

Stephen F. Austin State University

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Faculty Senate

To: Members of the Faculty Senate
From: Jere Jackson, Secretary
Date Submitted: December 8, 1993
Subject: Minutes for Meeting No. 234
November 10, 1993 - 2:30 PM
Mildred Wyatt Room, Steen Library

MINUTES

I Call to order

Chairperson Suzy Weems called the meeting to order at 2:30 PM, in the Wyatt Room of Steen Library.

II. Approval of Minutes

Motion

On a motion by Senator Clark, seconded by Senator DiNucci, the Senate approved the minutes of Meeting #232, September 9, 1993.

Motion

On a motion by Senator DiNucci, seconded by Senator Turner, the Senate approved with minor corrections the minutes of Meeting #233, October 13, 1993.

III. Remarks by Dr. Dan Angel

President Angel, in discussing the continuing possibility of a downward expansion of UT-Tyler, reaffirmed SFA's opposition to this possibility. Fortunately, the bill to permit this move never made it out of committee. State Senator Ratliff, the head of the Education Subcommittee, has proposed a summit meeting of educators to study and produce a report on the needs of the East Texas region. This will broaden the UT-Tyler issue and possibly could result in a statewide commitment to East Texas like the one resulting from the regional study of South Texas. Dr. Angel said he felt confident that Senator Ratliff would stand up for the East Texas area. Dr. Angel will serve on the steering committee whose report will be submitted by next summer.

Proposition 13 passed by a 58 to 42% margin. The division of the HEAF money will be determined by an advisory committee meeting in early December. SFA could stay the same (about \$3 million a year) or it could lose or gain under the new committee.

Re SFA '98, Dr. Angel said he had turned the major redrafting responsibilities over to Vice President for Academic Affairs Janelle Ashley.

IV. Old Business

A. The Discussion Draft of SFA '98

Dr. Ashley reported on the comments received concerning the Draft of SFA '98.

1. She did anticipate extensive revision of the document. The audience addressed, however, would remain the same: wide and general, not narrowly for the academic community. The document did not address many specifics and was deliberately not a strategic plan. In the future, the various colleges in the university would in the future define or spell out specifics. Dr. Ashley acknowledged that the faculty felt strongly about the lack of emphasis on academics. She promised she would see this gap closed; the academic side of the university would be addressed in the second draft, with the emphasis being placed on the pursuit of excellence.
2. The redraft would also cut out the cartoon references, the anecdotes, and the typographical errors. The role of the graduate program would also receive attention and as well as careful attention and rethinking on the "the student as customer."
3. The themes to be included were then listed:
 - Chapter One on organizational vitality would be kept.
 - Chapter Two will emphasize the intellectual heritage of the institution.
 - Chapters Three, combining Chapters Two and Three of the old draft, will emphasize student success at all levels. It will stress quality throughout.
 - Chapters Four and Five will remain essentially the same.
 - Chapters Six and Seven will merge and have new titles such as "Reclaiming the Public Trust" or "Shaping the Forces of Change." Certainly the role of the university as a place of reflection on the world will receive more emphasis. The focus on the institution's regional role will not preclude an equal stress on the international concerns of the world.
 - Chapter Eight will include areas of academic pride in addition to the athletic ones.
 - Chapters Nine and Ten will continue to address resources for meeting commitments.
4. The rewritten draft will, in addition, contain a clear statement of the university's mission.

In the exchange that followed, Senator Turner suggested the need perhaps for two documents: a very positive external one and a more analytical internal one. The public is not interested in everything that concerns the faculty, yet the interest of both parties need to be recognized in a document if it is to drive the university for the next five years. Senator Barton argued for a single document for all constituents. Senator Clark observed that it will be hard to devise mission strategies for colleges and departments to fit a yet-unpublished vision statement on the university level. Senator McCune expressed concern that the limited number of copies made available on December 1st might leave students unable to see the changes made in the document.

Dr. Ashley promised that the Student Government Association would get copies along with Faculty Senators, Department Heads, Deans, and the Library. Dr. Ashley announced that she had accepted an invitation of the Texas Faculty Association to hold an open forum on Friday afternoon, December 3, to discuss the revised draft of SFA '98. She confirmed, in answer to a question by Senator Barton, that the revised document will be about the same length.

Dr. Dahmus called for more copies for the faculty, especially since there was such a short time for comments. He also praised the intention of the administration to integrate the academic emphasis throughout the document.

Dr. Angel praised the Faculty Senate for its involvement in the redrafting process. In an epilogue, he planned to address how the entire vision would be implemented. In response to a statement by Senator Mueller about the current mess in Financial Aid, Dr. Angel reminded everyone that the clean up of a 10 year problem would take a while. New software was now being installed, and the third search for a Director of Campus Computing was now underway. He warned that the university was at least 18 months away from telephone registration.

B. The Reorganization of the Colleges

Dr. Ashley commented on the resolution passed at the last Senate meeting on the reorganization of the colleges. She reported that the Dean's were working on a draft of the reorganization and would probably have this by the end of the current semester. Senator Barton reiterated the importance of keeping the faculty informed up front on the status of this important matter. Unless the administration shared information with the faculty before any major pronouncement, Senator Jackson warned that the administration should not to be shocked when faculty sentiment appeared negative; without prior consultation, responses can only be reactive, not proactive. Dr. Angel acknowledged the dilemma posed and promised that the reorganization issue would be discussed thoroughly and openly in the future.

