

# Stephen F. Austin State University

P.O. Box 13046, SFA Station (409) 468-4402  
Nacogdoches, Texas 75962-3046



Faculty Senate  
Gary Ford, Secretary  
College of Liberal Arts  
1994 - 1995

**TO: Members of the Faculty Senate**  
**FROM: Gary G. Ford, Secretary**  
**DATE SUBMITTED: October 27, 1994**  
**SUBJECT: Minutes for Meeting No. 242**  
**Wednesday, October 12, 1994**

## **MINUTES**

### **I. Call to order**

Meeting #242 of the Faculty Senate was called to order by Chairperson C. P. Barton at 2:30 PM, in the Mildred Wyatt Room of Steen Library.

### **II. Approval of Minutes**

#### **Motion**

A motion to approve the minutes for Meeting #241 (September 14, 1994), with corrections, was made by Senator Hearell, seconded by Senator Dahmus, and was approved unanimously.

### **III. Announcements**

Chairperson Barton indicated that he and/or Chair-elect Berry will attend the COFGO meeting in Austin later this month.

He also reported that VP Ashley had informed him that the practice of awarding faculty service pins for 10, 15, 20, etc. years of service at SFA will be revived this year. A luncheon and brief award ceremony will be held late in the Fall semester. He requested volunteers for an Ad Hoc committee to plan this year's ceremony. The committee will determine which faculty members are to be awarded service pins (including faculty who are overdue for recognition) and will make the arrangements for the luncheon in consultation with VP Ashley. Senator S. McCune volunteered and will serve on the committee along with Senators Price and Daley.

#### **IV. Officer Reports**

Chairperson-elect Berry reported on the October 4th meeting of the Academic Affairs Council. Major points from that meeting were: 1) internal auditors are available for audits of college and departmental accounts; 2) funding arrangements for work-study accounts was clarified; 3) the possibility of changing the procedure for identifying the highest ranking senior was discussed, including a motion to retain the 60 SFA hours requirement, and to include all grades earned anywhere in the GPA computation, which was seconded and tabled (VP Ashley would welcome input on the issue from the Senate on this issue); and 4) a luncheon for high school principals and counselors to aid in the recruiting process was announced.

Secretary Ford reported that he had not been successful in contacting Scott Meyer regarding the procedure for posting the minutes of Faculty Senate meetings on the Gopher system. Chairperson Barton had met with Mr. Meyer, who will set up a Faculty Senate list server on the Gopher system that will enable us to post announcements on a Senate bulletin board. More information regarding the list server will be provided at the November meeting.

#### **V. Committee Reports**

Chairperson Barton directed that discussion of resolutions and recommendations presented in committee reports would occur during the Old Business portion of the meeting.

##### **A. Academic Affairs**

Senator DiNucci provided a handout containing six recommendations that were approved unanimously during the committee's September 28th meeting. (Each was presented as a motion during the Old Business portion of the meeting.)

##### **B. Professional Welfare**

Senator Mueller provided an extensive handout documenting the committee's investigation of the Call Faculty issue in its September 23rd meeting. The handout included a set of five resolutions for the Senate to consider (see Attachment A). Senator Mueller also reported that he will meet with a representative of the SGA regarding student evaluations of faculty.

##### **C. Faculty Government and Involvement**

Senator McDonald provided a handout of resolutions approved during the committee's September meeting (see Attachment B).

## VI. Old Business

### **A. Evaluation of Administrators**

Senator McDonald presented the resolutions passed by the Faculty Government and Involvement Committee regarding the evaluation of administrators (see Attachment B). Discussion centered on the issue of what proportion of the faculty should be required to initiate an unscheduled evaluation. The resolution stated "a simple majority of faculty." Senator Dahmus suggested that 10% of the faculty supervised by the administrator (or a minimum of five faculty) would be sufficient. Senator Turner stated that 51% is not unreasonable because only a serious problem, apparent to most faculty, would warrant an out-of-sequence evaluation. Senator S. McCune suggested that the development of an anonymous method of endorsing the need for a special evaluation of an administrator would address faculty members' fear of retaliation. Senator Lowry questioned why administrators aren't evaluated annually, as all faculty are. Such a procedure would obviate the need for "special" evaluations.

The resolution was returned to the committee for further consideration.

