

**STEPHEN F. AUSTIN STATE UNIVERSITY**  
**Minutes of the Faculty Senate**  
**Meeting #227**  
**February 10, 1993**

- I. The meeting was called to order by Dr. Carr, Chair, at 2:30 p.m. February 10, 1993, in the Wyatt Room, Steen Library.
- II. The minutes of the previous meeting #226 were submitted and accepted.
- III. Report by Chair
  - A. Chairperson Carr reported on the January meeting of the Board of Regents in Austin.
    1. Routine report of the investment counselor.
    2. Study of a possible problem of too many part-time and semi-retired faculty.
    3. Additional parking space planned for east of the library.
  - B. President Angel was recognized and remarked on the following topics:
    1. Vice President Hardy is in Austin meeting with Texas Senate Committees.
    2. Our budget may get cut 1 1/2% - 2%. The cuts were heavier in social services.
    3. It is possible we may not sustain our 3% raise next year.
    4. State contributions to ORP may decrease from 7.31% to 6%.
    5. Energy costs and insurance to remain about the same.
    6. The legislature appears to be retreating from performance based funding schemes.
    7. Increase in our Special Items request appears in jeopardy of blanket cuts.
    8. The 780 page Sharp report "Against the Grain" seems to not be as effective in cuts as first reported. Of 102 recommended actions, 54 make no savings, 36 can't be assessed in savings, and 8 cost more. Other items seemed be delays and other gimmicks. The budget bills are Senate Bills and

HB650.

9. President Angel assured the Faculty Senate that he would keep them informed.

10. Expects Regents appointments early next week.

- C. Chairperson Carr reported on the Administrative Retreat.
- D. The modified employment matter was referred to a subcommittee of the Academic Affairs Council. The subcommittee is chaired by Dean Thomas Atchison. Chairperson Carr urged senators and faculty to voice opinions in this matter. The committee will report prior to the scheduled April Regents' meeting.

Also, Dr. Ashley has appointed a committee of Deans to study the status of the merit pay system. Faculty members are urged to have input into this committee's deliberations.

- E. The search committee for Vice-President for Academic Affairs begins meeting in February. They will bring 6 candidates to campus for interviews in a process like that which was done in the search for President. Faculty will have an opportunity to meet the candidates.

#### IV. Officer Reports

- A. Chair-Elect - Suzy Weems: no report.
- B. Treasurer - Sherry Rulfs: not received.
- C. Secretary - C. P. Barton: no report.

#### V. Committee Reports

- A. Academic Affairs - Chairperson B. Johnson said his committee will still study entrance standards but have not done so yet.
- B. Administration & Finance - no report.
- C. Elections - no report.
- D. Faculty Governance - no report.
- E. Ethics - no report.
- F. Professional Welfare - Chairperson Jones presented from

his committee a list of five resolutions.

Resolution #1 - The University should reinstate the methods of recognition for faculty who have taught at this University for ten years and for each ten year increment thereafter.

Adoption moved by J. Howard, seconded by B. Wright.  
Motion passed.

Resolution #2 - The University should establish general and uniform standards for the awarding of merit across the University. Specific College and Department policies should provide for equitable awards. There should be provisions for reviewing the awards at the college level. Merit awards should be given at the College and Departmental levels.

After lengthy discussion, questions, and clarification by Vice-President Ashley, adoption of the motion was moved by V. Gobel, seconded by G. Lowery.  
Motion passed 14-5 on a show of hands.

Resolution #3 - The University should demonstrate its responsibility to support its academic program by implementing a meaningful Faculty Development Leave program of paid sabbaticals.

The resolution was explained by Senator J. Jackson. After discussion, adoption was moved by C. Jones and seconded by V. Gobel.  
Motion passed.

Resolution #4 - The University should specify the meaning of "all conditions of employment." A corresponding statement is to be added to the text of the Faculty Handbook, page II-1, Academic Appointments (Index E-2A). The statement has to follow the sentence "All conditions of employment are in writing at the time of appointment," top of page, third paragraph.

Resolution was deferred on suggestion of the proposer.

Resolution #5

- I. That the University administration insure that equity is established and maintained for:
  - A. Faculty workload distribution
  - B. Pay for academic ranks
  - C. Call faculty pay/work load
  - D. Tenured faculty teaching lower level undergraduate classes
  - E. Graduate level teaching assignments

II. That equity should be established and maintained, within departments and between departments, among colleges, and with other universities.

III. That redress should begin in the coming fiscal year.

Senator Jones explained the resolution. A letter of particulars was read by Mary Devine, call faculty member, of the English department.

Motion was tabled by the Chairperson.

#### VI. Old Business

- A. Chairperson Carr distributed President Angel's written responses to Faculty Senate Resolutions of November 11, 1992. [See Attachment #1].

#### VII. New Business

- A. Senator Mace submitted a proposal concerning evaluation of administrators to be taken up by the Senate at its March meeting. [See Attachment #2]
- B. The Teaching Excellence Committee sent an invitation to join them at a brown bag lunch on February 15, 1993, March 3, 1993, and April 1, 1993, in LA Room 421. Topic: Peer mentoring for faculty.
- C. Bernice Wright announced a meeting on environmental responsibility next Thursday (February 18, 1993).