B. Merit Policy

(See below under Committee Reports)

V. Officer's Reports

Chairperson Weems reported on several meetings she had attended.

1. The Board of Regents recently discussed SFA '98 and expressed many of the same concerns as the faculty. The Regents also discussed: compliance with the American Disability Act, Financial Aid, the Honors Program in Liberal Arts, and admission standards. Because of faculty concerns, Dr. Weems announced that the Executive Committee of the Senate has asked Dr. Judd Staples to meet with the full Senate at the December meeting to discuss admission standards.
2. The Academic Affairs Council discussed the following questions: distance learning, core curriculum, the PREP Program, a freshman seminar, and faculty development leaves.
3. The Graduate Council discussed nothing new this month.

Treasurer Mace did not give a report.

Secretary Jackson reported that the minutes approved earlier in the meeting would appear on the Gopher Information Server as soon as possible.

Motion

On a motion by Senator Mueller, seconded by Senator Dahmus, the Senate approved a suspension of the rules providing for a month's delay in considering new business in order to facilitate an examination of the report of the Ad Hoc Committee on SFA '98.

Dr. Barton, who had chaired the Ad Hoc Committee, reported that they had considered the draft line by line and had made many suggestions for change. As part of their consideration, they submitted to the Senate a catalogue of academic postulates or principles they wanted to see incorporated into the new draft. Considerable discussion followed.

Motion

On a motion by Senator DiNucci, seconded by Senator Barton, the Senate voted to send the list of general statements from the Ad Hoc Committee to Dr. Ashley and the committee redrafting SFA '98.

VI. Standing Committee Reports and Recommendations

Professional Welfare Committee Chairman Senator Jones addressed a series of concerns with the present merit system. Specifically, he pointed out that the present system rewards the person and does nothing to establish any system of equity across the university as to comparable positions or ranks. Moreover, there were only paltry attempts to rectify injustices of the past.

Dr. Ashley, in response to a question by Senator Hearrell concerning across-the-board raises, said that institutions can use across-the-board raises as the first level of merit because chairs

and deans are asked if anyone is not meritorious. In this respect, she said state employees and those in higher education are in different categories.

Motion

On a motion by Senator DiNucci, seconded by Senator Watts, the Senate approved a suspension of the rules of order to facilitate a examination of the resolutions of the Professional Welfare Committee on merit at the present meeting.

Motion

*On a motion by Senator DiNucci, seconded by Senator Rulfs, the Senate approved Resolution A as amended to read:
(Topic 2.2 of the Evaluation, Merit pay, Promotion and Tenure, May 11, 1993, should be changed to read:) "Each department within a college shall, with faculty participation, design formal evaluation criteria and procedures for documenting meritorious activities. Activities that were previously considered more beneficial for the university and colleges than for the departments should continue to be considered as important and meritorious."*

Motion

*On a motion by Senator McCune, seconded by Senator Barton, the Senate approved Resolution B to be added as topic 2.6 of the statement:
"Each college shall develop procedures that ensure impartiality in the process of awarding merit at the departmental level. Procedures should be created that allow for an appeal process at the department and/or at the college level for any individual who has a grievance or otherwise questions the merit awards."*

Resolution "C" (which read: "All faculty will receive at least one level of merit unless they are identified as being sub-standard according to the criteria established in topic 2.2. All available funds shall be awarded at the departmental level.") received extensive comments. Senators Mueller, Turner, Jones, McCune, Dahmus, Jackson, DiNucci, and Rulfs –all discussed the nature of merit and how it differs from equity. The compounding of inequity under the present system, the variances from division to division in the university, the problems of inflation, the distribution of funds within divisions by using quotas – these were all discussed. The question of merit for part-time faculty and the sometimes deplorable conditions of equity for these colleagues received particular attention. In the end the Senate voted to table this matter until its next meeting.

Motion

On a motion by Senator DiNucci, seconded by Senator Gobel, the Senate voted to table Resolution C until its next meeting.

The Academic Affairs Committee offered and the Senate passed the following motion.

Motion

On a motion by Senator Hearell, seconded by Senator Barton, the Senate approved a resolution by the Academic Affairs Committee of the Senate to request a voting position for the Chairman of the Faculty Senate on the University Academic Affairs Council.

By consensus, Senators agreed to notify their respective faculties about the upcoming meeting with Dr. Ashley on the Discussion Draft of SFA '98 on December 3. Instead of holding a special meeting of the Senate, all faculty were encouraged to send their comments on the redraft directly to Dr. Ashley.

VII. Adjournment

Senator Hearell made the motion to adjourn; Dr. DiNucci seconded it; all agreed!

Visitors

Jonas Olds The Daily Sentinel

Jim Handy

Jasper Adams

Thomas Atchison

Sandra Lynn McCune

Jamille Ashley

Handwritten list of names on a lined paper template, including several empty lines for additional entries.