### **B. Voting Privileges for Faculty Senate Chairperson on AAC**

Chairperson Barton reported that VP Ashley stated that she prefers to restrict voting membership on the Academic Affairs Council to administrators reporting directly to her. Senator Mueller supported the resolution, stating that having the Faculty Senate Chairperson as a voting member of the AAC is clearly a stronger position than simply being allowed to attend the meetings.

### Motion

Senator Dahmus moved that the Senate accept the resolution of the Faculty Government and Involvement Committee: **The Faculty Senate at Stephen F. Austin State University urges the university administration to reconsider its decision concerning voting privileges for the Faculty Senate Chairperson on the University Academic Affairs Council--to wit, that the Faculty Senate Chairperson be allowed full voting privileges on the Academic Affairs Council.** The motion was seconded by Senator Daley and was approved, with two opposed.

### **C. Admissions Standards and Recruitment**

Senator DiNucci presented the six recommendations approved by the Academic Affairs Committee at their September meeting.

### Motion

Senator DiNucci made a motion that the Senate adopt Recommendation 1: **A member of the faculty should be assigned to the Admissions Office to help in the transition of directors. The Faculty Senate should be allowed to provide significant input into the selection of this individual.** The motion was seconded by Senator Gobel.

Discussion focused on the qualifications and duties of the faculty member and the ambiguity regarding the wording of the second sentence--is the Faculty Senate to have input in the selection of the new director or the faculty liason?

Senator DiNucci called the question. Nine senators voted in favor of the motion; nine were opposed. Chairperson Barton broke the tie by voting to adopt the motion. The motion carried.

### Motion

Senator DiNucci moved that the Senate adopt Recommendation 2: **Individuals currently members of the campus community who have been involved in the recruitment process should be asked to aid in recruiting until a new director is named. This would help make sure that we have an effective recruiting effort during this critical time.** The motion was seconded by Senator D. McCune. The motion was approved, with one opposed.

### Motion

Senator DiNucci made a motion that the Senate adopt Recommendation 3: **The Office of the Vice President for Academic Affairs should provide positive input to the Admissions Office to make sure that acceptable academic standards are upheld and that admission standards are not compromised.** It was seconded by Senator Carbajal.

Senator S. McCune asked which set of admission standards the motion refers to, the published standards or the revised set discussed at the September meeting? Senator DiNucci stated that it referred to the published admission standards. He explained that the VPAA is currently out of the admissions loop, whereas the Academic Affairs Committee believes that she should be involved. Some committee members believe that the Admissions Director should report to the VPAA.

Senator Dahmus proposed a friendly amendment to the motion: **The Admissions Office should report directly to the Office of the Vice President for Academic Affairs.** The amendment failed for lack of a second.

Senator DiNucci's original motion passed, with one opposed.

### Motion

Senator DiNucci made a motion that the Senate adopt Recommendation 4: **The faculty should have an important role in the development of admission standards for the university.** The motion was seconded by Senator D. McCune. Senator Choate agreed with the idea presented in the recommendation, but felt that more specific recommendations regarding the nature of the desired faculty input in the admissions process should be presented, lest the resolution be ignored. He suggested the recommendation be referred back to committee for further input.

### Motion

Senator Griffith made a motion that Recommendation 4 be referred back to the Academic Affairs Committee for further clarification of the specific details for its implementation. The motion was seconded by Senator Choate. The motion passed, with two opposed.

### Motion

Senator Daley made a motion that the Senate adopt Recommendation 5: **The goals of the Prep program and the Deferred Admissions program should be clearly defined and evidence of the success or failure of these programs be shared with the faculty to assess the effectiveness of the programs. Serious questions are raised relative to the cost effectiveness of these programs and, more importantly, the potential academic success of the participants. Extensive remediation programs impact the regular academic mission of the university.** The motion was seconded by Senator Choate. The motion passed unanimously.

### Motion

Senator DiNucci moved that the Senate adopt Recommendation 6: **Evaluate the efforts of universities that have experienced increased enrollment, to determine what has prompted this success.** Senator McDonald seconded. Senator DuFrene asked who was to take the action proposed. Chairperson Barton suggested that the responsibility would likely fall to the Admissions Office. The motion was approved unanimously.

## **D. The Status of Call Faculty**

### Motion

Due to time constraints, Senator Mueller moved to table consideration of the Professional Welfare Committee's report until the November meeting. The motion was seconded by Senator Hearrell, and was approved unanimously.