#### VIII. Comments by Ex-Officio

- A. Dean Atchison will publicize the time and place of the next meeting of his subcommittee on modified employment.
- B. SFA student Kris Stanley of the Political Student Alliance asked for support for his group and their goal to stop misappropriation of funds.

#### VIII. Adjournment

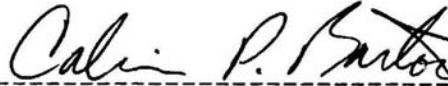
It was moved by Senator B. Johnson to adjourn, seconded by Senator C. Jones. Motion passed. Adjournment was at 4:50 p.m.

**ABSENCES**

J. Corbin (Excused)  
J. DiNucci (Excused)  
S. Rulfs (Excused)

**VISITORS**


J. Ashley (Ex-Officio, VPPA)  
T. Atchision (Dean Math/Sci.)  
J. Standley  
M. Devine (English)  
J. Wyatt (Ex-Officio, SGA)  
K. Edge (SGA)  
G. Hatch  
K. Stanley  
D. Beavers



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Calvin P. Barton, Secretary 1992-93

# Stephen F. Austin State University

## MEMORANDUM

TO: Dr. Barbara Carr, President of the Faculty Senate  
FROM: Dan Angel   
DATE: February 8, 1993  
SUBJECT: Response to Faculty Senate Resolutions of November 11, 1992

### Resolutions I and II:

Jim Hardy, Director of Institutional Research, is quite involved at the present time in preparing materials related to the biennial budget request; also, SFA 98 and special items for the president and vice presidential needs. His workload has been significantly increased this year by the reporting requirements of the Coordinating Board including the most recent ones dealing with Performance-Based Funding. In addition, Dr. Hardy has assumed the responsibility of University Coordinator for the Texas Equal Opportunity Plan - a state required program operated by the Coordinating Board.

Some of the data outlined in your two resolutions related to admission standards is currently available. Dr. Hardy would certainly be willing to share with you any data he has.

### Resolution III:

It is my understanding that Berniece Wright volunteered at the Faculty Senate Meeting to perform the computer data-base search to identify articles on the relationship between admission standards and enrollment figures.

### Resolution IV :

Dr. Ashley has indicated that there should be no problem in specifying on the contracts to be prepared the 1993-94 academic year the level(s) of merit awarded. As you know, state funding related to this and other needs is very much up in the air at this time.

DA:sz

OFFICE OF THE PRESIDENT

P.O. Box 6078, SFA Station • Nacogdoches, Texas 75962-6078 • (409) 568-2201

MEMORANDUM

TO: Faculty Senate                      DATE: February 10, 1993

FROM: Hebe R. Mace

SUBJECT: Three proposals: administrative review; two revisions of  
the existing administrative review policy statement.

I wish to submit three proposals for consideration by the Faculty Senate:

- (1) Since administrative policy requires a triennial review of certain administrative officers, the Faculty Senate requests that the "Performance Review of Officers Reporting to the Vice President for Academic Affairs" (Index E-38A) be implemented during the spring 1993 semester; that the review procedure include all Deans and the Director of Libraries; that the procedure for review be designed to include written, anonymous responses from all chairs and from all faculty or librarians who wish to respond.
- (2) To this end, we propose that the policy as stated be revised as follows (proposed revisions are underlined):
  - (a) paragraph 3, lines 2 and 3:  
". . . by the Vice President for Academic Affairs, and by written, anonymous responses from all chairs and from all faculty and/or librarians who wish to respond. The items to be used in the interviews and the formats for written responses will be developed by the Vice President for Academic Affairs in consultation . . . . "
  - (b) paragraph 4, line 3:  
". . . and the President. Each Department chair and the Director of Libraries will also prepare summaries of the review to be distributed to department faculty or to librarians.

(A copy of the current policy is attached.)
- (3) So that all interested parties will have adequate time for thoughtful response, as well as for careful consideration of review results, the Faculty Senate requests that the review process be undertaken as soon as possible so that it can be completed well before the end of the Spring 1993 semester.

**Performance Review of Officers Reporting  
to the Vice President for Academic Affairs**  
Original Implementation: December 6, 1979  
Last Revision: None

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The Vice President for Academic Affairs will conduct a performance review of each officer reporting to him/her in an individual conference in the late spring each year. The performance review will focus on the fulfillment of those responsibilities outlined by University policy or included in specific assignments.

A summary of the performance review will be prepared by the Vice President for Academic Affairs for the individual reviewed and the President.

Once every three years, the performance review of school deans and the Director of the Library will be augmented by interviews by the Vice President for Academic Affairs of all department chairmen/directors in the school/library and a representative sample of faculty members from the departments of the school/library. The items to be used in the interview will be developed by the Vice President for Academic Affairs in consultation with the deans and library director, the Department chairman/directors, and the President.

A summary of the triennial review will be prepared by the Vice President for Academic Affairs for the individual reviewed, the department chairmen/directors of the school/library, and the President.

**Source of Authority: Vice President for Academic Affairs**

**Cross Reference: None**

**Contact for Revision: Vice President for Academic Affairs**

**Forms: None**