

Stephen F. Austin State University

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Faculty Senate

To: Members of the Faculty Senate
From: Jere Jackson, Secretary
Date Submitted: May 20, 1994
Subject: Minutes for Meeting No. 239
May 15, 1994 - 2:30 PM
Mildred Wyatt Room, Steen Library

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 Daley, the Senate approved the minutes of Meetings 237 and 238.

III. Special Item

Dr. DiNucci asked that the tabled item on Faculty Merit be considered again and that the recommendations be divided into two resolutions: equity pay/salary issues and merit recommendations. In short, Senator DiNucci recommended that sections 2.2 and 2.6 of the document submitted by Dr. Jones' committee be sent on to the administration. Oftentimes, DiNucci said, there was very little consideration of merit; there were just raises. He thought the emphasis ought to be placed on the lifting of all salaries and then later merit could be addressed separately.

Dr. Jones did not like the splitting of the resolutions because the intent was to create a more equitable system; the discussion of salary levels and the equity system were inseparable. The question of where salary adjustments fit into the determination of merit was also brought into the discussion by Senators Dahmus and Wright.

Motion

On a motion by Senator DiNucci, seconded by Senator Mace, Senate voted 10 to 8 not to include clause 2.7 in the draft statement to be sent to the administration on the question of merit; clauses 2.2 and 2.6 will be forwarded.

Motion

In a related motion, moved by Senator DiNucci, seconded by Senator McCune, and passed unanimously, clause 2.7 and the whole subject of equity pay for faculty were returned to the Professional Welfare Committee for further study.

IV. Statement by Dr. Dan Angel

President Dan Angel gave the Senators printed final copies of SFA '98 and expressed thanks and gratitude for the Senate's role in helping to put the document together. He promised that the summer would be a time of reassessing the ideas and thoughts.

Dr. Angel was not optimistic about the prospects for higher education in the coming fall. The legislature is behind on considering most proposals, the public does not have education high on its lists of priorities, and enrollment figures were not projected to be positive. According to a May 4th article in the Chronicle of Higher Education, universities all across the nation were cutting millions of dollars from their budgets. In response to a specific question, Dr. Angel said he did not expect that the problems in SFA's division of Financial Aid would continue into the fall of 1994; the problems in that department were well on the way to being solved.

To a question from Senator Downing concerning faculty salaries, Dr. Angel said that the special items money - such as the HEAF funds - were being increased, but that legally this money could not be used on salaries. To a question from Senator Turner about the status of the million dollars which existed in the faculty insurance fund, Dr. Angel said this money was being used as an internal reserve and the interest was being spent, with no restrictions on the spending of this interest.

Dr. Angel also mentioned the honor program, the FIG program, and SFA 101 (the freshman seminar). He hoped that as a result of SFA '98, fund raising would be easier.

V. Old Business

A. Faculty Grievance Committee

Chairperson Weems announced the appointment of a Committee on Grievances which would consist of Senators Mueller, Gobel, Berry, and Dr. Deanne Malpass (an outside faculty member) and which would meet with Ms. Y. Clark (the University's lawyer) to collect the various procedures concerning grievances at the university.

Concerning the appointment of faculty to university committees, the latest handbook of appointments was for 1992-1993; no booklet was published in 1994. According to Vice President Ashley, all the appointments and the charges of committees were under review. The policy of the Faculty Senate sending names to the VPAA for committee service has not changed, but the selection of members for the Faculty Development Committee elected by the Colleges was not clear at that level. Dr. Weems pushed for faculty representation on all committees, even where most of the members were appointed. Dr. Ashley promised that the 1994-1995 list would be forthcoming in a timely manner and would clearly distinguish between the terms "Council" and "Committee."

Senator Mace asked that all academic councils have voting faculty members. As to whether there were any elected faculty committees, the answer came that the Faculty Development Committee, the Research Council, and the Graduate Council were elected at least in part. Dr. Ashley said that she would welcome faculty participation in the whole committee process.

B. Evaluation of Deans

Dr. Weems, in reopening the question of the evaluation of administrators, reported that Dr. Angel did not think that the problem was a faulty process, but that the process had not been faithfully implemented. Dr. Ashley presented the Senate with an extended schedule for the evaluation of Deans, Directors, and Chairs.

Dr. Hearell pointed out that while Deans were subject to an informal evaluation annually, this process did not include faculty participation. Dr. Ashley's response was that faculty were free at any time to provide input to this process. Senator Dahmus asked how senior administrators could judge the effectiveness of Deans without a broad selection of faculty

input? What would keep the administrator from selecting certain people who would give desired answers? Were we just to get selected evaluations from students? Should the evaluations not be broadly based?