VII. Remarks by President Angel

**A. East Texas Study**

President Angel reported that the study has been completed; we should receive copies in the near future. It reveals that the 36 county area of Deep East Texas produces only 15,000 high school graduates each year. These figures are not expected to change very much over the next decade. On the other hand, the Houston and Dallas areas are growing. President Angel welcomed input on methods for SFA to market itself more successfully in those areas.

**B. Recruitment and Retention**

President Angel denied rumors that SFA is currently doing less recruiting than in the past as a result of recent personnel changes in the Admissions area. He is more concerned about what else we should be doing to improve our recruiting and achieve greater results from the money being expended on recruitment. SFA has spent more money on recruitment each of the past two years, yet enrollment has dropped. However, processing of financial aid applications has improved dramatically. By the first class day of this semester, 7000 financial aid applications had been processed, compared to only 700 at the same point last year.

**C. Scholarship Incentive Program Proposal**

SFA's 2.3% decline in enrollment has resulted in a budget deficit that will require a combination of budget cuts and fee increases. Fee increases will cover only 16% of the deficit. He suggested that one way of reversing this trend might be to offer incentives to prospective students. SFA can't offer significant financial incentives due to our limited resources. However, there are many vacant dormitory rooms for which the university incurs overhead costs without realizing any income. Offering students a free room would amount to an \$850 scholarship for one semester. The value to SFA would be in student fees and state matching funds generated.

President Angel suggested offering these scholarships to students who declined our offer of admission for the Fall 1994 semester as an inducement to transfer or enroll here for the Spring 1995 semester. This would represent a pool of approximately 2000 first-time freshmen and 400 transfer applicants. If 10% of this pool of students were to accept the offer, President Angel reported that SFA would recoup \$1,000,000.

President Angel indicated that he was strongly considering presenting a proposal on the matter at the Regents meeting next week. His major questions were: 1) What does such a program say about the integrity of the institution?, 2) What does it communicate to currently enrolled students?, and 3) If we enact such a program, what form should it take? He invited the Senate to discuss the matter and provide feedback on the idea.



Senator Lowry asked about the state of repair of the dorm rooms being considered. President Angel indicated that only cosmetic repairs would be possible by spring. It was pointed out that this program would reward students who refused our original offer of admission, rather than those who accepted. President Angel responded that businesses commonly operate that way--banks and car dealerships offer incentives only to new customers. Senator Mueller reminded Dr. Angel that a university is not a car dealer. Senator Daley suggested that incentives should be offered based on the academic qualifications of the student. Senator Mueller added that applicants' financial need should also be an important consideration. He suggested that a need-based proposal might be more palatable to currently enrolled students. President Angel indicated that these factors could be considered, depending on what form the final proposal takes.

Regarding other issues, President Angel denied that money from the Summer 1995 budget has already been spent. He also denied that the university is spending any of the interest money from the \$1.3 million insurance fund.

President Angel indicated that the budget reduction required by our loss of student revenue will be addressed in part by not filling selected faculty and staff positions currently open (\$240,000 in faculty savings, \$140,000 in staff positions). He reported that some positions frozen last year will be removed this year, to be returned only when enrollment justifies such a move. In response to questions about the distribution of budget cuts, and the assertion that the administration should bear as large a portion of the burden as academic departments, President Angel said that "Nothing's untouchable." Senator DiNucci asked if these cuts would not have an adverse impact on the integrity of academic programs. President Angel responded that the positions not being filled were already vacant last year.

Senator S. McCune asked whether the East Texas Study supports the proposed doctoral program in Education. President Angel said that there is one statement indicating that it would be logical to have such a program in Deep East Texas.

#### VIII. New Business

##### A. **President's Scholarship Incentive Program Proposal**

In discussion of President Angel's presentation, Senator DiNucci stated that, approached in the right way--based on a combination of need and academic qualifications, such a program could be beneficial to the university. Senator Daley reiterated the concern about providing rooms that are in disrepair. Senator Dahmus expressed opposition based on how such incentives would be perceived by parents of currently enrolled students. Senator DuFrene questioned whether all the details of such a program could be worked out by the deadline for Spring 1995 implementation.

## Motion

Senator DiNucci proposed the following motion: **The Faculty Senate supports the idea presented by the President to provide incentives to encourage students to enroll at Stephen F. Austin State University. The Senate strongly recommends that a procedure be in place to assure that academic qualifications and financial need are important considerations in the awarding of incentives.** The motion was seconded by Senator Turner.

Senator Walker stated that he would not want to go on record as supporting a program without having a coherent plan presented to the Senate. He said that President Angel had only presented an idea, not a plan.

