

Stephen F. Austin State University
Minutes of the Faculty Senate
Meeting #224
October 14, 1992

- I. The Meeting was called to order by Chairperson Carr at 2:00 p.m. on October 14, 1992 in the Wyatt Room, Steen Library.
- II. Senator Barton presented the minutes of the previous meeting. A motion was made and seconded to revise the minutes to include certain remarks by President Angel and the response by Chairperson Carr. Motion carried.

The minutes were then approved subject to the above amendment.

III. Report by Chairperson Carr

Chairperson Carr and Chair-Elect Weems met with President Angel and Dr. Ashley on Friday, October 9, 1992. They were provided with an agenda for the October 19-20 Regents' meeting. Chairperson Carr urged senators to attend if they could.

Their discussion included Special Funding items in the budget. President Angel and Vice-President for Academic Affairs Ashley made a presentation in Austin supporting greatly increased special funding requests. Dr. Ashley explained the nature of these request and hoped that if funded they would free up funds in some other very tight areas.

COFGO will meet in Austin October 30-31, 1992. Chairperson Carr will be attending and perhaps accompanied by Chair-Elect Weems.

IV. Officer Reports

A. Chair-Elect Weems:

Committee assignments and charges have been mailed to committee chairmen.

Discussed with Frank Wright (COFGO, Austin) what materials will be needed to obtain information about salary comparisons between academic and administrative functions of the university.

Gave highlights of the Academic Affairs Council Meeting on October 12, 1992.

- B. No Treasurer's report was made. The Treasurer was absent.

V. Committee Reports

Chairperson Carr discussed agenda assignments to the committees. She will keep the Senate informed of the Committees' progress. Items or issues for committee consideration should be submitted to Dr. Carr in writing.

- A. **Academic Affairs** (B. Johnson)
Absent. No report.
- B. **Administration and Finance** (J. Howard)

Motion: The Faculty Senate moves that funds designated to faculty salaries, merit pay raises, and benefits not be diverted to other uses. Seconded by H. Mace.

Discussion: Senator DiNucci questioned if faculty salary funds were received from the State separated from all other funds. Senator Mace stated her belief that faculty funds were separate and protected by law. Dr. Ashley was not certain but she said there was a great deal more flexibility in allocation than there used to be.

Dr. Ashley said that Texas Tech requested more funds for faculty salaries in their four hour presentation to the LBB. An officer of the LBB looked over Tech's last year budget and questioned why Tech had spent substantially less on faculty salaries than was allocated.

Dr. Ashley then assured the Senate that SFA had "zeroed out" on that item in the 1991-1992 budget in the sense that every dollar and more allocated for faculty salaries was expended on faculty salaries.

Senator Mace mentioned there is a way of budgeting faculty salaries, then not hiring the faculty so that the amount budgeted becomes surplus at year's end and perhaps used for other things, the EMT fund.

Senator Jones wondered how large salary discrepancy between SFA and other similar universities in the state could have arisen.

Senator Carr said that a 3% faculty raise was used at SFA to implement the TASP remedial program, while other universities did grant the 3% raise.

Senator DiNucci introduced the problem of faculty going half-time. He questions if these people are replaced or not. Dr. Ashley responded that in some cases the 1/2 salary is left with the Department, and in some cases not. He commented that the impression was given that the faculty opted for smaller classes (and hence smaller raises). He did not remember helping to make that decision.

Senator Howard commented that the Administration was to be congratulated on "breaking even" last year. According to his records going back to 1981, last year.

was the first time they have done that. ISO was underspent every year from 1981 to 1990 from between \$43,000 and \$1,143,000. Dr. Ashley did not respond. Senator Howard asked where that money usually was spent.

Senator Price said the idea was current that faculty salary raise "policies" were implemented only when there is enough money left over from everything else to do so. That is, that faculty salary needs receive a fairly low budget priority when compared to other needs of the university. The intent of the motion seems to be to boost the priority of things that affect salary increases.

Motion carried.

Motion: The chair of the Faculty Senate will appoint an Ad Hoc committee to investigate appropriate avenues for faculty participation in University fund-raising activities.

Presented by J. Howard, seconded by S. Lowery. After some brief discussion with some dissent the Motion carried 9 to 4.

C. **Elections Committee (L. Clark)**

Chair L. Clark absent. Chair-Elect S. Weems reported that the two colleges have sent out letters for volunteers for candidacy for Faculty Senate. Both positions should be filled by next meeting.