Senator Clark asked Dr. Ashley if the evaluation records of Deans were open? Dr. Ashley said that as far as she could tell they were. Senator DiNucci commented that the process, with open records, should be broadly based with faculty input at all levels if it is going to be fair and just. Senator Wright, who had recently worked on the question in her committee, said the form for evaluating the Deans and Directors vary greatly; some forms are heavily weighted in a negative direction. Senator Lowry said that Forestry was in a unique position: their Dean was really a departmental chairman. All faculty in Forestry need to have an opportunity to comment on their dean. Dr. Mace suggested that the Faculty Senate was perhaps a more objective body to evaluate Deans first before the process went to the upper administration. Dr. Dahmus stated his hope that the records on the evaluation of a Dean would be closed unless used in a lawsuit; if a dean could see all the comments made about him, the opportunity for retaliation was a serious problem.

When asked by Senator Mace what possibility there was that the policy might change, Vice President Ashley said she wanted time for the present policy to work more consistently, but that if it did not, nothing was set in concrete.

Action: Dr. Weems assigned the issue of the evaluation of administrators to the Senate's Faculty Governance Committee for consideration in the fall: the forms, the review procedures, and the various initiatives from Senators coming from their constituents.

C. Graduate Council

Senator Berry reported on the continuing discussion of the roll of University Graduate Council. A workable situation seemed to be in the making whereby the University Graduate Council will retain its status but will now have to coordinate with the new College Councils. Perhaps an overlapping membership, with some elected and some appointed members, can solve the grievances which were seen from all sides.

Dr. Weems also expressed her hope that any solution would encompass as many faculty members as possible.

VI. Report by Officers

A. Dr. Weems reported on the following general matters:

1. A new phone prefix will be installed in the fall: the campus will change from 568 to 468.
2. A continuing list of resolutions passed by the Senate and the responses given to these will be kept separate from the minutes of the meeting in the future.
3. There will be new residence hall scholarships as enticements for scholars, perhaps as much as \$100,000.00.
4. At graduation, the faculty would now be seated in front of the graduating seniors, and would receive recognition as a group.
5. There would be direct interaction between the Deans and the Graduate Council on a regular basis.

B. Dr. Weems also reported on the Board of Regents Meeting on April 27th:

1. The President was given a 4 year contract.
2. Officers were elected.
3. Policy adopted on misconduct in research.
4. Grievance procedures were passed.
5. A major in international business was approved.
6. The breakdown on SFA scholarships was provided
7. SFA '98 was presented and approved.

C. Dr. Weems' Closing Remarks

1. Thanked the Senators who were retiring for their contributions this year.
2. Hoped that SFA '98 would be used as a planning guide by the Faculty Senate to plan an expanded roll for the faculty at SFA.
3. Restated her desire to secure for the Faculty Senate a more central and permanent office and secretarial staff in either the Rusk or Austin Buildings.
4. Outlined the need for a new computer and copying machine for the office.
5. Suggested a continued participation in COFCO.
6. Stressed the importance of promoting faculty representation on all university committees.
7. Should plan cooperation with the Pine Log and Student Government on matters of mutual interest.
8. Should contemplate inviting and hosting legislative hearings on campus.
9. Warned, with less total funding for the campus and the resulting limits imposed by this, that the Faculty Senate would have to project itself in a responsible, positive, high profile way to work for a better SFA and for a more competitive funding for the university's faculty.

D. Vice Chairman Barton

Dr. Barton presented a resolution of gratitude by the Faculty Senate for the work of Chairperson Weems:

Resolution of Appreciation

Whereas Chairperson Suzy Weems has given generously of her untiring efforts, distinguished leadership, many talents, and unfailing tact on behalf of Stephen F. Austin State University, and

Whereas her extraordinary courtesy, concern, and compassion, along with her irrepressible cheerfulness have gotten us through many a difficult moment, and

Whereas we have grown to esteem her good judgment, authority, patience, kindness, and her gracious manner,

Now, therefore, be it resolved:

That the members of the 1993-1994 Faculty Senate hereby declare and affirm our regard, affection, and respect for, as well as our gratitude to

*Dr. Suzy Weems
Chairperson, Faculty Senate
Stephen F. Austin State University*

*Done this 11th day of May, 1994, under our hand and by our authority
Calvin P. Barton, Chairman-elect; Jere Jackson, Secretary.*

VII. Adjournment

Senator Clark made the motion to adjourn. Senator Watts seconded.

Attachments: End of the Year Committee Reports

**Faculty Government and Involvement
Elections
Academic Affairs**