Chairperson Barton called for a vote on the motion. Senator Walker requested a roll-call vote. The request for a roll-call vote was approved, with one senator opposed.

The votes on Senator DiNucci's motion were cast as follows:

|                   |     |                    |           |
|-------------------|-----|--------------------|-----------|
| Senator Berry:    | Yes | Senator Lisieski:  | Abstained |
| Senator Carbajal: | No  | Senator D. McCune: | Yes       |
| Senator Dahmus:   | No  | Senator S. McCune: | Yes       |
| Senator Daley:    | No  | Senator McDonald:  | No        |
| Senator DiNucci:  | Yes | Senator Mueller:   | No        |
| Senator DuFrene:  | No  | Senator Price:     | Yes       |
| Senator Ford:     | No  | Senator Turner:    | Yes       |
| Senator Gobel:    | No  | Senator Walker:    | No        |
| Senator Hearell:  | No  | Senator Wright:    | No        |

The vote was six in favor, eleven opposed, and one abstention. The motion failed.

## IX. Adjournment

A motion to adjourn was made by Senator Hearell and seconded by Senator S. McCune. It passed unanimously. The meeting was adjourned at 5:10 PM.

## Attachments

Attachment A: Professional Welfare Committee Report

Attachment B: Faculty Government and Involvement Committee Report

## Visitors

Jasper Adams

Thomas Atchison

Sylvia Bierschenk

Vickey Daley

Rosario Daza (The Pine Log)

Mary R. Devine

James Standley

Suzie Weems



Stephen F. Austin State University  
Faculty Senate

Professional Welfare Committee

Resolutions of the Committee from the Report to Faculty Senate on the Request by certain members of the Department of English and Philosophy "On Call" Faculty for the Faculty Senate to examine their situation. Presented October 12, 1984.

I. That the Faculty Senate direct the Professional Welfare Committee, or such other appropriate committee of the Faculty Senate as directed by the Chair of the Faculty Senate, to examine the entire Call Faculty issue, to include, but not limited to, their use on this campus; their compensation in relation to their student hours and economic contribution to the University; and development of an adequate way to afford recognition to these faithful and loyal supporters of academic excellence at this University.

II. That the Faculty Senate in cooperation with the Administration a uniform policy as to the use and employment of Call Faculty should be developed in keeping with the University Self Study of 1988-1989, and within the letter and spirit of SFA 98.

III. That the Faculty Senate recognizes the parsimonious nature of the stipends afforded the Call Faculty in the Department of English, while at the same time accepts the fact that any possible relief is in the hands of the Administration.

IV. The Faculty Senate encourages those Departments that utilize Call Faculty extensively to make all reasonable efforts to develop and utilize recognition for those of long service and loyalty, such as: (1) Consideration of the insertion of those names in the University Bulletin; (2) Consideration the utilization of any discretionary funds, if any, to allow some Call Faculty to travel to professional meetings and make presentations; (3) Consideration, within the budgetary restraints of the University, some scale of payment for services that recognize meritorious performance; and (4) Consideration of readjustment of the Call Faculty duties to alleviate discontent.

V. That the Faculty Senate urges those Departments to make every effort to provide some degree of security and the ability to plan and budget to those faithful and loyal Call Faculty by making early and reasonable predictions as to future needs from semester to semester. All things being equal that the most senior, qualified Call Faculty, should be the first hired,

VI. The Faculty Senate urges the University to make efforts to seek ways to allow those Call Faculty who will likely teach full-time, both long semesters, to be able to extend their pay over the same length of time each semester, or perhaps even to spread the compensation into the summer so medical coverage and other benefits could be maintained.

Attachment B

Faculty Government and Involvement Committee Report  
12 October 1994  
Meeting #242

Be It Resolved That:

The Faculty Senate at Stephen F. Austin State University (SFASU) supports the continued evaluation of administrators as policy states with the following amendments:

- a) new administrators will undergo an evaluation at the end of their first year at SFASU to establish a level of rapport with faculty ; and
- b) all faculty members supervised by the administrator will be included in any evaluation; and
- c) a called evaluation can be initiated by a simple majority of faculty in any year the administrator is not up for scheduled review.

Be It Resolved That:

The Faculty Senate at Stephen F. Austin State University urges the university administration to reconsider its decision concerning voting privileges for the Faculty Senate Chairperson on the University Academic Affairs Council--to wit, that the Faculty Senate Chairperson be allowed full voting privileges on the Academic Affairs Council.