D. **Faculty Government & Involvement (K. Price)**

Chair K. Price asked that the Faculty Senate support the administration in its opposition to the expansion of UT-Tyler.

Senator Mace moved to authorize the Faculty Government and Involvement committee to provide a resolution to the administration expressing the support of the faculty to the administrations opposition to UT-Tyler expansion. This motion was seconded and passed.

A copy of that resolution is attached.

Senator Price stated that Bernice Wright wants someone to study current university policy on campus environmental concerns. He moves to form an Ad Hoc Committee for this purpose. Senator DiNucci seconded. Motion passed.

E. **Professional Welfare (C. Jones)**

Senator Jones asked Dr. Ashley to speak to the Senate on faculty research enhancement funds. Dr. Ashley reported \$125,208 in this years budget. 95% directly to faculty, and 5% is used to support. Proposals are due in the Deans office by February 15, 1993. Professional Development funds \$165,085 also same as last year. Faculty leaves funded: Spring 1992,

five leaves (\$95,045 : 1991 saw \$85,000 for leaves. There will be \$5,000 in Teaching Excellence grants at \$700 each. Faculty development funds are given to the various colleges to distribute as they see fit.

F. **Ethics** (E. Ledger)

Committee Chair E. Ledger presented the following resolution, seconded by Senator Howard:
"Be it resolved that: the university should define what constitutes sexual harassment and clarify its position on the status of staff, faculty, and administration people who are accused of sexual harassment."

After considerable discussion, the resolution was adopted. Motion passed.

VI. **Old Business**

Dr. Ashley reported merit-pay amounts for last year:

Merit raises	\$122,850
Promotion	21,500
Lectures	16,560
<u>Other adjustments</u>	<u>8,000</u>
Total	\$168,910

VII. **New Business**

Senator Hearell asked to delay action on the motions which he distributed at the beginning of the meeting.

VIII. **Adjournment**

Senator Mace moved to adjourn, Senator Weems seconded. The Meeting was adjourned at 4:21 p.m. Motion carried.

ABSENCES

S. Rulfs (excused)
B. Johnson (excused)
L. Clark (excused)
W. R. Clark (excused)
R. Shigley (excused)
J. Frye

VISITORS

J. Ashley (Ex-Officio, VPAA)
J. Hardy
J. Standly
T. Atchison
F. Kitterle



Calvin P. Barton, Secretary 1992-93

**Addition to the Minutes of Faculty Senate
Meeting #223 (Sept. 9, 1992)**

In III, c. of the Minutes of Meeting #223 a motion protesting "revenue enhancement" by the increase of fees charged to Stephen F. Austin State University employees is reported.

During discussion of this motion President Angel expressed surprise that there was nothing but protest type talk at the meeting of the Senate. President Angel said that he was not accustomed to faculty senate discussions focussing on just what they don't want. His experience with faculty senates has been with what they do want, what they want to change, to improve. He expressed hope that the Senate would think in terms of what they do want, advise him on that and work on it, rather than talk about last year's budget. He indicated that he had little interest in last year's budget since he was not involved in it.

See motion reported in VII, B. He assured the senators of his interest in working with the, but stated that he could not work with them on last year, only on the future. He much preferred recommendations on changing things and the process of doing that, rather than just a series of protests.

Chairperson Carr agreed with President Angel on the need to look ahead and then explained to him that the protests were not simply protests of the past, but were made in the hope that some things protested might not be done again in the future, such as cutting faculty merit pay in half for example.

**Resolution of the Faculty Senate
Meeting No. 224
14 October 1992**

The Faculty Senate of Stephen F. Austin State University opposes the downward expansion of the University of Texas at Tyler on the grounds that

1. The proposed expansion does not appear to be a part of a comprehensive plan for the orderly development of higher education in Texas;

2. The proposed expansion does appear to be a duplication of activities already available in the geographical area;

3. The resources of the State of Texas are already pressed to adequately fund existing higher educational programs and institutions:

Therefore,

The Faculty Senate of Stephen F. Austin State University supports President Daniel Angel and the Board of Regents of Stephen F. Austin State University in their efforts to clarify the issues involved for the general public and to provide the most effective means maintaining the quality of higher educational opportunities for the people of Texas. Resolution Passed.