

Stephen F. Austin State University

**Faculty Senate Meeting Minutes
October 9, 1996 Meeting #260**

The meeting was called to order by John Dahmus, Chair. The following senators were absent: Andrew, Gotti (excused), Simmons, and Watts (excused).

The minutes from Meeting #259 and the Special Called Meeting were approved as written.

ANNOUNCEMENTS

Senator Dahmus announced that the speech by Dr. Bettye Meyers, Texas Woman's University, was taped and is presently being transcribed. It will be available to interested parties.

REMARKS FROM PRESIDENT ANGEL

President Angel shared three items of interest with the Faculty Senate. He is excited about the Leadership in Transformational Change Celebrity Series that is scheduled for this Fall. Three outstanding individuals, Dr. Robert Zemsky, Dr. Barry Munitz, and Dr. Robert Atwell, will share their diverse perspectives of transformational change in higher education. Dr. Angel encouraged all faculty members to attend the meetings.

President Angel announced that with the 1997 Spring registration, all students on academic probation must be advised prior to registering. To be in good standing, a student must have a 2.0 GPA for all levels beginning Spring, 1997. As late as 1994-95, a student could have been in good standing with an 1.8 GPA with 32 or below credit hours; a 2.0 GPA with 33 or above credit hours.

SFA is looking at conducting a Capital Campaign, a large all encompassing fund drive, over a 5-7 years period of time. The institution will develop a campaign plan of a target amount to raise and what the money will be ear-marked for. President Angel asked the Faculty Senate to participate in the planning study, to be involved in talking with the consultants, and to see it as an opportunity to be involved.

With the Alumni Foundation and the University Foundation, the University is now in a position to move into the Capital Campaign. Even with all the SFA endowment funds, SFA currently has \$17-18 million committed to scholarship and various other functions. To be in the national pattern, according to size and age, SFA should have close to \$50 million. A portfolio of concerns across the university will be identified as goals for contribution with endowment being a large area but not exclusively.

To get the Capital Campaign Fund started, the University needs strong, outside help, and will look at a number of interested firms. The Capital Campaign process is projected to cost approximately \$25,000. Once a firm is hired, it will take approximately 8 weeks to go through the process and give the results. The process to hire a firm will take 6-8 weeks and a report is expected by the end of the Spring semester. President Angel believes that for a State University to function effectively, it must seek funds in addition to shrinking State money. It is hoped that as many people as possible will participate, not necessarily with huge dollars, but be a part of the effort.

Senator McDonald asked President Angel about his opinion on the issue of post-tenure review. Dr. Angel said in his opinion, there were several different players: the newspapers often reflect on one Senator's or one groups opinion rather than the whole Texas House or Senate; the Texas House of Representatives have said very little, but contains 180 people; Governor Bush hasn't said much; and Lieutenant Governor Bullock believes that the issue of post-tenure review should be left to the educational institutions.

President Angel further stated that the task for all individuals, both professors and administrators in higher education, is to articulate to the public what tenure really is, what it originated for, and why it still has value. He does not expect a uniform, specific faculty review process for the entire State.

OFFICER'S REPORTS

Chair Dahmus reported on the Board of Regent's meeting held September 27-28, 1996. Items of interest were:

- President Angel gave his Mid-Way Report on SFA '98.
- Approval was given for the renovation of the first floor of the Austin Building.
- Approval was given for the memory upgrade for the Central Processor which was running 90- 95 percent of maximum.
- Approval was given to hire a consultant to develop recommendations about dorms.

Chair Dahmus and Chair-Elect McDonald had a meeting with President Angel and Vice-President Ashley. Dahmus asked for a clarification concerning the way faculty will be hired in the future. He had heard that the emphasis would be on hiring master candidates or non-terminal degrees in subject areas. President Angel said that there was no such policy, but that the Faculty Senate could suggest a policy. Chair Dahmus assigned the issue of how faculty are hired to the Professional Welfare I committee, chaired by Senator Price.

One of the questions asked was why the staff received a four percent pay raise across-the-board and the faculty did not. President Angel responded that the previous Faculty Senate had recommended that pay raises should be on merit. Chair Dahmus emphasized that policies have a long-reaching affect and should be carefully studied and formulated. However, the Faculty Senate Survey revealed that 80 percent of the faculty do not like merit raises. The Professional Welfare II Committee, chaired by Senator McDonald, will look at the issue of merit pay.

