopted:

A faculty member has the right to represent a colleague in a grievance hearing so long as that representation does not interfere with that faculty member's academic obligations.

PETITION FOR A FORMAL LETTER TO EACH MEMBER OF  
THE STEPHEN F. AUSTIN STATE UNIVERSITY  
BOARD OF REGENTS

The Faculty Senate, to express its concern over the budget priorities set by the Board of Regents at its October 21-22, 1991, meeting, should instruct the Faculty Senate officers to draft a formal letter:

- ♦ Conveying disappointment in the 1991-92 budget, yet
- ♦ Indicating the need for sound fiscal policies in a period of declining funds allocated for higher education.

This letter should then be mailed to each SFASU Regent.

**VOLUNTARY MODIFICATION OF EMPLOYMENT**  
**Faculty Senate Professional Welfare Committee Modification.**

**1. PURPOSE**

The purpose of this policy is to give certain faculty members<sup>1</sup> the opportunity to retire, but to continue guaranteed employment with the university on a modified basis. The terms "modified employment" or "modification" mean an employment status instituted under authority of, and governed by, this policy. The term "retired faculty member" means a faculty member whose employment status has been modified under this policy.

**2. POLICY**

**2.1 Faculty eligible.** Any faculty member who is eligible for retirement of any kind under the Teacher Retirement System of Texas or under a plan within the Optional Retirement Program may apply for modification of the terms of the faculty member's employment, subject to the provisions of this policy.

**2.2 Application.** A faculty member desiring to take advantage of this policy must apply for modification no later than nine months prior to the beginning of the fiscal year in which the modified status is to become effective. For example, a faculty member who wishes to apply for modification effective September 1, 1992, must

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<sup>1</sup>The term "faculty member" is understood to include professional librarians.

submit the application no later than December 1, 1991.

2.3 Discretionary with university. The university will grant an application for modification only when the academic and financial needs of the university can support the modified position. Once approved, however, the modification is binding, and subject to the termination provisions below, neither the university nor the faculty member may vary the terms of the new employment without the agreement of the other.

2.4 Faculty member's change in status. (a) A faculty member whose application is approved will formally retire and agree to relinquish his or her full-time status and tenure.

(b) The retired faculty member will not be eligible for merit raises, but will receive legislatively-mandated raises.

(c) The retired faculty member will not be eligible for faculty development grants, but will be eligible for research enhancement grants.

(d) The retired faculty member will retain the rank held at the time of retirement, including graduate faculty rank.

2.5 University's obligation. (a) If, for not more than five academic years following the modification of employment, the university requires the services of a retired faculty member within the academic expertise of the retired faculty member, the university will make available modified employment to the faculty

submit the application no later than December 1, 1991.

2.3 Discretionary with university. The university will grant an application for modification only when the academic and financial needs of the university can support the modified position. Once approved, however, the modification is binding, and subject to the termination provisions below, neither the university nor the faculty member may vary the terms of the new employment without the agreement of the other.

2.4 Faculty member's change in status. (a) A faculty member whose application is approved will formally retire and agree to relinquish his or her full-time status and tenure.

(b) The retired faculty member will not be eligible for merit raises, but will receive legislatively-mandated raises.

(c) The retired faculty member will not be eligible for faculty development grants, but will be eligible for research enhancement grants.

(d) The retired faculty member will retain the rank held at the time of retirement, including graduate faculty rank.

2.5 University's obligation. (a) If, for not more than five academic years following the modification of employment, the university requires the services of a retired faculty member within the academic expertise of the retired faculty member, the university will make available modified employment to the faculty

member.

(b) The modified employment will be on a no more than 50% FTE basis (based on a standard of full-time being twelve semester credit hours or 40 hour week for professional librarians), or at a maximum level so as not to result in the loss of retirement benefits to the retired faculty member, whichever is less, for a nine month academic year. Thus, depending on the needs of the university, the modified employment might be full time for one semester, or half time for both semesters of the regular academic year.

(c) The modified employment salary will be no less than that calculated by the formula:

Salary = (modified teaching load/normal full time load) X nine month salary X 0.935

The ninth month salary is that earned by the faculty member as the faculty member's nine month salary the year prior to modification. At the faculty member's option, a lesser amount may be paid.

(d) The university will not guarantee summer teaching, and if summer teaching is offered, it will not exceed the maximum level which would result in the loss of retirement benefits to the retired faculty member.

2.6 Employment after period of modification. After five years of modified employment, the university may at its discretion continue to employ the retired faculty member on any basis convenient to the university, whether for a full academic year, a semester, or summer



session, provided however, that continued employment will not exceed the maximum level so as to result in the loss of retirement benefits to the retired faculty member.

2.7 Termination. During the specified period of modified employment, the university may terminate the retired faculty member's employment only in accordance with part III.A, C, or D of the university policy on tenure, Policy and Procedure Manual, Index E-50A.

2.8 Office space, access to facilities, etc. The university will accommodate as much as possible the office requirements of a retired faculty member whose employment has been modified under this policy. However, the university makes no guarantee that the retired faculty member will retain the same office, and the university will have the right to reassign the retired faculty member to a different office. The retired faculty member will have access to secretarial assistance, parking, intracampus mail, athletic and cultural events, and other facilities and activities on the same basis and at the same costs, if any, as the faculty generally.

2.9 loss of sick leave; eligibility for sick leave. Because the faculty member seeking modification under this policy must retire, the faculty member's valance of pre-retirement sick leave will be lost. However, upon the commencement of modified employment, the

retired faculty member will be eligible for sick leave accrual and use in accordance with state law as any other university employee.

2.10 Retired faculty member's obligations. (a) The retired faculty member will continue to observe all obligations applicable to full-time faculty, reduced, however, to a level commensurate with the modified employment.

(b) The retired faculty member will comply with all university rules and regulations applicable to university personnel generally.

(c) The retired faculty member may terminate any modified employment granted under this policy by giving prior written notice to the vice president for academic affairs at least two months prior to the beginning of a given semester.

# Stephen F. Austin State University

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Department of Art

MEMO TO: Mr. Steve McCarty, Director of Athletics  
FROM: Stephen F. Austin State University Faculty Senate  
DATE: November 12, 1991  
SUBJECT: Resolution

We the members of the Faculty Senate support collegiality and working for the betterment of our University. We believe that our University's prime function is assimilating knowledge and teaching students. We accept intercollegiate athletics as part of the University but feel that their financial support has grown much too large in relation to their role. We have expressed, through multiple resolutions, our objections to excessive athletic budgets and expenditures. These resolutions have been directed to our Presidents and to the Board of Regents. We have seen no retrenchment in expenditures, on the contrary, we are now informed that intercollegiate athletics is to receive a fourteen percent (\$447,000) budget increase. The Director of Athletics is aware of our displeasure, yet this inflated budget was requested. Further, this budget was presented with full knowledge of a University budget freeze for department operating costs and a reduction of the library budget. The Faculty Senate feels that such blatant disregard for the welfare of our University is reprehensible. We have done all we can do within our open forum for communications to the President and the Board of Regents. Let it be known that, much to our regret, the Faculty Senate of Stephen F. Austin State University, beginning with the passing of this Resolution and until the time of a substantial budget and expenditures adjustment, will recommend to our faculty constituents that they do not cooperate with the intercollegiate athletics program (including grade reports, tutors, or similar requests).

cc: Dr. Donald Bowen, President  
Dr. Baker Pattilo, Vice President for University Affairs