President Angel would like to be able to respond to legislators in the next session about tenure. He would like to have from the faculty clear-cut information that would be appropriate for the man on the street of what tenure is and is not, and why it is needed. Information relating to tenure should be sent to Chair Dahmus; he will compile and send forward the information in a usable format to President Angel.

Dahmus, also, reported on the meeting of the Academic Affairs Council. Al Cage is in charge of the campus directory; it will be out soon. A Technology Committee, chaired by Dean Standley, is charged with developing a policy of rearranging technology administration at the University.

Faculty Senators have been invited to attend a luncheon meeting with the speakers for the Celebrity Series. Each Senator was requested to select one luncheon that they could attend and contact Chair Dahmus for scheduling.

Chair-Elect McDonald reported on a meeting of the University Graduate Council. He reported that since 1992, graduate student stipends were raised from \$5,200 to \$5,600; the number of supported FTE GAs has risen from 136 to 216 as of the end of the 1995-96 term. The institutional budget has increased from \$700,000 to \$884,000. A total of 348 graduate students have received funding this past year. Graduate students constituted approximately 13.5 percent of the total student population. Dr. Jeffrey pointed out that some 215 individuals accepted into graduate programs did not show up as of the first day of class. His office is looking into the reasons why there were so many no shows.

The Master of Environmental Science and Masters of Biotechnology were approved by the Coordinating Board and are scheduled for the Fall Semester, 1996. The College of Fine Arts

submitted a Non-substantive Curriculum Proposal to establish a Masters of Music in Performance and Conducting and it has been taken into consideration. The Graduate Office is submitting a request to raise processing fees from \$25 to \$50 due to processing time and overhead.

Treasurer Rushing reported that the Faculty Senate account started this year with a balance of \$4,466.00. Expenditures were \$550.16 leaving a remaining balance of \$3,915.84.

Vice President Ashley reviewed the process of developing the current merit policy. This policy is the revised version of E 20-A and was in review for two years before it was approved by the Academic Affairs Committee and the Board of Regents. The new policy went into effect last year and the substance was that the whole process was down-powered to colleges and departments to allow for design variations to meet the unique needs of the colleges on campus. The Merit Policy would allow colleges and departments to have a combination of merit and across-the-board raises with the criteria established at the college and department levels. Because of the post-tenure review, Vice-President Ashley feels that there is a need to have well established standards of evaluation in place and they should be tied to pay raises.

Senator Codispoli suggested that faculty need precise feedback from the review process and in a timely manner. Vice-President Ashley stated that if she makes a decision contrary to recommendations that came out of the college to her, the deans know her reason why. She also stated that it is not the policy to tenure anyone until the point that tenure is required and an individual must meet the criteria that are in place for promotion.

COMMITTEE REPORTS

Senator Shows reported that the Academic Affairs Committee will meet in the next two weeks to review the academic mission, telephone registration problems and concerns, low admission standards, and inadequate academic scholarships.

Senator Rushing said that the Administration & Finance Committee met last week and is in the process of developing a plan of what to look at specifically regarding the issue of athletic emphasis versus academic. The committee would welcome input on fees and athletic expenditures.

Senator Dumesnil reported that the Election Committee is currently looking at defining and clarifying "faculty rank and employed full-time" as stated in Article 1, Section 2 of the Faculty Senate Constitution. A clear definition is needed for voting clarification.

According to Senator Choate, the Faculty Government and Involvement Committee is looking at the grievance procedure, the issue of the composition of search committees, and other issues related to the Faculty Senate Constitution as it relates to shared governance.

Senator Price reported that the Professional Welfare I Committee will investigate the issue of faculty hiring. Senator McDonald stated that the Professional Welfare II Committee has divided the work load and is developing position statements on student evaluations and merit.

Chair Dahmus passed out a copy of a proposed resolution concerning the Wellness Center and submitted by the Ad Hoc Committee. The document covered the development of the Wellness Center and called for a change in the hours to make the facility available more to the faculty and staff.

Senator McDonald moved that the resolution be taken as a final statement on the Wellness issue. It was seconded by Senator Walker. The motion carried with two opposing votes and one abstaining.

Senator Walker moved that the meeting adjourned. The meeting adjourned at 3:50 P.M.

Janie Kenner, *Secretary*

Attachment: Wellness Center Resolution